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 University of Michigan Health System (UMHS), American Dental Association (ADA) and the office of Graduate Medical Education (GME).

Eligibility
The University of Michigan Oral and Maxillofacial Surgery Residency Program does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

All applications are considered in a pool of the entire group of applicants and will be individually assessed. The program will consider the applicant’s essential attributes and looks for candidates who have demonstrated their preparedness, ability, aptitude, communication skills, and personal qualities for a career in Oral and Maxillofacial Surgery.

1. Each applicant must meet one of the following qualifications to be eligible to be a competitive candidate.
   a. Graduate from a predoctoral dental education program accredited by the Commission on Dental Accreditation;
   b. Graduate from a predoctoral dental education program in Canada accredited by the Commission on Dental Accreditation of Canada; and
   c. Graduate from an international dental school with equivalent educational background and standing as set forth by the program.

2. Non-United States citizens are required to have a Permanent Resident status or be eligible for a H-1B visa. TN and J-1 visas are not accepted for a dental training program at the University of Michigan.

3. Internationally trained dental graduates are eligible for enrollment if have an Educational Credential Evaluator of your dental transcript, have taken and passed the National Board of Dental Education Part I and Part II examinations, have completed the National Medical Education Board (CBSE) and are eligible for a Michigan Educational Limited Dental License.
   a. All internationally trained dental graduate candidates must first be approved by the Graduate Medical Education Office prior to extending an offer.

If and application does not meet these criteria and are interested in entering an advanced post graduate training program at the University of Michigan they should contact the University of Michigan Internationally Trained Dentistry Program at: http://www.dent.umich.edu/admissions.

Application Review
The University of Michigan Oral and Maxillofacial Surgery Residency Program will be considering the applicant’s 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

Interview Process

- Invited applicants will be interviewed by the program director and a panel of the teaching faculty was 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.
Enrollment Process

All applicants must provide primary source verification from their dental school. No appointment will be completed until the applicant has successfully completed the credentialing process. This includes:

- Successful completion of all components of the credentialing application
- Successful completion of a background check and pre-employment drug screen
- Primary source verification
- Recommendation Graduate Medical Education Credentialing Committee and the Executive Committee on clinical Affairs.