

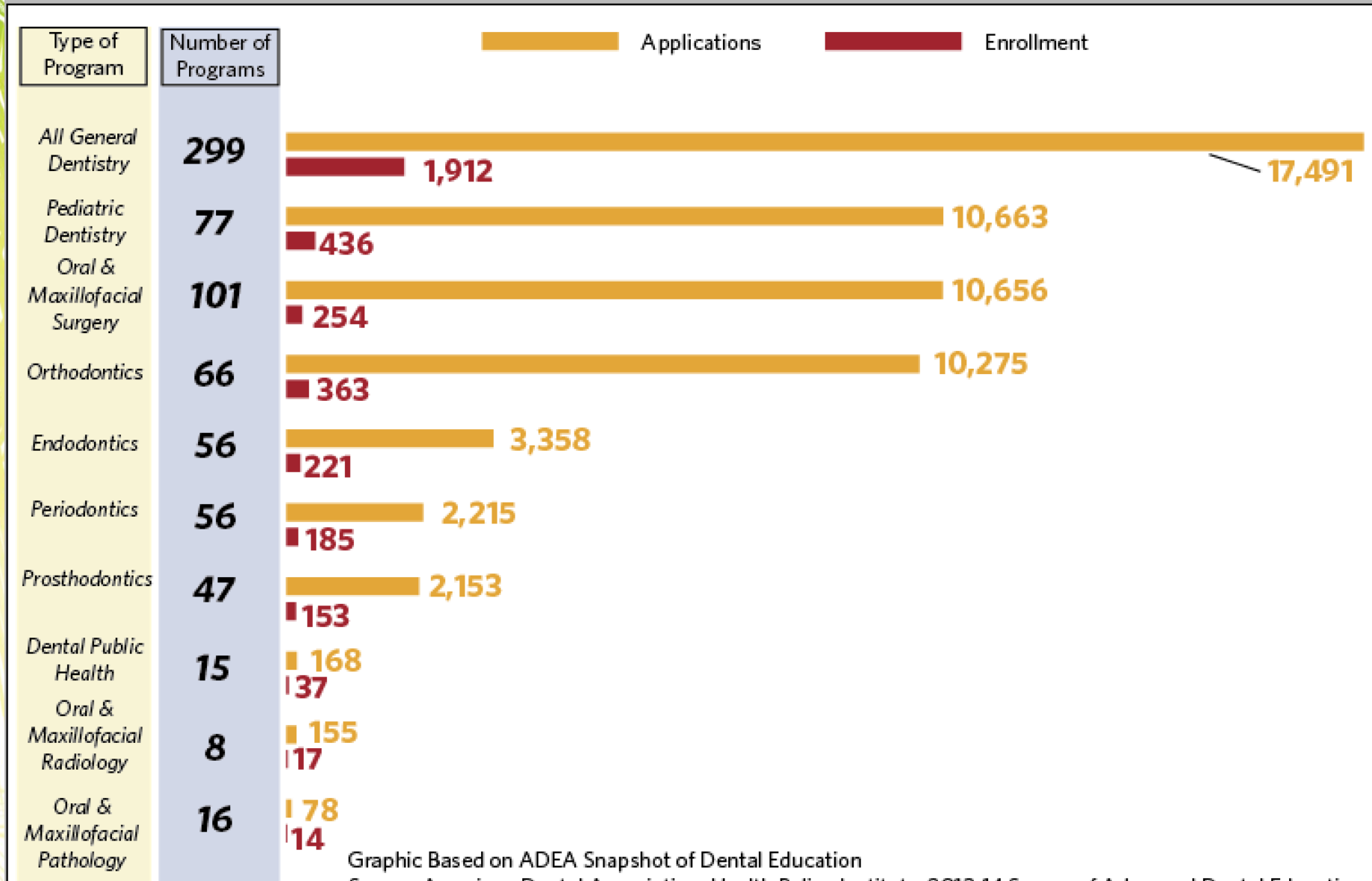


Resident/Graduate Student Selection: The Process

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Number of Applications and First Year Enrollment for Advanced Dental Education Programs





The applicant pool

- Is there enough depth and breath
- Creating the pool
- National and international recruitment
- Competition with other specialties



The Admissions Committee



- The committee should be diverse
- Not just diverse in gender (male and female balance) but different academic rank and focus
- Equal vote for each member not giving weight to Chair of Division or program director
- Typically at Columbia we will have at least six members



Resident input

- May or may not have a vote
- Provide feedback to committee
- We will have students from each year eat lunch with all the candidates
- They will give a short presentation on the type of clinical cases and experiences they have
- They will answer any questions
- We do not prep the students
- Any student can join in



Competition between programs



- Branding your program
- The focus of your program
- Certificate, Master of Science, PhD



Does the candidate need to fit the program?



Do you take the candidate that is the overall strongest or one that reflects your program ?

We look for the strongest candidate

So the mix in the class will vary year to year

Some years more research oriented or international ...



Evaluation of the Application

- Do you interview every applicant?
- Your historic yield for your program is tracked
- We interview on average 20 applicants for five to six resident positions (screened by two faculty)
- On average 45 to 50 completed applications
- Online application service (Apply Yourself)
- Moving to Pass with ADAT



Limit the number of interviews



- Try to interview only five to six on a day
- Only one to two interview days per week
- Try to finish in three to four weeks
- Do not want to exhaust the committee that the interview is not consistent between candidates
- The first two weeks have our highest ranked candidates setup for interviews (based on application we ranked into four groups)



Morning huddle with the candidates



- The program director meets with all the candidates together to go over the process
- Explain that we do not interview every applicant so if they are here they can perform in our program
- It is up to them to show us why they should be selected



Lunch time group meeting with candidates

- We tell them what we look for in a candidate
- What are goals are for our program
- Students from our program are left with the candidates to candidly answer their questions
- Give a presentation of the type of procedures they are taught and discuss their research opportunities



Committee members

- Usually interview one on one or in pairs for faculty not use to the process
- No group interviews of students
- No interview panel of faculty
- No longer then fifteen minutes per interview (total interview time per candidate is hour and half)



Interview questions

- We do not ask academic or technical questions about periodontics or implant dentistry
- We want to see how the candidate conducts themselves and their communication skills
- Academic assessment was already made based on application



How did they select our program?



- Did they get guidance in applying to our program?
- How many places did they apply to ?
- We never want the candidate that tells us they applied to our program only!
- Is just about the implant???



Score cards for each candidate

- Each interviewer assigns a score of one to five
- The score is a composite for four areas: maturity ,communication skills ,desire for the periodontics and personality
- Five being the highest
- The average from the six interviewers is calculated and the candidates ranked.
- There is a debriefing at end of the day for each interview session, but no decision made



Guiding principles

- We will be living with the candidate for thirty six months
- We will spend more waking hours with them than our own family members
- Compatibility with the returning residents in the program
- Self starter
- Ability to function with residents in the other programs



Final conference



- No final decisions are made until all the candidates have been interviewed
- Each candidate is reviewed and differences in scoring being faculty is discussed
- Candidates are ranked one to twenty again
- Top six contacted at appropriate time



They have not interviewed since dental school

- We prepare our predoctoral students for applying to graduate school
- The program directors meet with third and fourth year students to discuss the process of applying to residencies and graduate school
- They address what each discipline looks for in a candidate
- How to prepare for the interview and gone over



We can help each other

- Only a small number of students apply to periodontics from each of the sixty five dental schools
- We should make ourselves available to those students that aspire for a career in periodontics
- Help to focus their selection to the programs that are the best fit



Helping the students

- Discuss their understanding of the specialty and commitment to the three or more years of training
- Reach out to each other on behalf of the candidates that we believe will succeed at other institutions
- Prepare them for the interview process



The changing market place



- Everything is searchable: our school, faculty and research
- Facebook and blog sites allow students to post information about our programs
- The candidates know more about us then we know about them



Competing or cooperating?

- The candidate pool will most likely to contract
- Financial changes in the global market place may start to have an impact
- If a student truly desires to be a periodontist and has the qualifications we should help them
- The new ADAT test , how do we prepare our students and how do we utilize the scores?



Thank You

- Your Thoughts
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