



Utilizing the ETS Personal Potential Index (PPI)
for ADEA Postdoctoral Application Support Service (ADEA PASS)

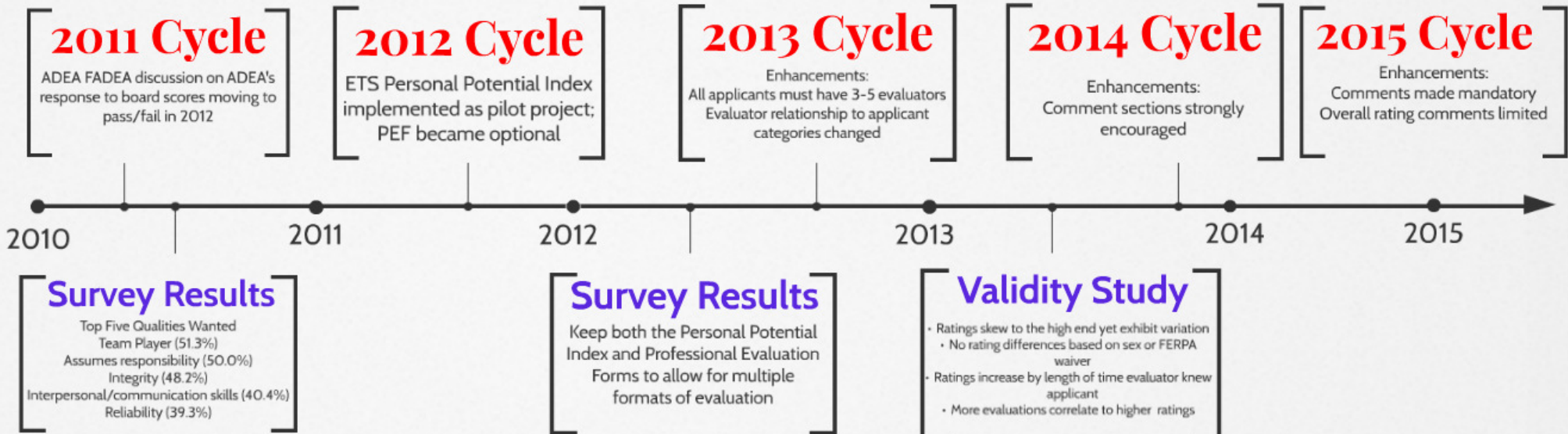
Emily Rhineberger
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1991 ————— 2015
2010

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2011 Cycle

ADEA FADEA discussion on ADEA's
response to board scores moving to
pass/fail in 2012

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2010

Survey Results

Top Five Qualities Wanted

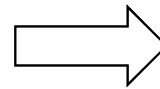
Team Player (51.3%)

Assumes responsibility (50.0%)

Integrity (48.2%)

Interpersonal/communication skills (40.4%)

Reliability (39.3%)



Evaluation Category

Knowledge and Creativity

Communication Skills

Teamwork

Resilience

Planning and Organization

Ethics and Integrity

Overall Evaluation

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Personal Potential Index

PPI is a web-based evaluation system where three to five evaluators rate and comment on an applicant's non-cognitive characteristics. There are 24 questions plus an overall evaluation rating and comments.

For ADEA, the goal is to identify the best ways to review, compare, and select candidates for advanced dental education programs.

Each PPI report includes all individual evaluations and mean ratings, evaluator names and contact information, length of time the evaluator has known the applicant, and comments.

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Evaluation Category	Mean Rating
Knowledge and Creativity	3.88
Communication Skills	3.79
Teamwork	4.38
Resilience	4.06
Planning and Organization	4.13
Ethics and Integrity	4.44
Overall Evaluation	4.00

Legend
1 = Below Average
2 = Average
3 = Above Average
4 = Outstanding (Top 5%)
5 = Truly Exceptional (Top 1%)

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2012 Cycle

ETS Personal Potential Index
implemented as pilot project;
PEF became optional

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2012

Survey Results

Keep both the Personal Potential Index and Professional Evaluation Forms to allow for multiple formats of evaluation

- ✓ 70% use numerical ratings during the initial review of candidates and when determining interview candidates. 80% use the comments.
- ✓ 40% use ratings and 55% use the comments when making final decisions.
- ✓ 60% do not utilize the PPI *differently* when reviewing candidates from p/f schools.
- ✓ 77% agree that the PPI is a useful tool to assess personal applicant qualities.

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- ❖ Standardization guidelines to the evaluators would be helpful. There is still a lot of variability in how different evaluators evaluate the candidates. Suggestions or examples might be helpful to enable more consistent evaluations across different evaluators.
- ❖ I do not need the Letters of Recommendation and would prefer just the PPI sent, with no letters.
- ❖ It's only as useful as reviewers are honest. Everyone seems to be in the top 10% of students ever, which is obviously dishonest and not helpful. I also don't like that many just copy and paste a letter of recommendation into the PPI.
- ❖ The evaluated qualities are those which I believe are most important for a candidate to possess. These are not simply learned, rather they are cultivated and developed throughout one's life.
- ❖ absolutely useless tool ...
- ❖ It appeared as though at times the numerical scoring and comments did not match. It made it uncertain as to whether the reviewer understood how to score or whether the reviewer was trying to passively pass on a "red flag".
- ❖ PPI has been helpful in looking at the perspective resident from a different perspective, especially in light of the fact that some schools do not give grades or numerical class rank
- ❖ It is a pathetic substitute for numerical grades and class standings.

Who should complete a PPI evaluation?

Faculty member associated with clinical experience

Any dental school faculty who knows the candidate well

Faculty member associated with the program type to which s/he is applied
(academic periodontist if applying to periodontology)

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2013 Cycle

Enhancements:
All applicants must have 3-5 evaluators
Evaluator relationship to applicant
categories changed

2014 Cycle

Enhancements:
Comment sections strongly
encouraged

2015 Cycle

Enhancements:
Comments made mandatory
Overall rating comments limited

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2013

Validity Study

- Ratings skew to the high end yet exhibit variation
 - No rating differences based on sex or FERPA waiver
- Ratings increase by length of time evaluator knew applicant
 - More evaluations correlate to higher ratings

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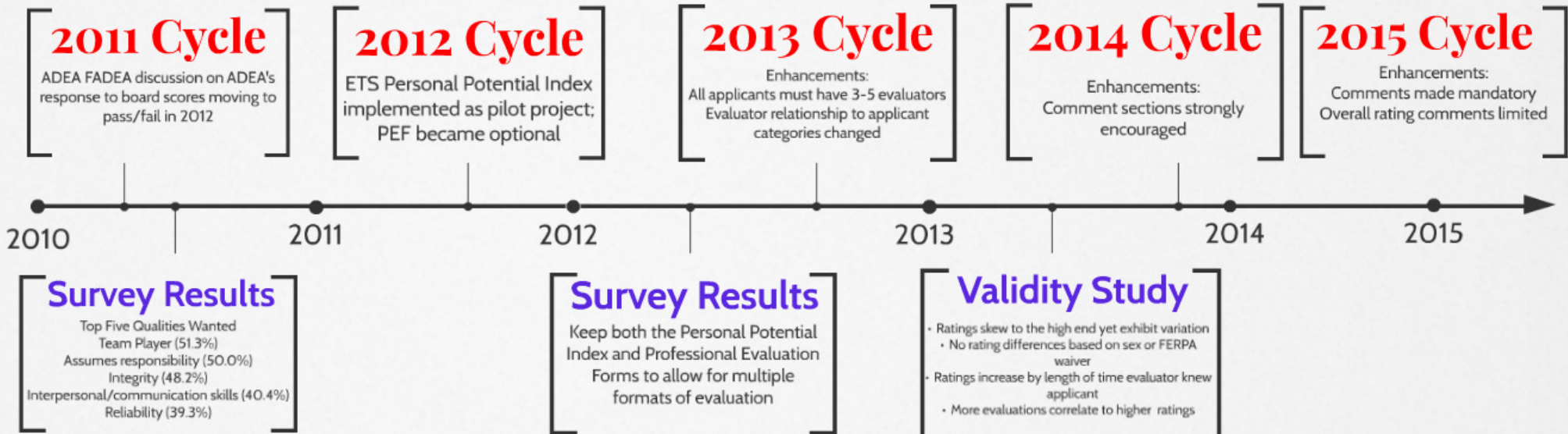
Best Practices for Utilizing PPI

- Use PPI in conjunction with all aspects of the application.
- Utilize comments in addition to ratings.
- Contact evaluators if further information is required.
- Consider individual ratings in each category, not only the mean ratings on the first page.

But don't just listen to me, ask your colleagues.

<http://programpages.passweb.org/search>

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ADEA PASS Tools for Applicant Review



Application

Personal Potential Index (PPI)
Professional Evaluation (PEF)
Institution Evaluation (IEF)
NDBE (as reported by the dental school)
Dental School transcript
Resume/CV
Background check through Certiphi Screening
Match

WebAdMIT

Online review by multiple faculty
Communication tracking
Email merging
Interview scheduling
Custom fields
Photo
Standard and personalized reporting

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Questions?

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