

AAOMS STATEMENT ON RESIDENT SELECTION

Admission into residency is the first step in training new oral and maxillofacial surgeons for what are expected to be life-long careers. Resident selection is thus critical to successfully developing high quality new surgeons who will meet the needs of the specialty and the public it serves. The AAOMS strongly supports the Commission on Dental Accreditation (CODA) Standards regarding this process, which include the following:

- The authority and final responsibility for resident selection must rest within the sponsoring institution.
- The responsibilities of the program director must include selection of residents and ensuring that all appointed residents meet the minimum eligibility requirements, unless the program is sponsored by a federal service utilizing a centralized resident selection process.
- Eligible applicants must be graduates from predoctoral dental programs accredited by CODA, or in Canada by the Commission on Dental Accreditation of Canada, or international dental schools that provide equivalent educational background and standing as determined by the program.
- Specific written criteria, policies and procedures must be followed when admitting residents.

Program Directors are charged with developing resident selection policies and procedures that include the above minimum educational requirement, as well as other institutional requirements such as near-universal nondiscrimination policies. Beyond this, they are granted appropriate latitude to seek and admit residents who they believe will not only succeed but thrive during training and beyond. Since each residency program has unique philosophies, offers different strengths and areas of emphasis, and develops its own character, the admission process cannot be reduced to an algorithm assessing academic credentials but is necessarily holistic and, to some degree, subjective. Programs are free to consider a wide variety of holistic measures including applicant essays, past extracurricular experiences and accomplishments, evidence of leadership and teamwork, and many others.

To assess academic accomplishment and potential, programs may consider one or more of the following measures:

- Predoctoral class rank
- Predoctoral grades and transcripts
- Undergraduate grades and transcripts

The AAOMS strongly encourages programs to include the National Board of Medical Examiner's Comprehensive Basic Science Examination (NBME CBSE), as administered through the AAOMS, as a validated and reliable measure of medical basic science knowledge and its clinical application. This measure is particularly useful in assessing applicants whose predoctoral record does not include GPA or class rank information. Although the American Dental Association is developing a new examination intended to perform a similar assessment (the Advanced Dental Admission Test, ADAT), this examination has not yet been fully developed, piloted, or psychometrically validated. It is therefore not recommended for use in selecting oral and maxillofacial surgery residents.

To ensure a transparent, equitable admission process nationwide, the AAOMS encourages U.S. oral and maxillofacial surgery residency programs to make use of the American Dental Education Association's Postdoctoral Application Support Service (ADEA PASS), and the National Matching Service's Postdoctoral Dental Matching Program.