

Subject: Iowa will only interview applicants who apply *exclusively* to Match programs

Dear fellow orthodontic residency program directors,

The faculty in the Department of Orthodontics at The University of Iowa have added an additional requirement to the criteria we use to grant an interview to an applicant for admission to our program. To be invited for an interview, applicants must meet our selection criteria and must be applying *exclusively* to programs participating in the Postdoctoral Dental Matching Program. We have placed the following wording in our application and on our web site:

“Faculty in the University of Iowa Department of Orthodontics feel that residency program participation in the Postdoctoral Dental Matching Program is fair and beneficial to applicants. We also feel that it is in the long-term best interest of the specialty. Consequently, we have decided to interview applicants who are applying exclusively to programs participating in the Match.

Are you applying exclusively to programs participating in the Match? Yes No”

This decision comes after years of thoughtful consideration. Following is a brief discussion of the background for this decision:

The orthodontic Match provides an ethical and unbiased selection process between orthodontic residency programs and candidates based on mutual interest. Currently, 51 of the 66 accredited orthodontic residency programs in the United States participate in the Match.

After conducting a survey of all United States orthodontic programs to assess reasons for participating, and not participating, in the Match¹, we concluded that all orthodontic residency programs in the United States should belong to the Match. Belonging to the Match encourages programs to compete for candidates by strengthening the education they provide - which is in the long-term best interest of the specialty. Further, the Match benefits candidates by allowing them the time to interview at various programs and make an informed ranking of programs based on each applicant's interest, without being pressured to accept an early offer at a Non-Match program (and thereby forced to withdraw from the Match). Finally, without the Match, chaos ensues as individual programs compete to move their acceptance dates earlier and earlier.

Two questions have been raised regarding our decision:

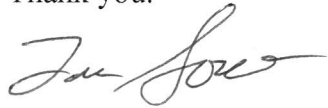
1) What will prevent an applicant from answering that they are applying exclusively to Match programs when, in fact, they are also applying to Non-Match programs? Our response is this: If an applicant falsely states that they are applying exclusively to Match programs, but later drops

out of the Match early to commit to a Non-Match program, then we do not want that applicant as a resident in our program, anyway.

2) What if an applicant really wants to apply to both our Match program and to a particular Non-Match program? Is it unfair to refuse to interview him (or her) at our program? Our response is this: Non-Match programs offer positions as early as September, requiring candidates to withdraw from the Match at that time. Therefore, candidates wishing to apply to both Match and Non-Match never really have a chance to consider our (Match) program, anyway.

All orthodontic residency programs must establish application requirements which they feel are in their best interest and, hopefully, in the best interest of the applicants and our specialty. Each of us must decide what is right. For us, the answer is clear. The right thing to do, both for the candidates and for the long-term strength of our specialty, is for all United States programs to participate in the Match. Interviewing Match-only candidates *exclusively* will encourage Non-Match programs to join the Match.

Thank you.



Tom Southard, DDS, MS



Sath Allareddy BDS, PhD

Reference

1. Allareddy V, Srinivasan S, Southard TE. Match or non-Match: At the crossroads. Am J Orthod Dentofacial Orthop. 2015 Nov;148(5):748-54. doi: 10.1016/j.ajodo.2015.08.007. PubMed PMID: 26522034.