

# 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?



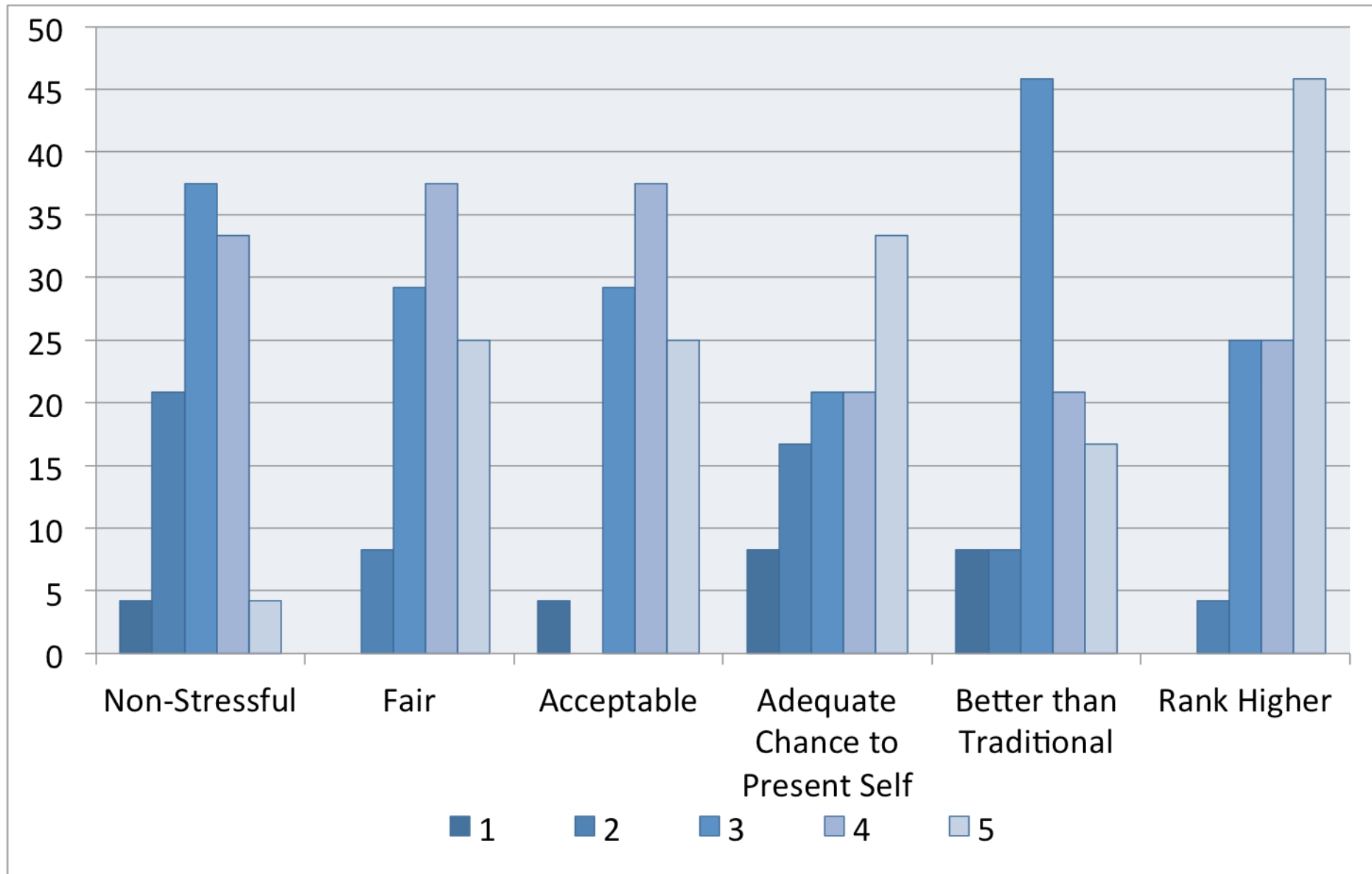
# What we did

- 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

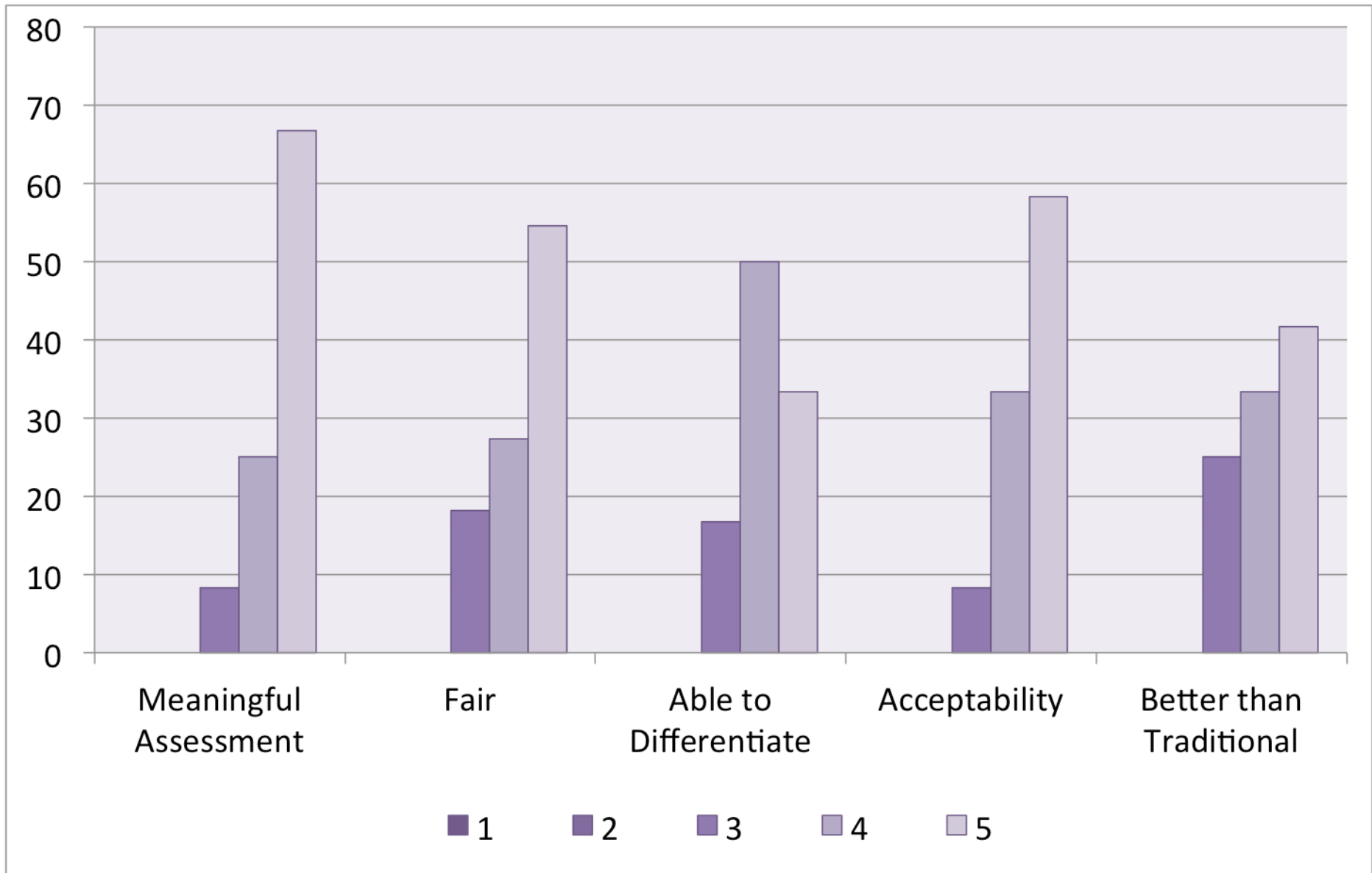
- 24 applicants
- 19M, 5F
- 19 residents, 5 in practice
- 19 with prior MMI experience, 5 in practice
- 15 < 30 yrs old, 9 > 30 years old

# Results – Applicant Surveys





# Results – Assessor Surveys





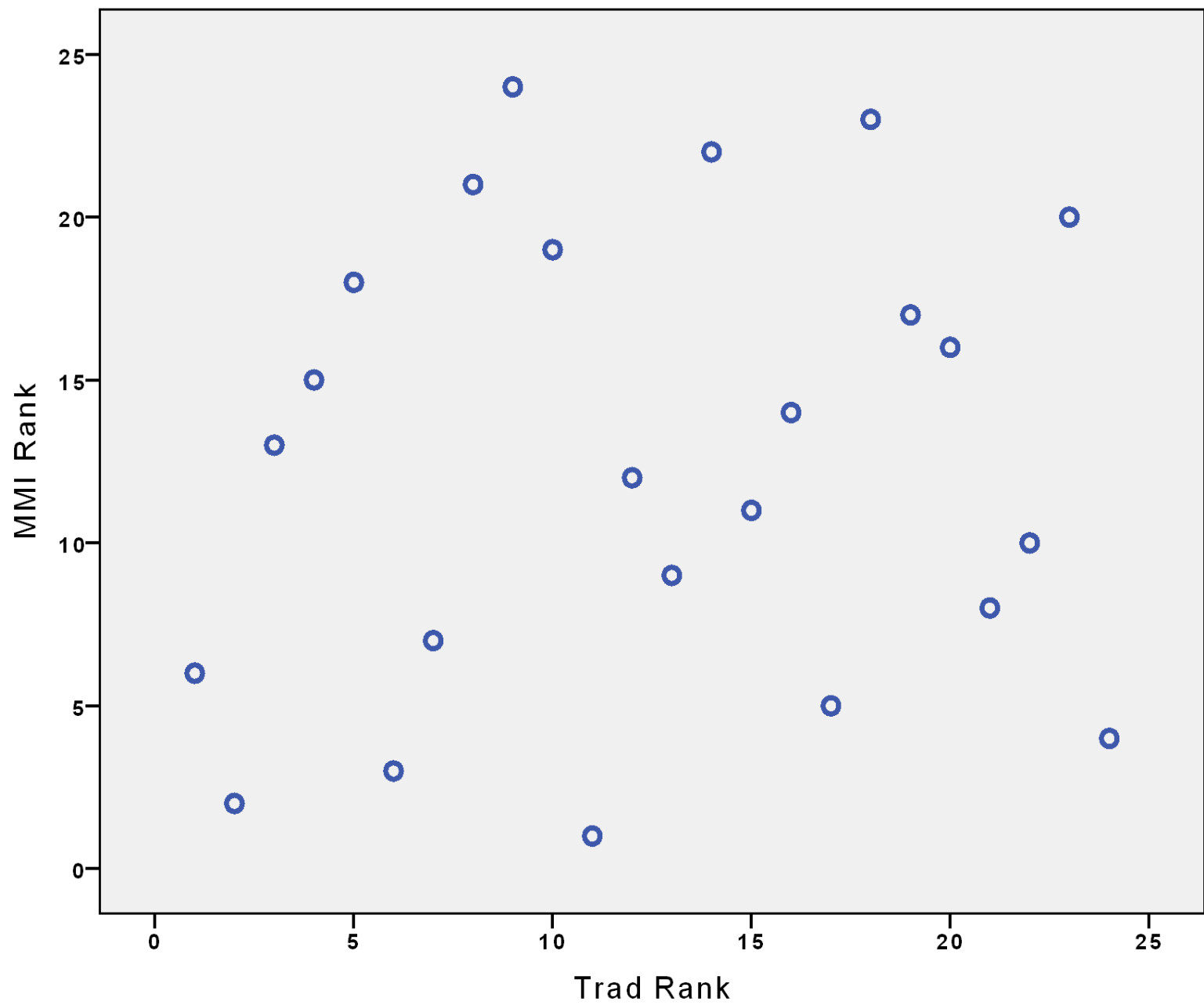
# Reliability was a Problem

- Cronbach'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?