Summary of AAP Recruitment Survey 2014
Dr. Joe Krayer
Summary of Recruitment Survey 2014
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- Distributed to 55 Program Directors
- Total response: 41/55 or 74.5%
- Objective of Survey: Collect information on how Program Directors assess dental students’ applications for periodontics residency programs.
Does your school use a Pass/Fail grading system?

Bar chart showing:
- No: 26
- Yes: 10
Do you consider and/or accept from Pass/Fail schools?
How do you determine academic status from Pass/Fail schools?

- Pass/fail candidates require outstanding accomplishments to be considered: 24
- Pass/fail candidates must have a class rank: 16
- Other, please elaborate: 22
Your perception of applicants from Pass/Fail schools?

<table>
<thead>
<tr>
<th>Choice</th>
<th>Response Percent</th>
<th>Response Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Pass/fail candidates are evaluated without prejudice.</td>
<td>70.73 %</td>
<td>29</td>
</tr>
<tr>
<td>2 Pass/fail candidates have too little information to evaluate adequately and are not given serious consideration.</td>
<td>14.63 %</td>
<td>6</td>
</tr>
<tr>
<td>3 Pass/fail candidates have an unfair disadvantage and are not competitive.</td>
<td>9.76 %</td>
<td>4</td>
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<tr>
<td>4 Other, please elaborate</td>
<td>19.51 %</td>
<td>8</td>
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</table>
Rank the following components in the application.
Key words Directors look for in the letters of recommendation

Accountable Achievement  Best in class  Brilliant  Caring  Challenged Characteristics
Class rank  Clinical Judgment  Clinical performance  Communication
Compassionate  Considerate to others  Creativity  Dedicated  Easy to get along  respectful  works well with others  Enthusiastic  Ethical  Excellence  Excellent
Exceptional  Goal driven  Good attitude  Hard work good student  Hard working  Initiative
Highest recommendation  Highly  Highly recommended without reservation  Honest
### Key words Directors look for in the letters of recommendation

| Honors | Inquisitive Integrity | Intelligence | Intelligent | Interest in academic dentistry and research | Interest in periodontics | Leadership | Level of familiarity of the writer with the candidate/years of contact | Maturity | Motivated | Motivation | Motivation and enthusiasm for the discipline of periodontics | Number one | Open to constructive criticism | Outstanding | Outstanding clinician | Rank | Passionate | Persistent | Personable | Personality | Potential | Productive | Professionalism | Recommendation without reservation | Respect | Responsible | Sincere | Sincerity | Stellar | Stratification | Superior | Talented | Teachability | Team player | Top | Accept him/her as our resident without any hesitation/without reservations |
Do you have personal contact with the authors of the letters?

- No: 16
- Yes: 25
Do you administer a personality or aptitude test?

- No: 32
- Yes, the American Dental Education Association's (ADEA) Personal Potential Index (PPI): 7
- Yes, we use our own test: 2
Top Three Criteria:

- Personal Interviews: 85% (35 respondents)
- Resident Feedback: 59% (24 respondents)
- Letters of recommendations: 56% (23 respondents)
Bottom three criteria:

- National Board Exams 12% (5 respondents)
- GRE Scores: 10% (4 respondents)
- Personality Tests and Letters of Recommendation: tied at 7% (3 respondents)