ACCEPTABILITY AND FEASIBILITY OF MULTIPLE MINI INTERVIEWS FOR EMERGENCY MEDICINE RESIDENT SELECTION

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ABSTRACT

Objective: To determine the feasibility of using multiple mini interviews (MMI) in the selection of residents for a CCFP(EM) residency program.

Methods: All applicants invited to interviews for the CCFP(EM) program were assessed using both traditional panel interviews and a 12 station MMI. Upon completion of the MMI, both applicants and assessors were asked to complete a survey to determine their satisfaction with the assessment process. Final ranking of the applicants was completed in the traditional manner by members of the panel interview group who were blinded to the results of the MMI.
The satisfaction survey results were analyzed using descriptive statistics and t-tests to look for differences between groups based on age, gender, past MMI experience, and current practice environment. An overall reliability of the MMI (Crohnbach's Alpha) was calculated, and the two rank order lists (traditional and MMI) were compared using Wilcoxon Sign Rank.

Results: A total of 24 applicants and 12 assessors completed the surveys, for a 100% response rate. Response to the MMI was generally positive for the large majority of applicants and all but one assessor. 79.2% of the applicants and 91.7% of the assessors either agreed or strongly agreed that the MMI was acceptable. Of the applicants, 70.8% said they would be inclined to rank this residency program higher as a result of having experienced the MMI. Regarding format preference amongst applicants, 70.8% would favour a hybrid of traditional and MMI interviewing techniques, 16.7% would prefer traditional interviews alone, and 12.5% would prefer MMI alone. Amongst interviewers, 83.3% favoured a hybrid model, and 16.7% would have preferred using MMI alone. In neither group were there differences in survey responses based on gender, age, prior MMI exposure or type of current practice.
The reliability of this MMI was poor compared to published data elsewhere, with a Crohnbach's Alpha of 0.238. There was no correlation between the rank score produced by the MMI and that produced by the traditional interview method (p=0.882).

Conclusion: Use of the MMI as one tool amongst many in the assessment of EM residency candidates is acceptable to applicants, and favoured by assessors. Lack of correlation with traditional interview scores suggests that MMI is measuring a different attribute or skill which selection committees may find helpful in guiding decision making. Further research is required to determine if one of the other selection measure possesses greater validity vis a vis subsequent in-program performance.