

Table I: Factors considered in the orthodontic applicant selection process, ranked in order of importance. (Note: 1 – not requested, 2 – little importance, 3 – some importance, 4 – very important)

	Mean	SD	N	Rank
Interview Ratings	3.9	0.3	44	1
Dental School class rank	3.7	0.7	43	2
Letters of Recommendation	3.5	0.5	44	3
Dental School Grades (Clinical)	3.5	0.5	44	3
Personal Statement	3.4	0.6	44	4
Resident Feedback	3.4	0.6	44	4
National Board Scores- (Part I)	3.4	0.8	43	5
Academic Honors	3.3	0.7	44	6
Dental School Grades (Basic Science)	3.2	1.0	41	7
Publications/Research Experience	3.1	0.6	44	8
Extramural Activity	3.1	0.6	40	9
Clinical Honors	3.1	0.7	44	10
Advanced Degree PhD	3.0	0.8	44	11
Dental School Grades (Orthodontics)	3.0	0.9	43	12
National Board Scores- (Part II)	3.0	0.9	43	12
Advanced Degree MS	2.9	0.8	44	13
Dental School Attended	2.8	0.7	44	14
GPR/ AEGD	2.8	0.8	43	15
Military Experience	2.7	0.8	44	16
Private Practice Experience	2.7	0.8	43	17
GRE Scores	2.7	1.1	44	18
TOEFL Scores	2.7	1.1	43	19
College Grades (Basic Sciences)	2.6	0.8	44	20
College Grades (Overall)	2.5	0.9	42	21
Orthodontic Related Knowledge	2.4	0.8	44	22
Presentation at Orthodontic Meetings	2.4	0.8	44	22
Orthodontics Externship	2.4	0.8	42	23
Dexterity Skills (e.g. on-site wire bending)	2.0	1.0	44	24
On-site Oral Presentation	1.9	1.1	43	25

Table II: Sources of applicant recommendation letters ranked in order of importance. (Note: 1 – not requested, 2 – little importance, 3 – some importance, 4 – very important)

	Mean	SD	N	Rank
Orthodontic Department Chair	3.3	0.8	43	1
Orthodontic Graduate Program Director	3.3	0.9	43	2
Orthodontic Pre-doc Program Director	3.2	0.8	43	3
Research Advisor	3.0	0.8	43	4
Orthodontic Faculty	3.0	1.0	41	5
Dean of Dental School	2.9	0.8	43	6
Private Practice Orthodontist	2.5	0.8	43	7
General Dentist	2.4	0.7	43	8
Other Dental Specialist	2.4	0.8	43	9
Program Alumni	2.4	1.0	42	10
Current Orthodontic Resident	2.0	0.8	43	11
College Advisor	1.9	0.9	42	12

Table III: Applicant character traits ranked in order of favorability. (Note: 1 – Negative Factor, 2 – Neutral Factor, 3 – Positive Factor)

	Mean	SD	N	Rank
Maturity	2.9	0.6	42	1
Verbal skills	2.8	0.6	42	2
Listening Skills	2.8	0.7	42	3
Presentable appearance/ attire	2.8	0.8	41	4
Ability to ask Relevant Questions	2.7	0.7	42	5
Analytical thinking	2.7	0.7	42	5
Cooperation skills	2.7	0.8	41	6
Social skills	2.7	0.8	41	6
Confidence	2.7	0.8	41	6
Honesty	2.7	0.9	40	7
Empathy	2.6	0.8	41	8
Organization skills	2.6	0.8	41	8
Enthusiasm	2.6	0.9	40	9
Research experience	2.5	0.8	41	10
Agreeability	2.5	0.9	40	11
Teaching potential	2.4	0.7	42	12
Aggressiveness	1.6	0.9	40	13
Anxiousness/ Nervousness	1.5	0.8	40	14

APPENDIX 1

Survey of Resident Selection Procedures in Advanced Orthodontic Programs in the United States

A. GENERAL PROGRAM INFORMATION

	Response
1. What best describes your program? <input type="checkbox"/> Hospital-based <input type="checkbox"/> University-based	N=44 3 (7%) 41 (93%)
2. How many applications did you receive for the most recent application cycle? <input type="checkbox"/> less than 100 <input type="checkbox"/> 101-200 <input type="checkbox"/> 201-300 <input type="checkbox"/> 301-400 <input type="checkbox"/> More than 401	N=44 4 (9%) 24 (55%) 15 (34%) 1 (2%) 0 (0%)
3. How many applicants were accepted in your program for the next academic year (2010-2011)?	N=44 Mean: 5 (range: 1-15)
4. Do you accept applicants that did not graduate from a Commission on Dental Accreditation accredited institution (internationally-trained)? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes," how many do you take in each year?	N=43 24 (56%) 19 (44%) Mode: 1-2
5. What percentage of the applicants met your basic requirements for consideration? <input type="checkbox"/> 1-20% <input type="checkbox"/> 21-40% <input type="checkbox"/> 41-60% <input type="checkbox"/> 61-80% <input type="checkbox"/> 81-100%	N=44 5 (11%) 10 (23%) 8 (18%) 11 (25%) 10 (23%)
6. Of those applicants who were accepted, what percentage was from your own institution? <input type="checkbox"/> 1-20% <input type="checkbox"/> 21-40% <input type="checkbox"/> 41-60% <input type="checkbox"/> 61-80% <input type="checkbox"/> 81-100% <input type="checkbox"/> N/A	N=43 13 (30%) 10 (23%) 9 (21%) 1 (2%) 2 (5%) 8 (19%)
7. How many students will graduate from your program next year?	N=43 Mean: 5 (range: 1-15)
8. What percentage of your graduating students will remain in the United States to practice and/or teach? <input type="checkbox"/> 1-20% <input type="checkbox"/> 21-40%	N=42 1 (2%) 1 (2%)

- 41-60% 1 (2%)
 - 61-80% 4 (10%)
 - 81-100% 35 (83%)
 - N/A
9. Has your program changed its size within the last ten years? N=44
- Yes 19 (43%)
 - No 25 (57%)
- If "Yes,"
- Increased 15 (%)
 - Decreased 4 (%)
10. Are you contemplating increasing or decreasing the size of your program? N=44
- Increasing 7 (16%)
 - Decreasing 3 (7%)
 - No changes planned 34 (77%)

B. INFORMATION OBTAINED FROM APPLICATION

11. Does your program participate in the Postdoctoral Application Support Service "PASS" by ADEA? N=44
- Yes 34 (77%)
 - No 10 (23%)

C. INTERVIEW PROCESS

14. Does your program require an interview as part of the resident selection process? N=44
- Yes 44 (100%)
 - No

15. Who makes the final decision on which applicants to invite for interview? (Check all that apply) N=44
- Program Director (1) Combination of 1,2: 7 (16%)
 - Department Chairman (2) Combination of 1,2,3,4: 5 (11%)
 - Full-Time Orthodontic Faculty (3) Combination of 1,2,3: 4 (9%)
 - Part-Time Orthodontic Faculty (4) Combination of 1,2,3,4,6: 4 (9%)
 - Staff Members (5) 1 only: 3 (7%)
 - Residents (6) Combination of 1,2,7: 3 (7%)
 - Other/s (7) Combination of 1,2,3,6: 3 (7%)
 - Combination of 1,3: 3 (7%)
 - Combination of 1,3,4: 3 (7%)
 - 3 only: 2 (5%)
 - Other combinations: 7 (16%)

16. How many candidates were invited for an interview in the most recent selection process? N=44
- Mean: 29
(range: 10-60)

17. How long did the interview process last? N=44
- Less than 4 hours 5 (11%)
 - 4 to 8 hours 19 (43%)

<input type="checkbox"/> 8-16 hours	15 (34%)
<input type="checkbox"/> More than 16 hours	5 (11%)
18. Does the interview process include an informal event (e.g. evening social)?	N=44
<input type="checkbox"/> Yes	39 (89%)
<input type="checkbox"/> No	5 (11%)
19. The interview process was conducted by: (Check all that apply.)	N=44
<input type="checkbox"/> Program Director	Combination of 1,2,3,4,5: 11 (25%)
<input type="checkbox"/> Current Residents	Combination of 1,2,3,5: 5 (11%)
<input type="checkbox"/> Department Chairman	Combination of 1,3,4,5: 5 (11%)
<input type="checkbox"/> Part-Time Orthodontic Faculty	Combination of 1,2,3,4,5,6: 4 (9%)
<input type="checkbox"/> Full-Time Orthodontic Faculty	Combination of 1,2,4,5,6: 3 (7%)
<input type="checkbox"/> Other Dental School Faculty	Combination of 1,2,3,4,5,7: 2 (5%)
<input type="checkbox"/> Staff Members	Other combinations: 14 (32%)

D. DECISION PROCESS

21. Does your program participate in the “Match” conducted by National Matching Services?	N=44
<input type="checkbox"/> Yes	35 (80%)
<input type="checkbox"/> No	9 (20%)
22. Who makes the final decision on candidate acceptance?	N=44
<input type="checkbox"/> Program Director alone	1 (2%)
<input type="checkbox"/> Selection committee	43 (98%)
23. Which of the following individual(s) participates in the decision process in your program? (Check all that apply)	N=44
<input type="checkbox"/> Program Director	Combination of 1,2,3,4: 10 (23%)
<input type="checkbox"/> Department Chairman	Combination of 1,2,3,4,6: 10 (23%)
<input type="checkbox"/> Full-Time Orthodontic Faculty	Combination of 1,3,4,6: 5 (11%)
<input type="checkbox"/> Part-Time Orthodontic Faculty	Combination of 1,2,3: 4 (9%)
<input type="checkbox"/> Staff Members	Combination of 1,2,3,6: 3 (7%)
<input type="checkbox"/> Residents	Combination of 1,2,3,4,7: 2 (5%)
<input type="checkbox"/> Other/s	Combination of 1,2,3,4,6,7: 2 (5%)
	Other combinations: 8 (18%)

E. RETROSPECTIVE VIEW

24. How satisfied are you with the current selection process?	N=43
<input type="checkbox"/> Not Satisfied	0 (0%)
<input type="checkbox"/> Somewhat Satisfied	7 (16%)
<input type="checkbox"/> Very Satisfied	36 (84%)
25. Would you select all of your current and/or former residents from the last 5 years again?	N=44
<input type="checkbox"/> Yes	16 (36%)
<input type="checkbox"/> No	28 (64%)
If “No”, what is the percentage of the residents that you would admit again?	
<input type="checkbox"/> 1-20%	3 (10%)

- 21-40% 1 (4%)
- 41-60% 2 (7%)
- 61-80% 5 (18%)
- 81-100% 17 (61%)

26. How satisfied are you with the current applicant pool to your program?
- Not Satisfied 1 (2%)
 - Somewhat Satisfied 4.5 (10%)
 - Very Satisfied 38.5 (88%)
- N=44

27. Has the applicant pool for your program changed over the last 5 years?
- Credentials
- Increased 18 (41%)
 - Decreased 2 (5%)
 - No change 24 (55%)
- Quantity
- Increased 18 (42%)
 - Decreased 5 (12%)
 - No change 20 (47%)
- N=44

F. PROGRAM DIRECTOR DEMOGRAPHICS

28. Age
- N=42
Mean: 56
(range: 38-73)
29. Gender
- Male 36 (82%)
 - Female 8 (18%)
- N=44
30. Length of Time as Program Director at this institution: (in years)
- N=44
Mean: 8
(range: 0 – 30)
- Length of Time as Program Director (including other institutions): (in years)
- Mean: 10
(range: 1 – 36)
31. Are you board certified?
- Yes 43 (98%)
 - No 1 (2%)
- N=44