It is recommended:
That Council approve the proposed changes to the admissions qualifications for Doctor of Dental Medicine (DMD) program, as a pilot starting the 2021-22 admissions cycle and continuing for three (3) years.

PURPOSE:
Changes to admissions qualifications require approval by University Council and confirmation by University Senate.

CONTEXT AND BACKGROUND:

The College of Dentistry is seeking to conduct a pilot of the Computer-based Assessment for Sampling Personal Characteristics (CASPer) test as requirement for applicants to the DMD program. The College currently uses the Multiple Mini Interview (MMI) tool to interview candidates for the DMD program and the College finds that it adequately assesses non-academic attributes of applicants for the program. The use of the CASPer tool is growing across other health science disciplines with many programs in medicine, physical therapy, nursing, and pharmacy and nutrition are now using CASPer to assist with determining eligibility for admission. Many health science programs, both at USask and across Canada are moving to CASPer to either replace or to complement the MMI. The College of Dentistry seeks to assess CASPer to determine if it functions as well as the MMI in assessing non-academic attributes.
During the pilot, the College of Dentistry will require that applicants complete both the CASPer and the MMI. The CASPer score will not be used in determining whether an applicant has met the admissions requirements, but will rather be used solely to assess the effectiveness, validity, and reliability of the tool. The need for ethics approval, data security and confidentiality were addressed in regards to the design of the pilot project. Particularly, if data is assessed from across multiple colleges. Because of the additional cost for completing the CASPer, the College of Dentistry will pay the cost for the CASPer for any applicants who are applying solely to the College of Dentistry (and not another USask health science program requiring the CASPer).

The proposal for a pilot program was approved by the College of Dentistry’s Admissions Committee at its December 10, 2019 meeting and by the College of Dentistry’s Faculty Council at its December 18, 2019 meeting. The Academic Programs Committee reviewed this proposal at its January 30, 2020 meeting. The committee recommended that the college ensure that it seeks and obtains any required ethics approvals before conducting its research into the validity and effectiveness of the tool, but appreciated the thoughtfulness the college is putting into testing the CASPer before changing the requirements for admission to its DMD program. APC recommends that Council approve this proposal.

**FURTHER ACTION REQUIRED:**
University Senate will be asked to confirm this decision at its April 25, 2020 meeting.

**ATTACHMENTS:**

1. College of Dentistry Admissions Requirement Changes
1. PROPOSAL IDENTIFICATION

Title of proposal: College of Dentistry Admission Requirement Changes

Degree(s): Doctor of Dental Medicine (DMD)

Field(s) of Specialization: Dentistry

Level(s) of Concentration:

Option(s):

Degree College: Dentistry

Contact person(s) (name, telephone, fax, e-mail):
1. Dr. Gerry. Uswak, Acting Associate Dean Academic, gerry.uswak@usask.ca; 306-966-5109
2. Ms. Kelly Mulligan, Director of Academic & Student Affairs, kelly.mulligan@usask.ca; 306-966-2760

Proposed date of implementation: 2020-2021 Admissions Cycle (August 2020)

Proposal Document

Please provide information which covers the following sub topics.

2. RATIONALE

This statement should include information about program objectives, need for the program, demand, uniqueness, student outcomes including employment or academic opportunities, and the expertise of the sponsoring unit. Please specify how this proposal relates to department/college plans and to Systematic Program Review or other review recommendations.

1. The College of Dentistry is requesting approval to pilot the use of an online assessment tool (CASPer) as a requirement for applicants to the DMD program to assist with our admission selection process. Successful completion of CASPer would be mandatory in order to maintain admission eligibility.
The rationale for this change is as follows:

CASPer is an online situational judgement test used by academic programs to help assess applicants for non-academic attributes or people skills including collaboration, communication, empathy, equity, ethics, motivation, problem solving, professionalism, resilience, and self-awareness. Assessment of these non-cognitive skills and interpersonal characteristics are extremely important for students to be successful in the DMD program and as practising dentists and will complement the tools already being used to assess admission eligibility.

1. **Research and development of dental school recruitment and admission tools.** In 2018, the Committee on the Identification of Future Dentists (CIFD) launched a national initiative for the research and development of recruitment and admissions tools and processes in order to recommend methods to facilitate identification and admission to dental school of individuals with the aptitudes required to become successful dentists. A survey of Canadian dental schools indicated a strong desire to identify instruments/processes to assess the non-cognitive attributes required to be a successful DMD student and competent dentist. CASPer was designed specifically to assess those non-academic people skills.

2. **To better align the College with admission tools used at other Canadian dental schools.** The admission tools utilized by dental schools across Canada were examined. Currently five of 10 Canadian dental schools (UBC, University of Toronto, McGill University, University of Montreal and Laval University) require applicants to complete the CASPer online assessment as part of the selection process. Many students apply to multiple Canadian dental schools thus adding CASPer will not add an additional burden.

3. **Use of tool at other Canadian health sciences programs.** The use of the CASPer tool is growing across other health science disciplines in Canada with many programs in medicine, physical therapy, nursing, and pharmacy and nutrition requiring it to assist with determining eligibility for admission. At USask, completion of CASPer is required for admission to the College of Pharmacy & Nutrition and the College of Medicine is currently seeking approval for its implementation for the undergraduate medical education program and it is a requirement for admission to post-graduate programs.

4. **Collaborative admissions processes for USask health sciences programs.** Many students apply to multiple health sciences programs at USask annually. Three of the USask programs, Medicine, Dentistry and Physical Medicine and Rehab Science utilize the Multiple Mini Interview (MMI) tool to interview candidates for their programs. The College of Medicine invited all health sciences programs at USask to consider implementing a collaborative MMI to streamline the MMI process for both students and programs. The addition of CASPer to the College of Dentistry’s admission tools will further streamline the process by providing a consistent experience for students applying to multiple health sciences programs at USask.
3. Relationships

Impact on Students/Applicants

The addition of the CASPer online assessment tool will not have a significant impact on students. Many USask students apply to multiple health sciences programs, particularly Medicine which will implement CASPer upon approval. Similarly, many students apply to multiple dental schools across Canada many of which already require CASPer (5/10). There is a $40 fee to take the online CASPer test, as well as a $10 distribution fee per school to receive the results. While an additional cost to applicants is a concern, the fee is reasonable and many students are already paying the fee due to requirements of other programs or schools.

Impact on other Colleges/Departments

There will be no impact to other Colleges. There will be a minor impact to the Student Information Systems department to add a section on the College of Dentistry RMS online application to capture test scores for CASPer. This will be done as part of the updates completed annually prior to the online RMS application going live.

College Statement

Please provide here or attach to the online portal, a statement from the College which contains the following:

- Recommendation from the College regarding the program
- Description of the College process used to arrive at that recommendation
- Summary of issues that the College discussed and how they were resolved

The College of Dentistry is requesting approval to pilot the use of CASPer, the online situational judgement tool to assist in the selection of students admitted to the DMD program for the 2020-2021 intake. The proposal was reviewed and discussed at the two College level committees, the Admissions Committee and Faculty Council. Please see the attached documentation to for the discussions and decisions.

The admissions requirements and tools of other Canadian dental programs as well as health sciences programs were reviewed and it was determined that the College of Dentistry would be joining a growing number of programs already utilizing the CASPer tool, including the College of Pharmacy & Nutrition and soon the College of Medicine. In addition, the addition of the CASPer tool is in alignment with the desire of the CDA and other dental schools to better assess the non-cognitive and interpersonal skills of applicants to ensure success in both dental school and as a practicing dentist.
1) **Approval of the Minutes of May 16, 2019:**
   
   MOTION: Da Silva/White
   
   That the minutes from May 16, 2019 be approved.
   
   Carried

2) **Admissions Committee Members Confidentiality Form:**
   
   The confidentiality form was circulated and collected.

3) **Business Arising from the Minutes:**
   
   None.

4) **CASPer Pilot**
   
   Recently, the College of Dentistry met with other Health Sciences Colleges to discuss a collaborative multiple mini interview (MMI). While discussing the collaborative MMI, other health sciences programs indicated their intent to implement an alternative admissions selection tool, Computer-Based Assessment for Sampling Personal Characteristics or CASPer. In addition, there are currently four dental schools in Canada using CASPer: UBC, UofT, Montreal, Laval and McGill.

   CASPer is an online situational judgement test used by academic programs to help assess applicants for non-academic attributes or people skills including collaboration, communication, empathy, equity, ethics, motivation, problem solving, professionalism, resilience, and self awareness. It is made up of 12 sections and typically takes 60-90 minutes. Each section is scored by a different rater. The group of raters reflect the diversity of the population and all raters are extensively trained, vetted and are invested in the future of the profession.

   The College decided to participate in the collaborative MMI process as well as pilot the use of CASPer as one of the admission selection tools. During the CASPer pilot, no applicant would be
refused due to their score, rather the data will be used solely to assess the effectiveness, validity and reliability of the tool.

MOTION: Da Silva/Hussain
That the College of Dentistry proceed with the idea of a collaborated MMI and CASPer pilot.  
Carried

5) Next Meeting:
The next meeting is scheduled on February 12, 2020.

The meeting was adjourned by motion at 9:35 AM.
FACULTY COUNCIL MEETING SUMMARY
FACULTY COUNCIL MEETING
COLLEGE OF DENTISTRY
MEETING MINUTES
Wednesday, December 18, 2019
11:30 am – room DC 334/335

Present:  R. Anholt, R. Bohay, K. Da Silva, C. Downing, A. Gruza, A. Hussain, L. Irwin (Acting Assistant Dean, Dental Assisting Program), A. Leask, J. Monteith, F. Otero, G. Uswak (Acting Associate Dean, Dental Assisting Program), W. Siqueira (Acting Associate Dean, Academic), B. White (Registrar, CDSS), R. Gallagher (community-based member of the dental profession), E. Underwood, K. Glass (Dental Assisting Program Instructor), K. Mulligan (Director, Academic & Student Affairs), A. Storoschuk (Executive Assistant to the Dean), K. Fuglerud (Director, Finance and Administration), M. Knaus (Business Manager, Clinical Affairs), L. Kuliasa, L. Proulx


1. Call to Order & Reminder of Confidentiality
   The meeting was called to order at 11:32 am. Dr. W. Siqueira reminded Council members that items confidential in nature should not be discussed outside of the confines of Faculty Council Meetings. Dr. Siqueira introduced new faculty member to the DMD program, Dr. Andrew Leask.

2. Appointment of Rules of Order Officer
   Dr. K. Da Silva

   USWAK/ DA SILVA: That the minutes of October 30, 2019 meeting be approved as circulated.
   Otero: Indicated a few minor corrections to be edited. K. Fuglerud noted the corrections and will amend.
   CARRIED

4. Business Arising From the Minutes
   N/A

5. New Business
   a) CDAC Results: DA Program and DMD:
   b)
6. **Other Business/Enquiries**
   
a) **CASPer Tool:**
   
   Dr. Gerry Uswak explained the admissions committee. The College of Dentistry was invited to a series of meetings to discuss the possibility of a collaborative MMI with the other Health Sciences programs (Medicine, Nursing, Rehab Sciences, Pharmacy and Nutrition), as data suggests a significant pool of applicants apply to multiple health sciences programs. Other health sciences programs intend to implement an alternative admissions election tool called CASPer (Computer-Based Assessment for Sampling Personal Characteristics). All Canadian and US medical schools are using CASPer. The Committee approved to pilot this tool. Throughout the trial of CASPer, no student will be refused based on the CASPer rankings.

   *USWAK/DA SILVA*: Dr. Uswak motioned to pilot CASPer. Dr. Da Silva second this motion.

   **CARRIED**

   CASPer will be done online at no cost to the participant. There is no timeline for implementation. Unfortunately, stats are not available for third party evaluations and there has not been any scholarly research done. There is no data shared by the schools that are currently using CASPer, only CASPer data is available. CASPer will be another method of finding the best students for the College of Dentistry. Unfortunately, with the amount the current MMI system is used, the applicants have access to the shared information, therefore able to prepare and manipulate the system. Our current applicants are different from applicants ten years ago, and the CASPer system allows us to measure things that are not currently being tested with the MMI system. There has been discussions about using CASPer with current students to create a baseline.

7. **Closure**
   
   *DA SILVA*: The meeting was adjourned by motion at 12:25 pm.
2020-21 Admission Requirements

College: Dentistry

Program(s): D.M.D.

Admission Qualifications:

• Minimum overall average of 70% in required pre-dentistry courses (39 credit units):
  o BIOL 120.3 and BIOL 121.3 or BIOL 224.3 or BMSC 224.3 – General Biology
  o CHEM 112.3 – General Chemistry 1
  o CHEM 250.3 – Introduction to Organic Chemistry
  o PHYS 115.3 Physics and the Universe
  o BMSC 200.3 – Biomolecules
  o BMSC 230.3 – Metabolism
  o PHSI 208.6 or PHPY 302.3 and PHPY 303.3 – Human Body Systems
  o NUTR 120.3 – Basic Nutrition
  o BMSC 210.3 - Microbiology
  o Six credit units (full course equivalent) in Social Sciences/Humanities

Note that these are University of Saskatchewan courses: equivalents from other post-secondary institutions will be considered.

• Completion of three 30-credit unit academic years of university-level coursework towards the requirements of an undergraduate degree. An academic year is defined as two standard academic terms consisting of eight consecutive months (September to April).
• A cumulative weighted average of 75% over the two best academic years of study.
• Completion of 39 credit units of required pre-dentistry courses (or equivalents) with a minimum overall average of 70%
• Applicants must maintain BOTH of the following conditions for any coursework during the year of application: a minimum overall academic average of at least 75% AND a minimum 70% average on any pre-requisite course.
• Dental Aptitude Test
• Completion of the online CASPer situational judgement test*
• Proficiency in English

*Test results submitted for the online CASPer situation judgement test will be used for a pilot process to determine its effectiveness in enhancing the admissions selection process. Although mandatory, CASPer scores submitted for the 2021-2022 admissions intake will NOT be used for eligibility for the program.

Selection Criteria:

• Academic Record – 65% overall weighting
  o Cumulative weighted average of the best two 30-credit years
  o Applicants must have achieved a minimum cumulative weighted average of 75% over their two best academic years of study and must maintain an average of 75% in their current year of study.

• Dental Aptitude Test – 15% overall weighting
  o Reading comprehension (1/3)
  o Academic average (1/3)
  o Perceptual ability (1/3)
2020-21 Admission Requirements

Applicants will not be considered for admission if they have, in their best DAT score, achieved any of the following:

- An Academic Average score of less than 15 or
- A Perceptual Ability score of less than 14 or
- A Reading Comprehension score of less than 14

- Interview – 20% overall weighting
  - Interview selection is based on the academic average of the two best academic years of study and the single best overall DAT score.

- Other credentials to be submitted after admission
  - Criminal Record Check and Vulnerable Sector Search

Categories of Applicants:

The College of Dentistry admits 34 students to the program each year. A minimum of 22 seats are reserved for residents of Saskatchewan and up to 12 seats for all other applicants regardless of residency. Applicants must designate their category on the online application form. All applicants must be Canadian citizens or landed immigrants at the time of application.

Saskatchewan Residents
Applicants must be Canadian citizens or permanent residents at the time of application. Applicants must have resided in Saskatchewan for at least four years immediately prior to September 1st of the year in which admission is begin sought. Applicants who left the province, but who previously lived in Saskatchewan for an accumulated period of 15 years (permanent residency), will be treated as residents. Applicants who have previously lived in Saskatchewan for an accumulated period of less than 15 years and who do not qualify under the four year condition will receive credit of one year toward the four year requirement for every four years of residency in the province. There are no exceptions of the four year Saskatchewan residency rule.

Canadian Applicants
Applicants are required to complete courses equivalent to those listed under Admission Qualifications.

Indigenous Equity Access Program

There is a separate category in which six first-year seats are reserved for persons of Canadian Indigenous ancestry. Applicants must meet the minimum Admission Qualifications, above. Applicants must achieve an acceptable rating on the interview and complete the Dental Aptitude Test (DAT). Applicants must identify themselves on the online application form. Applicants must provide proof of Aboriginal ancestry.
2020-21 Admission Requirements

Foreign Trained Dentists

This is a separate category in which one first-year seat is reserved for a foreign trained dentist. Applicants in this category will compete in a separate pool and must meet all of the following requirements:

- Applicants must have earned a dental degree from a recognized dental school outside of Canada or the USA.
- Proof of degree and official transcripts must be provided.
- Applicants must meet the Saskatchewan residency rules.
- If applicable, applicants must submit proof of English proficiency.
- Applicants must take the Canadian Dental Aptitude Test (DAT) administered by the Canadian Dental Association and meet the minimum requirements.
- Applicants must be interviewed at the University of Saskatchewan for the year in which admission is being sought.
- Applicants must provide a one page biography (curriculum vita) on the relevant dental experiences and other information that would be helpful to the Admissions Committee during the selection process.

Applicants will be evaluated on all the above criteria. Admission under the foreign trained dentist category is NOT guaranteed.

Special Case Category

The College of Dentistry may consider applicants with special circumstances with regard to any of the three 30-credit unit years of study, such that one or all years may have been completed over 12 consecutive months as part of a program requirement. All special case applicants will be considered by the college admissions committee and they will compete with other applicants in the general pool of candidates. Special case applicants that have met all other requirements must submit a letter to support their application explaining their special circumstances.

The College of Dentistry has no provision for special cases pertaining to the academic or residency requirements and letters will not be considered.

Transfer Students

There is no provision for accepting transfer students into the DMD program at this time.

International Students

Effective the 2016-2017 admission cycle, the college will no longer accept applications from international students.
January 21, 2020

Dr. Susan Detmer
c/o Amanda Storey
Office of the University Secretary
University of Saskatchewan
E290 Administration Building
105 Administration Place
Saskatoon, SK S7N 5A2

Dear Dr. Detmer,

The College of Dental Surgeons of Saskatchewan (CDSS) has had representation on the College of Dentistry Admissions Committee and Faculty Council throughout the discussion of the proposal to pilot the use of CASPer as a tool to aid in the selection of candidates for the DMD Program.

The CDSS fully supports the proposal.

Sincerely,

Jerod Orb
Executive Director
College of Dental Surgeons of Saskatchewan
### Retake (repeated) Passed Courses

Uses first passing grade. Credit will not be granted twice for the same course. Applicants may not repeat a course previously passed. All courses are included in the GPA calculation. Takes the average of the two attempts, but counsel students to take a higher-level course in the same subject area. The CRC takes into account the repeated course. Allowed one repeat with substitution of higher grade; other repeats are averaged with original grades; must have minimum of 2 years with at least 24 new c.h. per year. Only the last grade is considered in the cGPA calculation. All courses are included in the CRC. If the applicant repeats a pre-dentistry required course in which s/he had obtained a passing grade, we will not use the grade obtained in the course that was repeated. If the overall average of the pre-dentistry requirements is below 70%, the applicant may take a higher-level course to improve his/her overall pre-dentistry average. Courses approved for substitution are upper-level courses that have the applicable pre-dentistry course as a prerequisite. Under normal circumstances, average of a repeated course is incorporated in overall average of year in which it was achieved.

### Admission Criteria / Weighting

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For applicants invited to the Multiple Mini-Interviews, the final rank order list is calculated as follows: DMD & DENT-P: 70% interview performance and 30% science GPA, Degree Completion Program: 100% MMI score. Individual interview, if needed. Pass or fail. Yes Autobiographical Sketch.