Acceptability and Feasibility of a Multiple Mini Interview for Emergency Medicine Resident Selection

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What is an “MMI”?
What is known?

• It’s acceptable at undergrad level
• It’s reliable
• It’s predictive of clerkship and LMCC II scores
What is not as well known?

- Acceptability and performance in post grad
- Applicability to Emergency Residency selection
- Specific applicability in Canada
- Acceptability to assessors
- Predictive power
How acceptable is the MMI to our residency applicants?

How acceptable is the MMI to our assessors?

How reliable is the MMI in this context?

How does the MMI result compare to the traditional interview result?
What we did

- 24 applicants
- Three traditional semi-structured 2 person panels
- 12 station MMI
- Survey’s post
- Rank ordering done using traditional method
- Rank ordering blinded to MMI results
Applicant Pool

• 24 applicants
• 19M, 5F
• 19 residents, 5 in practice
• 19 with prior MMI experience, 5 in practice
• 15 < 30 yrs old, 9 > 30 years old
Results – Applicant Surveys
Results – Assessor Surveys

- Meaningful Assessment
- Fair
- Able to Differentiate
- Acceptability
- Better than Traditional

- Purple 1
- Purple 2
- Purple 3
- Purple 4
- Purple 5
Reliability was a Problem

• Crohnbach’s Alpha used as a measure of the reliability (i.e. reproducibility) of the test.
• Perfect would be 1
• Acceptable would be 0.6
• Most MMI studies 0.6 to 0.75

• Ours = 0.238
There was no relationship between the applicant ranks using the two processes

R=0.126, p=NS
How acceptable is the MMI to our residency applicants?

Moderately

How acceptable is the MMI to our assessors?

Very

How reliable is the MMI in this context?

Remains to be seen

How does the MMI result compare to the traditional interview result?

Not at all
The Next Question

Which method is a better predictor of actual performance in the program?