National Matching Services Inc.

2018 Dental Program Director Survey Report

Results of the 2018 Dental Program Director Survey and Match

Contents

1 Introduction

National Matching Services Inc. (NMS) conducted a survey of all program directors from residencies who registered for the 2018 Postdoctoral Dental Matching Program (the Match).

The purpose of the survey was to gather information on the recruitment process for dental residency positions from the perspective of program directors. To compile this report, NMS combined data from the survey responses with ranking and result data from the Match database.

The program types that participate in the Match are:

- AEGD - Advanced Education in General Dentistry
- ANES - Dental Anesthesiology
- CDNGPR - Canadian General Practice Residency
- GPR - US General Practice Residency
- OMS - Oral and Maxillofacial Surgery
- ORTH - Orthodontics
- PED - Pediatric Dentistry
- PERIO - Periodontics
- PROS - Prosthodontics

Disclaimer

The recruitment process for dental residencies is complex and involves assessment and evaluation of quantifiable and non-quantifiable factors, many of which are not addressed in this report. This report is being provided for informational purposes only and is not intended to represent any specific guidance, direction, strategy, or advice. It is a summary analysis of validated and unvalidated historic data collected by a self-selected sample of Match registrants.

We do not represent, warrant, undertake or guarantee that the use of information in the report will lead to any particular outcome or result.

We will not be liable for any losses, including without limitation loss of or damage to income, anticipated savings, employment, contracts, or goodwill.

Limitations

- Data in this report is collected from survey responses, rankings submitted and outcomes obtained by survey respondents only. Therefore, aggregate values presented in this report may not be the same as those reported in the annual Match statistics on the Dental Match web site.

- The survey data is self-reported and the accuracy of the responses is not verified. As such, there may be selective memory, attribution, and exaggeration issues with some responses.

- Responses to individual survey questions were optional so answers were missing for some questions which may have impacted the analysis.

- The survey was distributed after the results of the 2018 Match were released. It is possible that program directors' survey responses may have been biased by the outcome they received in the Match.

- The survey did not obtain any data at the individual program or track level. Therefore, individual responses from program directors responsible for multiple tracks or programs were attributed to all of their programs. This may have introduced attribution issues when analyzing data at the program level, such as for Match results.

2   Survey Respondents

There were 240 program directors who responded to the survey (42% of registered program directors), all of whom submitted at least one Rank Order List in the Match. The following figures provide a breakdown of the demographics of program director respondents, and the number of survey respondents by program type with a comparison to the number of Match registrations.

2.1   Demographics

Survey Respondent Demographics

Age — Average **53.1** years   Median **54** years   32.4% / 67.6%
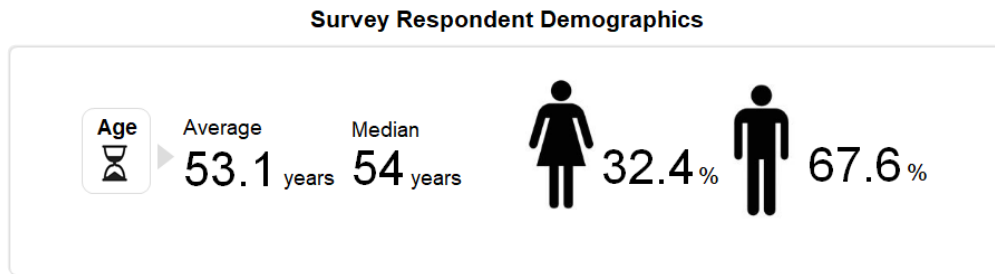
Figure 1: Age and gender of survey respondents

2.2   By Program Type

The breakdown of survey respondents is compared with the total number of 2018 residency registrations for the Match by program type. Nearly 50% of program directors in each program type responded.

Registered Program Directors and Survey Respondents, by Program Type

■ Match Registrations
■ Survey Respondents
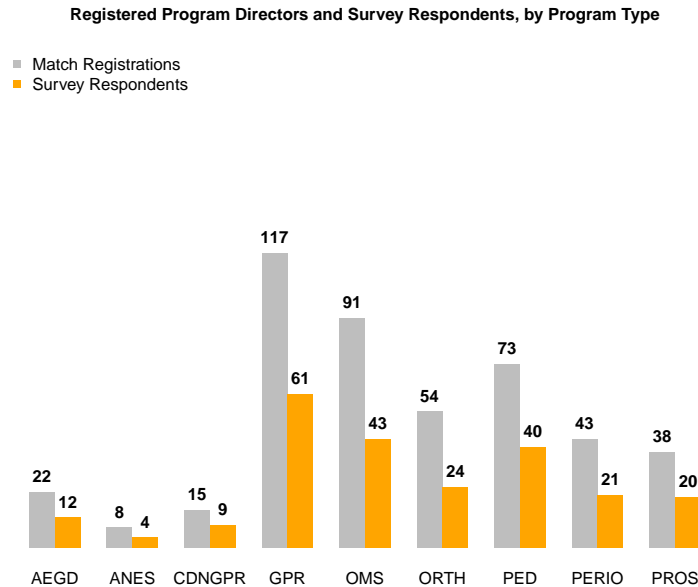
The accredited AEGD and PED residencies at Lutheran Medical Center in Brooklyn each offer multiple programs in different locations across the US. In the statistics on the Dental Match web site, each of these programs are treated as a separate residency. In this figure, each program director is counted as a single respondent.

Figure 2: Match registrations and survey respondents by program type

3 Applications

This section provides information on program directors' self-assessed attractiveness of their program to applicants on various factors, and a distribution of the number of applications received by program type.

3.1 Program Director's Perceived Attractivenes of Their Program to Applicants

Program Directors were asked to rate the attractiveness of their program to applicants on various factors. Attractiveness was rated on a five point scale.

- 1 - Not at all attractive
- 2 - Slightly attractive
- 3 - Moderately attractive
- 4 - Quite attractive
- 5 - Extremely attractive

The figure below ranks each factor from most attractive to least attractive.

Average Program Director Perceived Attractiveness of Programs

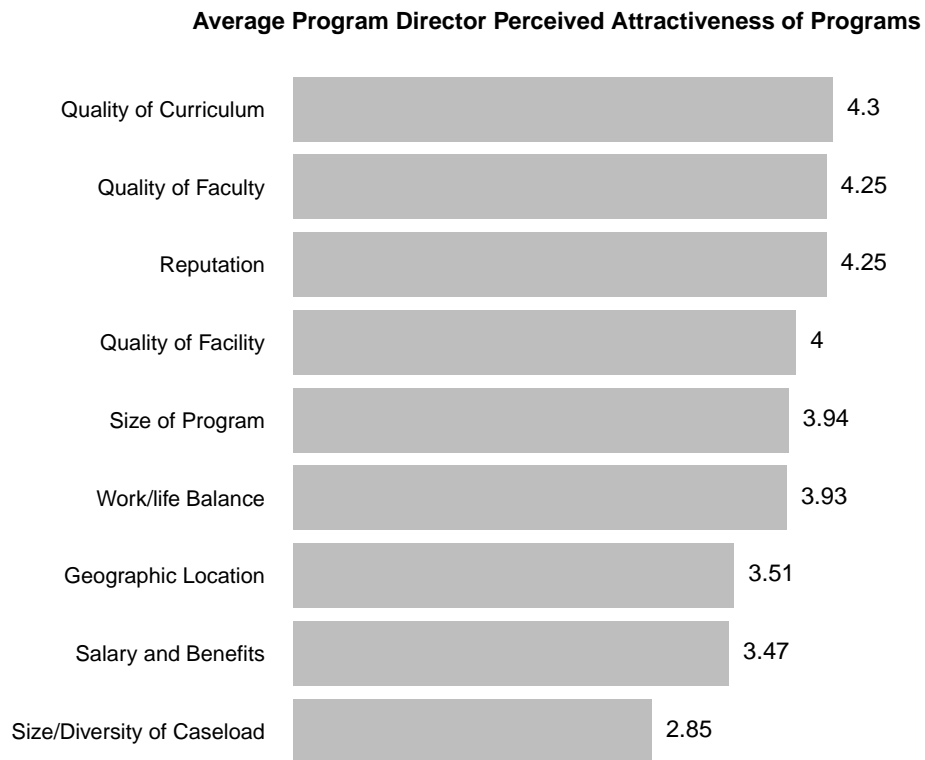| Factor	Rating
Quality of Curriculum	4.3
Quality of Faculty	4.25
Reputation	4.25
Quality of Facility	4
Size of Program	3.94
Work/life Balance	3.93
Geographic Location	3.51
Salary and Benefits	3.47
Size/Diversity of Caseload	2.85

Figure 3: Overall attractiveness of programs

Below are plots of the average ratings provided by each program type across all factors.

Geographic Location

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
3.09	3.25	4.14	3.61	3.38	3.76	3.37	3.37	3.74

Quality of Curriculum

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
4.18	4.25	4.43	4.18	4.53	4.43	4.03	4.39	4.47

Reputation

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
4.09	4	4.57	4.27	4.28	4.43	3.89	4.42	4.47

Quality of Facility

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
3.36	4	4	3.98	4.12	4.33	3.76	4.32	4

Size of Program

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
4	3.75	3.86	3.68	4.12	4.1	3.74	4.32	4.26

Size/Diversity of Caseload

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
4	4	4.43	4	4.45	4.05	4.16	4.16	4.63

Quality of Faculty

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
4.27	4	3.86	4.14	4.38	4.45	4.05	4.42	4.47

Work/life Balance

AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
3.91	2.5	3.5	4.16	3.9	3.71	4	4	3.79

Salary and Benefits

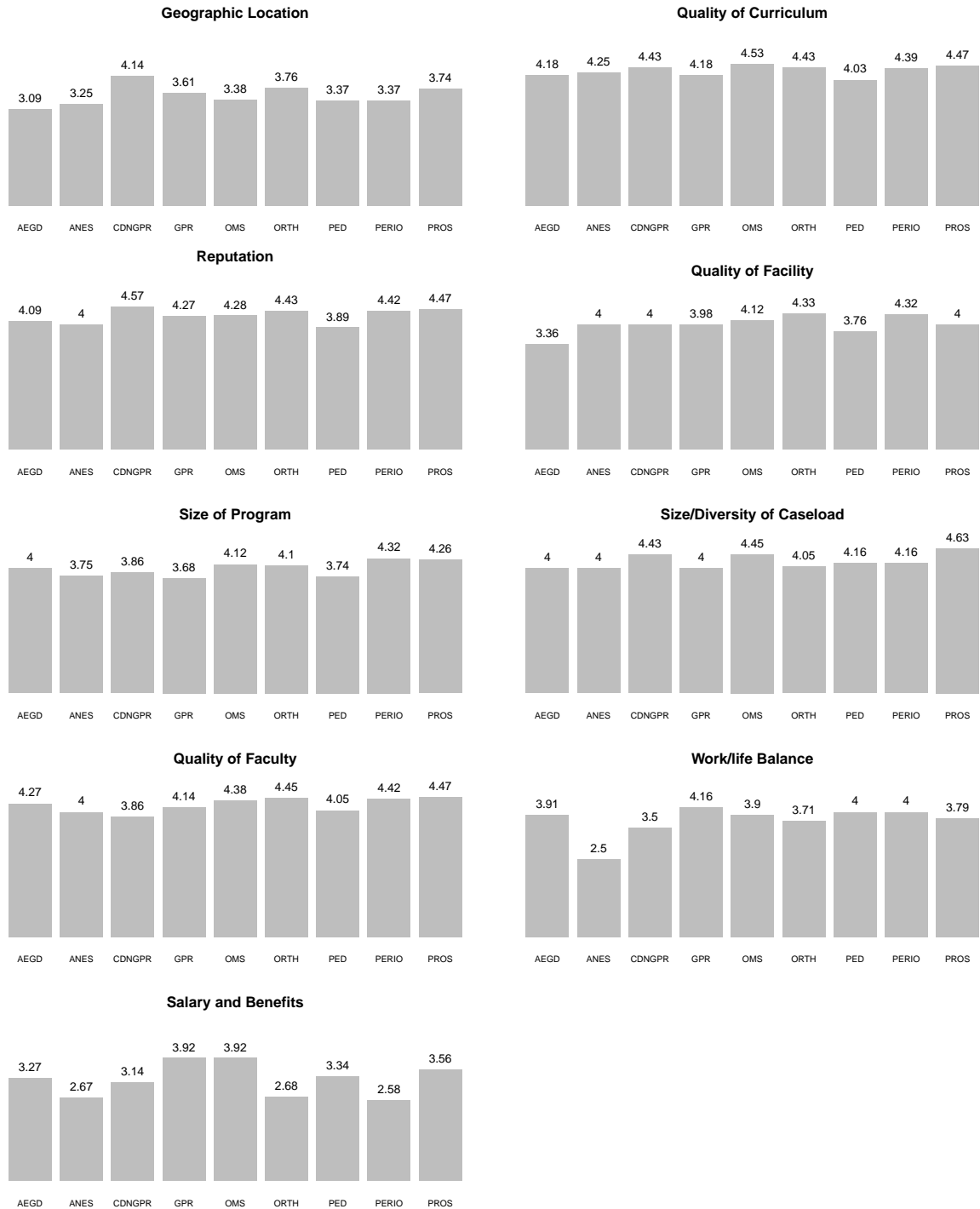| AEGD	ANES	CDNGPR	GPR	OMS	ORTH	PED	PERIO	PROS
3.27	2.67	3.14	3.92	3.92	2.68	3.34	2.58	3.56

Figure 4: Attractiveness ratings by program type

3.2   Average Number of Applications Received

Boxplots for the total number of applications received by program type are shown below. The orange dot represents the median number of applications received. The inner end of the grey lines, closest to the median dot, represent the 25th and and 75th percentiles. The outer ends of the grey lines are the minimums and maximums (up to a limit of 250). Outliers are represented by grey dots. Note: The scale has been adjusted to remove some outliers to allow for easier viewing of the data.

Total Number of Applications Received, by Program Type

Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

Figure 5: Number of applications received, by program type

4 Interviews

This section provides information on the factors influencing program directors' decisions to interview an applicant, and data on the number of interviews conducted by program type.

4.1 Factors Influencing Program Directors' Decisions to Interview

Program Directors were asked to rate the importance of various factors in influencing their decision to interview an applicant. Importance was rated on a five point scale.

- 1 - Not at all important
- 2 - Slightly important
- 3 - Moderately important
- 4 - Quite important
- 5 - Extremely important

The figure below ranks each factor from most important to least important.

Average Importance of Factors in Determining Which Applicants to Interview

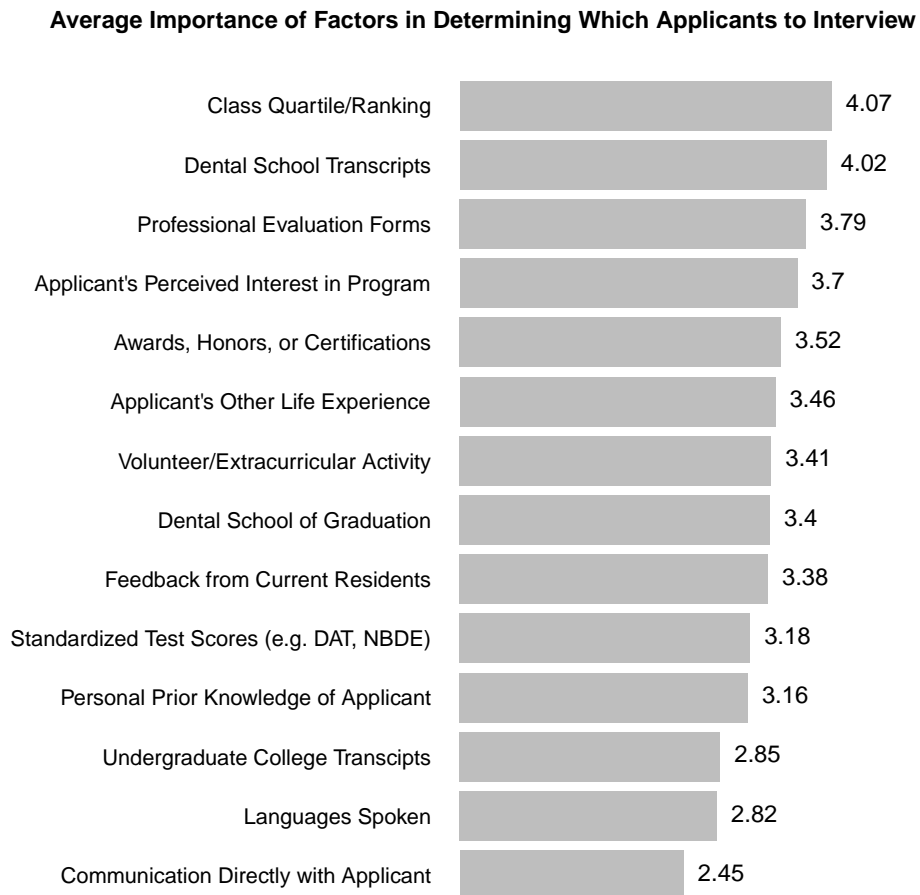| Factor	Average
Class Quartile/Ranking	4.07
Dental School Transcripts	4.02
Professional Evaluation Forms	3.79
Applicant's Perceived Interest in Program	3.7
Awards, Honors, or Certifications	3.52
Applicant's Other Life Experience	3.46
Volunteer/Extracurricular Activity	3.41
Dental School of Graduation	3.4
Feedback from Current Residents	3.38
Standardized Test Scores (e.g. DAT, NBDE)	3.18
Personal Prior Knowledge of Applicant	3.16
Undergraduate College Transcipts	2.85
Languages Spoken	2.82
Communication Directly with Applicant	2.45

Figure 6: Factors influencing decision to interview

4.2   Average Number of Interviews Conducted

Boxplots for the total number of interviews conducted are shown below by program type. The orange dot represents the median number of interviews conducted. The inner end of the grey lines, closest to the median dot, represent the 25th and and 75th percentiles. The outer ends of the grey lines are the minimums and maximums, excluding outliers. Outliers are represented by grey dots. Note: The scale has been adjusted to remove some outliers to allow for easier viewing of the data.
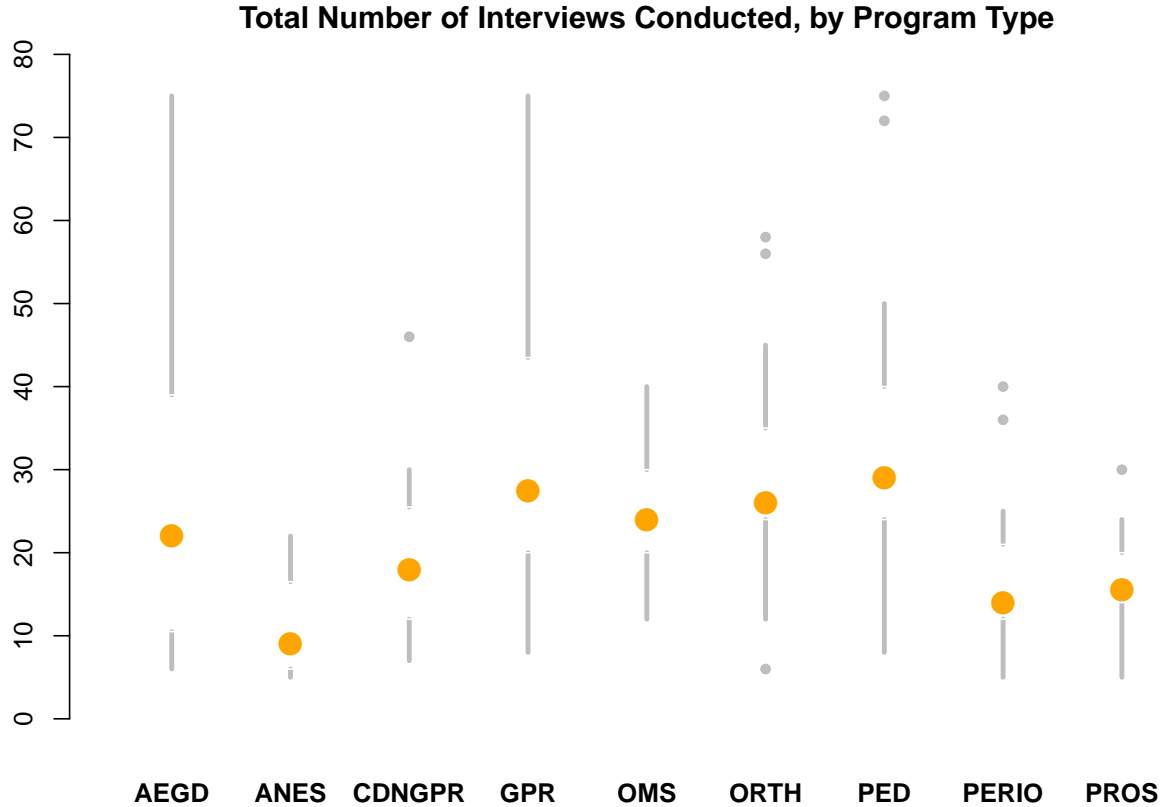
Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

Figure 7: Number of interviews conducted, by program type

5 Rankings

This section provides information on tools used by program directors to determine their rankings of applicants, the factors influencing program directors' decision to rank an applicant, and data on the number of rankings submitted per position by program type.

5.1 Tools Used to Determine Ranking Preferences

Program Directors were asked which tools, if any, they use to help determine their ranking preferences of applicants.
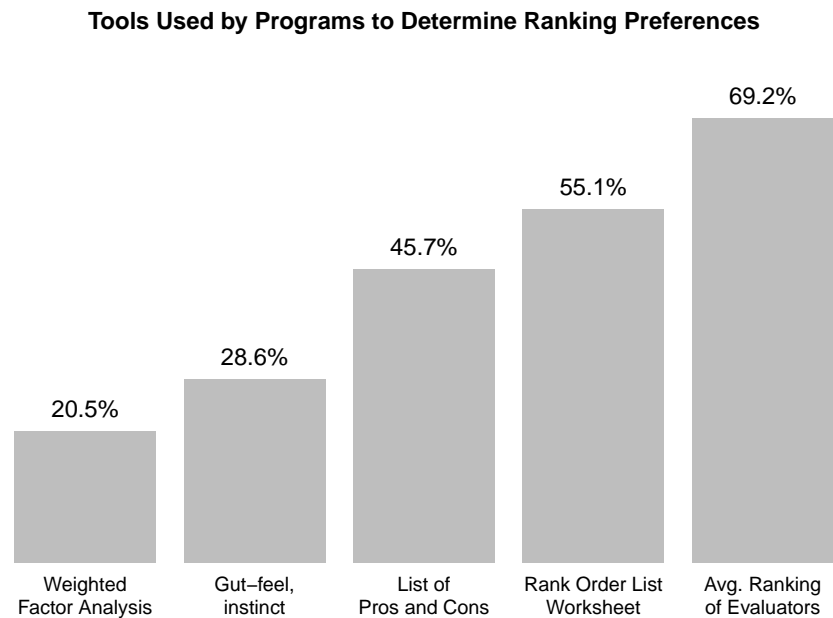
Tools Used by Programs to Determine Ranking Preferences

Figure 8: Percentage of program directors using various tools to determine ranking preferences

5.2 Factors Influencing Program Directors' Decision to Rank

Program Directors were asked to rank the importance of various factors in influencing their decision to rank an applicant. The importance was rated on a five point scale.

- 1 - Not at all important
- 2 - Slightly important
- 3 - Moderately important
- 4 - Quite important
- 5 - Extremely important

The figure below ranks each factor from most important to least important. The top-3 factors are all based on the outcome of the applicant's interview with the program. While academic performance and references are critical for an applicant to be selected for an interview, it is the outcome of the interview that is most influencial in determining whether or not the program will rank the applicant.

Average Importance of Factors in Determining Which Applicants to Rank

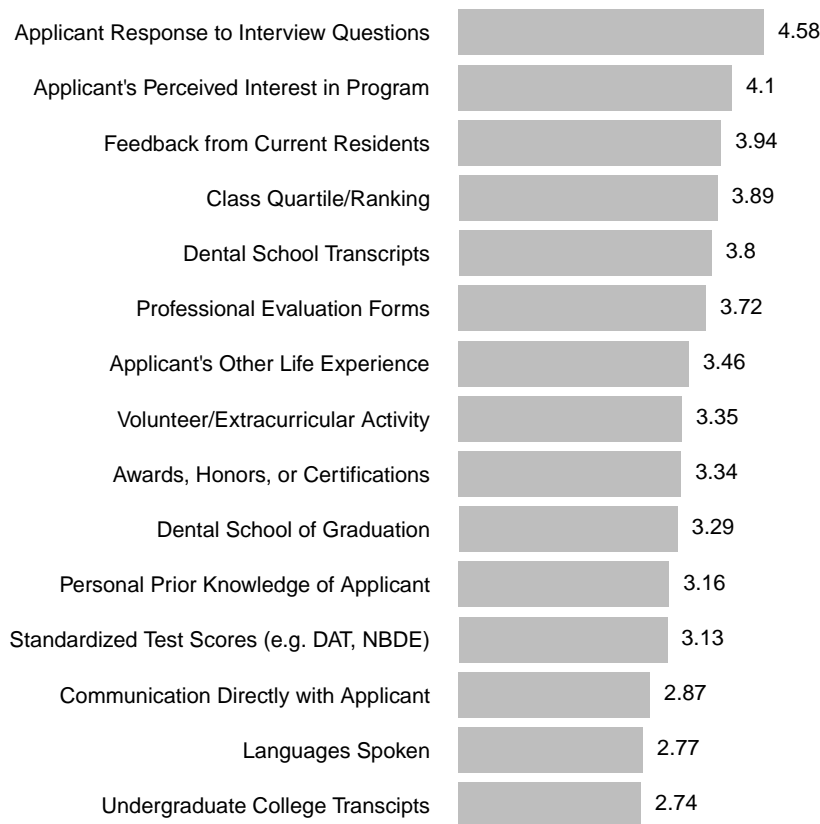| Factor	Score
Applicant Response to Interview Questions	4.58
Applicant's Perceived Interest in Program	4.1
Feedback from Current Residents	3.94
Class Quartile/Ranking	3.89
Dental School Transcripts	3.8
Professional Evaluation Forms	3.72
Applicant's Other Life Experience	3.46
Volunteer/Extracurricular Activity	3.35
Awards, Honors, or Certifications	3.34
Dental School of Graduation	3.29
Personal Prior Knowledge of Applicant	3.16
Standardized Test Scores (e.g. DAT, NBDE)	3.13
Communication Directly with Applicant	2.87
Languages Spoken	2.77
Undergraduate College Transcipts	2.74

Figure 9: Factors influencing decision to rank

5.3 Average Number of Ranks Submitted Per Position

Boxplots for the number of ranks submitted per position offered are shown below by program type. The orange dot represents the median number of ranks submitted per position offered. The inner end of the grey lines, closest to the median dot, represent the 25th and and 75th percentiles. The outer ends of the grey lines are the minimums and maximums, excluding outliers. Outliers are represented by grey dots. Note: The scale has been adjusted to remove some outliers to allow for easier viewing of the data.

Ranks Submitted Per Position Offered, by Program Type
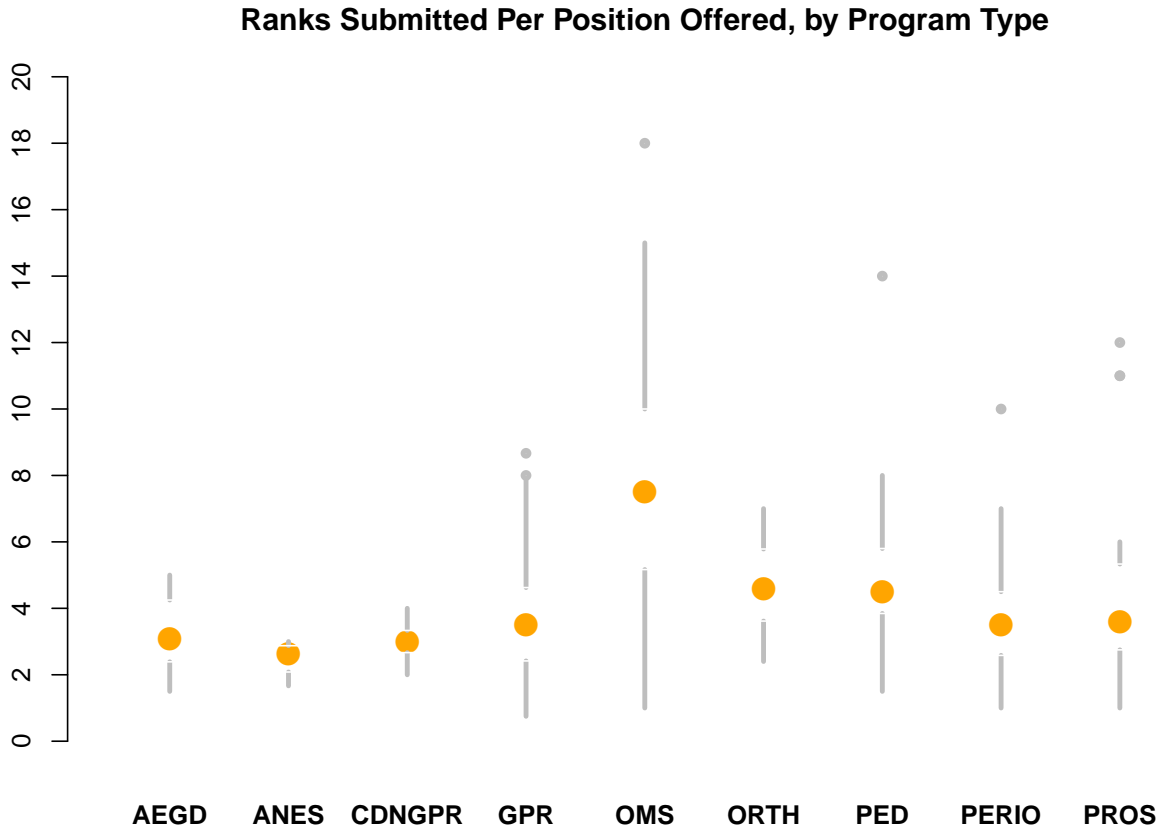
The data reported here is close to but not entirely consistent with similar calculations reported in the annual Match statistics on the Dental Match web site. This figure includes data only for respondents to the survey while the Match statistics include data for all individuals who participated in the Match.

Figure 10: Number of ranks submitted per position, by program type

6 Results

This section provides information on the results obtained by programs in the Match, segmented by various survey and Match data.

6.1 Program Result by Number of Applications Received Per Position

The figure below shows the average number of applications received per position for programs that filled and did not fill in the Match. In general, programs that fill all their available positions tend to have received more applications than programs that do not fill.
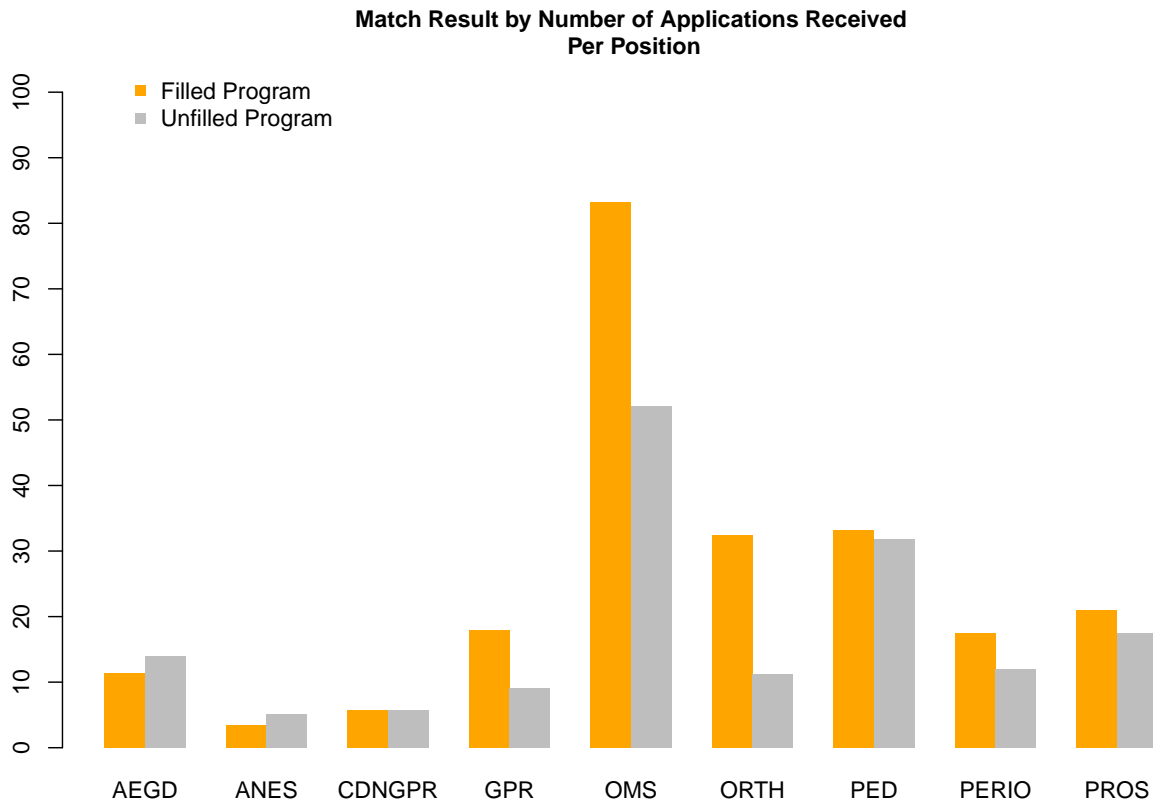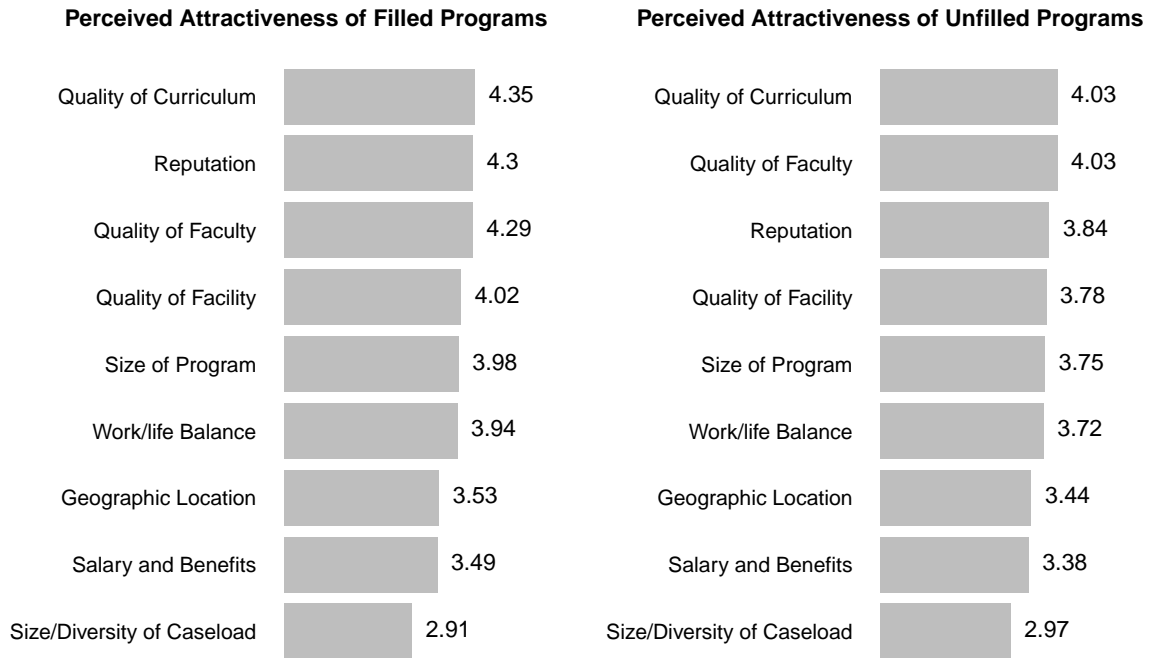

Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

Note that the sample size of unfilled programs for program types other than GPR was small (n<5). CDNGPR residencies were left with no unfilled positions.

Figure 11: Match result by number of applications received per position

6.2 Program Result by Perceived Attractiveness

The figure below shows the program director self-reported rating of the attractiveness of their program to applicants segmented by the Match result obtained by the program.

Perceived Attractiveness of Filled Programs

Quality of Curriculum	4.35
Reputation	4.3
Quality of Faculty	4.29
Quality of Facility	4.02
Size of Program	3.98
Work/life Balance	3.94
Geographic Location	3.53
Salary and Benefits	3.49
Size/Diversity of Caseload	2.91

Perceived Attractiveness of Unfilled Programs

|	
Quality of Curriculum	4.03
Quality of Faculty	4.03
Reputation	3.84
Quality of Facility	3.78
Size of Program	3.75
Work/life Balance	3.72
Geographic Location	3.44
Salary and Benefits	3.38
Size/Diversity of Caseload	2.97

Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

Figure 12: Match result by perceived attractiveness

6.3 Program Result by Number of Interviews Conducted Per Position

The figure below shows the average number of interviews conducted per position for programs that filled and did not fill in the Match. In general, programs that fill all their available positions tend to have conducted more interviews per position than programs that do not fill.
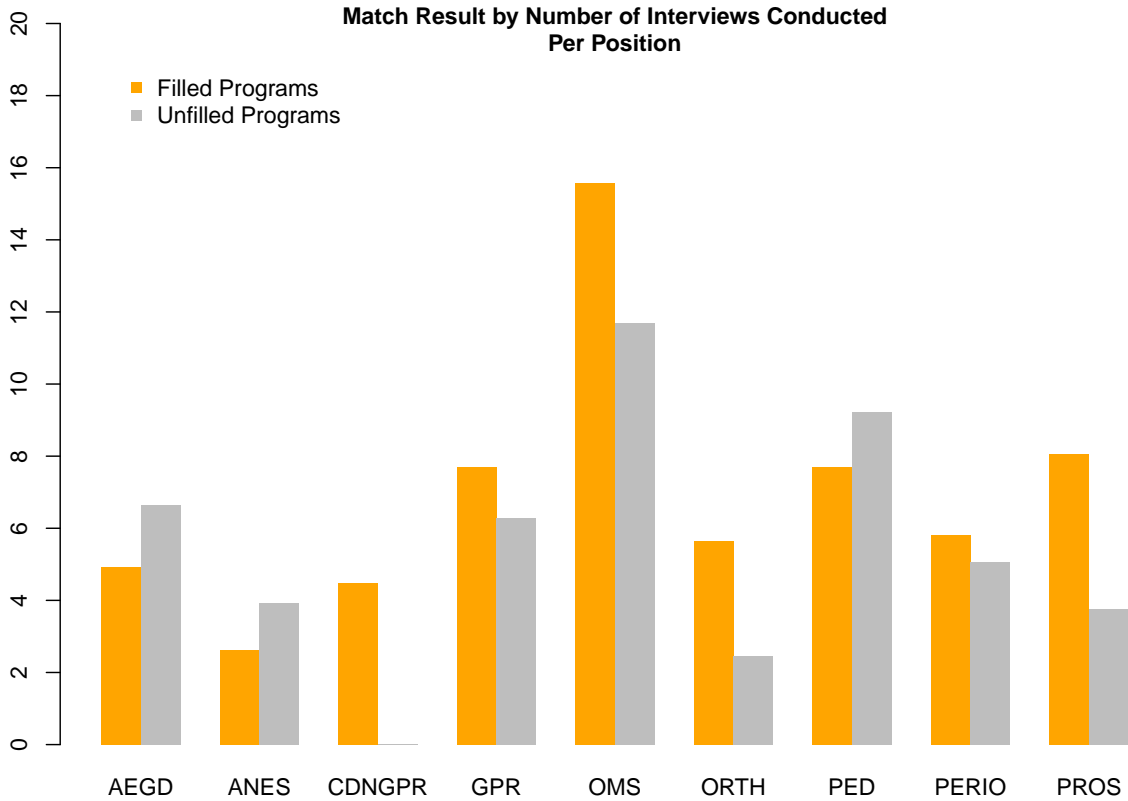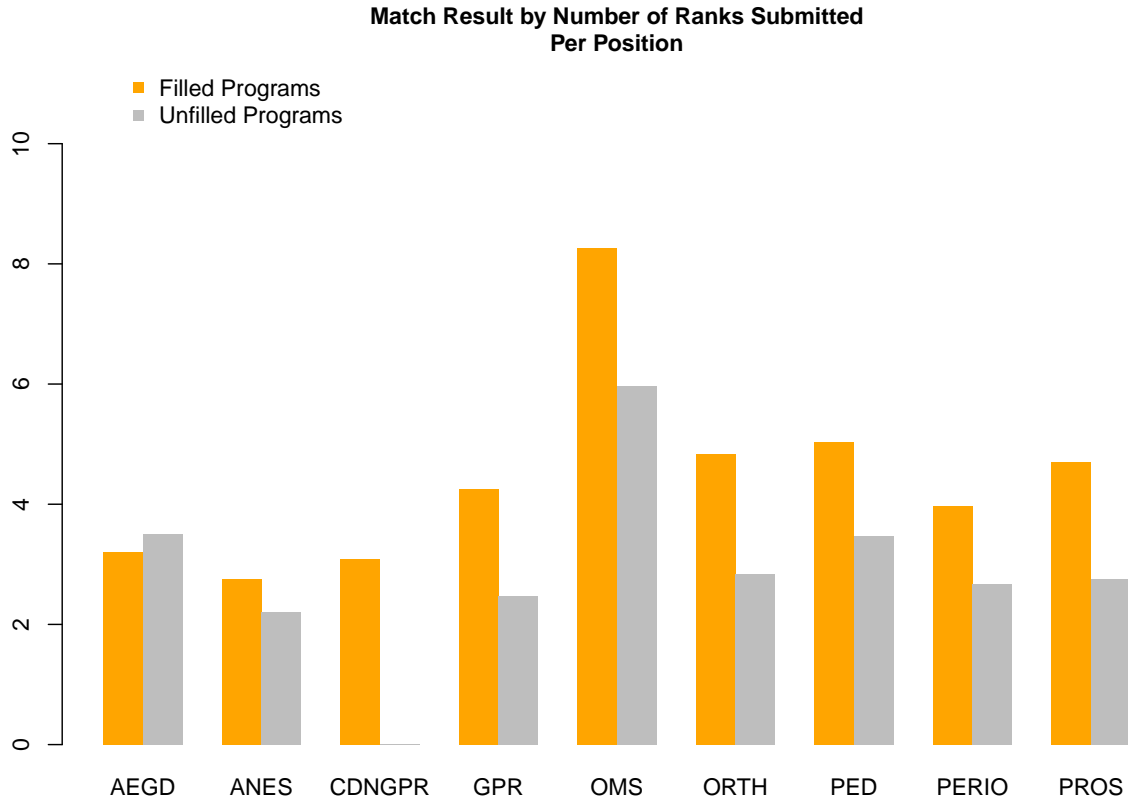

Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

Note that the sample size of unfilled programs for program types other than GPR was small (n<5). CDNGPR residencies were left with no unfilled positions.

Figure 13: Match result by number of interviews conducted per position

6.4 Program Result by Number of Ranks Submitted Per Position

The figure below shows the average number of rankings submitted per position for programs that filled and did not fill in the Match. Programs that fill all their available positions submit more ranks per position on average than programs that do not fill.

Match Result by Number of Ranks Submitted Per Position

■ Filled Programs
■ Unfilled Programs

Survey responses were gathered at the residency level, not the individual program or track level. Therefore, for residencies with multiple programs, there may be some attribution error where some responses apply to a single program while others apply to all programs within the residency.

The data reported here is close to but not entirely consistent with similar calculations reported in the annual Match statistics on the Dental Match web site. This figure includes data only for respondents to the survey while the Match statistics include data for all individuals who participated in the Match.

Note that the sample size of unfilled programs for program types other than GPR was small (n<5). CDNGPR residencies were left with no unfilled positions.

Figure 14: Match result by number of rankings submitted per position