

Oral and Maxillofacial Surgery Residency Program University of Michigan	
Resident Selection Policy	
Revised: 6/19, 1/21, 9/2024, 7/2025	

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), the office of Graduate Medical Education (GME), American Dental Association (ADA), and the Commission on Dental Accreditation (CODA) .

The Oral and Maxillofacial Surgery Residency Program adheres to all University of Michigan policies. The following policy is in addition to the information contained within the UM | HOA Collective Bargaining Agreement (CBA). This Policy is concordant with the UM | HOA CBA. In the event of any conflict between this Policy and the CBA, the CBA will prevail.

Eligibility

The University of Michigan Oral and Maxillofacial Surgery/Hospital Dentistry Programs do 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.

1. Applicants to the Oral and Maxillofacial Surgery program must meet eligibility requirements including GME/institutional criteria as well as the admission policies of the University of Michigan Medical School. These requirements are subject to change.
2. Each applicant must have graduated from a predoctoral dental education program accredited by the Commission on Dental Accreditation which may be found via the CODA website program search.
3. The applicant must provide documentation that all parts of the appropriate examination (National Board of Dental Education Part I and Part II examinations or Integrated National Board Dental Examination) have been successfully passed before appointment will be considered.
4. Applicants must be citizens or permanent residents of the United States.
5. Applicants must have completed 90 hours of college coursework, of which 60 hours must be from an accredited US or Canadian institution (or coursework per current medical school requirements should the aforementioned credit hour requirements change)

If an application does not meet these eligibility 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

All applications are considered in the context of a pool of the entire group of applicants and will be individually assessed. The University of Michigan Oral and Maxillofacial Surgery Program seeks candidates who have demonstrated academic excellence, competency, dedication and altruism, integrity, and communication skills necessary for a career in Oral and Maxillofacial Surgery. The program also considers the applicant's unique potential to contribute to the educational experience to the profession.

Essential Attributes

- **Academic Excellence:** Candidates will demonstrate evidence of ability to succeed in a rigorous clinical environment. Evidence of academic achievement is considered as a sum of the applicant's portfolio rather than by significant emphasis given to a single data point. Evidence may include but is not limited to the following:
 1. Excellent to outstanding performances throughout their entire educational process with emphasis given on the quality of the dental school training,
 2. Class rank, completion of the National Board of Dental Education Part I and Part II examinations or Integrated National Board Dental Examination National Dental Board Examination with a passing score, academic honors/awards and leadership, and National Medical Board Examination (CBSE), if applicable
 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 competent care of patients.
- **Dedication and Altruism:** Every effort will be made to determine the candidate's dedication to the profession and patient care.
- **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, communities in need, special needs patients, interest in academics and/or working in a hospital setting
- Leadership capabilities
- Life experience
- Research experience
- Any additional degrees

Interview Process

- Applications are reviewed by the Program Director, Medical School, and other faculty for desired attributes
- Invited candidates will be interviewed by the program director, faculty and current residents

- The interviewers will complete a standardized evaluation for each applicant
- The program director, faculty and residents will share their findings 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 Oral and Maxillofacial Surgery program does participate in the MATCH. A rank list will be submitted to the MATCH.
- All foreign trained applications must be reviewed and approved by the Graduate Medical Education Office prior to an offer or ranking to ensure they meet institutional requirements.

The program director will review each applicant file and the assessment provided by the faculty and residents, as well as the Medical School Admissions Committee and provide a ranking list, which is then submitted to the designated MATCH. The final decision regarding which applicants will be ranked or offered enrollment 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 but is not limited to:

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