Oral and Maxillofacial Surgery
Resident Selection Policy

The Oral and Maxillofacial Surgery Residency Program policies are established to maintain compliance with the policies and regulations of the Michigan Medicine (MM), American Dental Association (ADA) and the office of Graduate Medical Education (GME).

The program is committed to a policy of nondiscrimination and equal opportunity for all persons regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

Application

The University of Michigan Oral and Maxillofacial Surgery Residency Program without bias that violates applicable law or University policy looks for candidates who have demonstrated their preparedness, ability, aptitude, communication skills, and personal qualities for a career in Oral and Maxillofacial Surgery.

Candidates must graduate with a DDS or DMD degree from an American Dental Association Commission on Dental Accreditation (CODA) approved institution, meet the University of Michigan Medical School requirement or equivalent of both.

- Foreign graduates are eligible to apply if they are an US citizen or US permanent resident, have completed 2 years of additional training in an ADA accredited dental program and earned an US equivalent GPA of 3.70 or above, taken and passed the National Board of Dental Education Part I and Part II examinations and be eligible for a Michigan Educational Limited and Controlled Substance license. If the applicant does not meet these criteria and is interested in an advanced dental education, they can contact the University of Michigan Internationally Trained Dentistry Program at: http://www.dent.umich.edu/admissions.

- Applicants must be a United States citizen or United States permanent resident to receive hospital funding for this residency. If you are neither, then you must obtain the proper immigration status for the enrollment in this program. The University of Michigan International Office has established that the proper visa for a residency program is an H-1B visa. Enrollment is contingent upon the attainment of an H-1B visa on a yearly basis. The Oral and Maxillofacial Surgery Department and the Michigan Medicine Medical School are not able to fund the H-1B visa at the present time.

- Candidates must apply to the program through the American Dental Education Association’s Postdoctoral Application Support Service (PASS) and obtain a Match Code from PASS. The deadline for application submission is approximately October 15th of any given year.

- In addition to the PASS Application, candidates must send directly to the program a 2” x 2” photo in order for their application to be considered complete.

- Applicants must have completed and passed the National Board of Dental Education Part I, as well as, the National Board of Medical Exam (CBSE). If you have a numeric score on your NBDE then you are not obligated to complete the CBSE
**Application Review**

Michigan Medicine Oral and Maxillofacial Surgery residency program candidate will be considered in a pool of the entire group of applicants and will be individually assessed. The program will be considering the applicants essential attributes and unique potential to contribute to the educational experience to the Oral and Maxillofacial profession.

**Essential Attributes**

- **Academic Excellence:**
  1. Candidates who have demonstrated Excellent to Outstanding performances throughout their entire educational process with emphasis given on the quality of the dental school training.
  2. Class rank, National Dental Board Examination and Nation Medical Board Examination (CBSE) in addition to academic honors/awards and leadership.
  3. Research experience and a broad range of extracurricular activities and unusual non-academic achievement are also valued.

- **Competency:** Candidates must have the knowledge, diagnostic and technical skills, as well as the interpersonal skills required for the competent care of patients.

- **Dedication and Altruism:** Every effort will be made to determine the candidate’s dedication to the OMS profession and patient care. In order to assess this, the candidate will be asked focused questions during the interview process.

- **Integrity:** The candidate should be able to articulate an understanding of the importance of ethical behavior, honesty and professionalism.

- **Communication:** The candidate must demonstrate the ability to communicate effectively.

**Unique Potential:**

Other areas that will be considered desirable would include but not limited to:

- Demonstrated or stated interest in practicing in an underserved area, with underserved populations or communities in need.
- Leadership capabilities
- Life experience
- Research experience
- Any additional degrees

**Screening of Application**

1. Each application including supplemental documentation will be reviewed.
2. A select group will be invited to interview.
3. Application material is forwarded to the Assistant Dean of Admissions at the medical school who is then responsible for review and feedback of the applicants either in person or in committee or both.
Interview Process

- Invited applicants will be interviewed by the program director and a panel of the teaching faculty as well as a panel of the current residents.
- The interviewers will complete a standardized evaluation for each applicant.
- The program director and faculty panel will review the applicant file and discuss qualities that were evaluated.
- The applicants are also given the opportunity to anonymously evaluate the interview process and provide feedback about the quality of the interview process.

Ranking Process

The program director will review each file of the applicants interviewed and the assessment by the interview panels, including the Medical School Admissions Committee and provide a ranking, which is then submitted to PASS. The final decision regarding which applicants will be offered a position will reside with the program director.

Revised 12/11; Reviewed 5/14, 6/15, 3/16; Updated 9/16, 4/17