MAKING THE MOST OF INTERVIEWS WITH THE MULTIPLE MINI INTERVIEW
WELCOME TO THE MMI WORKSHOP

As you enter please introduce yourselves to your tablemates

We will be using PollEverywhere for this presentation

1. Please Log in
   WEB/APP: PollEv.com/ElizabethHan805

2. Answer the Warm Up Question & Upvote your colleagues!
   What is your primary goal for attending this workshop?
DISCLOSURE

No conflicts of interest to report
OBJECTIVES

After participating in this workshop, attendees will be able to…

1. Describe the core components of the MMI process and models for implementation (Knowledge)
2. Recognize the value of the MMI technique in reducing the subjectivity of interviews (Attitude)
3. Design MMI prompts to select for trainee characteristics that address programmatic needs (Skill)
4. Create a scaffold for the implementation of MMI at one’s home institution (Skill)
WHO ARE YOU?

What is your primary role in your residency or fellowship program?

What is the size of your typical class?

Which interview techniques have you personally used in the past?

How would you rate your program’s interest or readiness to adopt the Multiple Mini Interview format?

Poll Everywhere Log In Instructions:
• WEB/APP: PollEv.com/ElizabethHan805
WHO WE ARE...

Michelle Arandes,  
• PD, UT Health San Antonio

Crystal Cederna-Meko  
• APD, Michigan State

Sophia Goslings  
• APD, U of Southern Alabama

Liz Hanson  
• APD, UT Health San Antonio

Gwen Reyes  
• PD, Michigan State

Beth Wueste  
• APD, UT Health San Antonio
INTRODUCTION TO MULTIPLE MINI INTERVIEW
MULTIPLE MINI INTERVIEW (MMI)

Interview approach developed at McMaster’s University

Series of short stations applicants rotate through

- Standardized questions, activities, scenarios, role plays
- 1-3 pre-specified characteristics measured per station
- 1-2 blinded raters per station
- 5-12 stations, each lasting 6-12 minutes in duration; brief breaks between stations
Raters can be anyone trained in characteristic(s)

Behaviorally anchored, Likert scale ratings for each characteristic

Data compiled with other applicant materials to inform resident selection
EVIDENCE SUGGESTS...

- Feasible
- Reliable & (preliminarily) valid
- Accepted by interviewers and applicants
MMI MODIFIED FOR MEDICAL RESIDENCY

- More faculty development
- Incorporation of milestones into station content
- Insertion of recruitment and Q&A opportunities
**TRADITIONAL INTERVIEWING CHALLENGES RESOLVED**

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<th>Traditional Interview</th>
<th>MMI</th>
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<td>Interview days &amp; total hours</td>
<td>More</td>
<td>Less</td>
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<tr>
<td>Number of applicants per day</td>
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<td>Number of interviewers</td>
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<td>Interview preparation time</td>
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<td>Interviewer bias</td>
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<td>Early milestone screening</td>
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MMI IN ACTION
THE DETAILS: MMI EXAMPLES

1. Review MMI at a Glance Handout

2. Reflect on the potential use of this strategy at your home institutions
   - What are some first steps and/or improvements you could make to your current interview process that incorporate these principles?
   - If you were to move to full MMI, what considerations/questions do you have as you think about Pre-Interview Preparation, Day-of-Interview Logistics, and Incorporation of MMI into Rank?
PRE-MMI PREP

- **Applicant MMI PREP**
  - Interview confirmation letter mentions “you will be interviewing with many faculty”
  - PD presents an overview (history, evidence, details) of MMI process during the large group presentation
  - Individual itineraries for each applicant
  - PD presentation is only 30 min, rest of time is for group Q&A (30min)

- **Program MMI PREP**
  - All rating forms pre-completed with applicants names, date, and interviewer (templates/mail merge)
  - Pre-filled binder for each station (includes faculty schedule with applicant name/times, rating forms sorted in applicant order, station card, etc)
  - 5 doors labeled “Station 1” through “Station 5”, extra bathrooms and signs, etc
  - Reserve (larger) rooms in advance
  - Almost one-year heads up of tentative interview dates for faculty schedules
  - Solicit resident/chief resident tour guides
GROUPS A & B
7:45 am Pick up at Hotel

8:00 am Tour of Strada PCC

8:30 am – 9:30 am
Welcome Session & Presentation

GROUP A
9:40 am – 10:40 am
MMI Sessions

10:50 am – 11:50 am
Tour of USA Children’s and Women’s Hospital

GROUP B
9:40 am – 10:40 am
Tour of USA Children’s and Women’s Hospital

10:50 am – 11:50 am
MMI Sessions

GROUPS A & B
(Full Days C & D)
12:00 n – 1:00 pm
Lunch with Residents

GROUPS A & B
1:00 pm
Return to Hotel

HALF DAY AT USA ENDS
GROUPS C & D
11:15 am Pick up at Hotel

11:15 am – 12:00 pm
Tour of Strada PCC

GROUPS C & D
(Full Days A & B)
12:00 n – 1:00 pm
Lunch with Residents

1:00 am – 2:00 pm
Welcome Session & Presentation

GROUP C

2:10 pm – 3:10 pm
MMI Sessions

3:20 pm - 4:25 pm
Tour of USA Children's and Women's Hospital

GROUP D

2:10 pm – 3:10 pm
Tour of USA Children's and Women's Hospital

3:20 pm - 4:25 pm
MMI Sessions

GROUPS C & D

4:30 pm
Return to Hotel

FULL DAY AT USA ENDS
For each applicant:

- Input 5 station scores & comments into ERAS (custom field)
- Input 5 Interpersonal Skills and Verbal Communication scores into ERAS

For selection/rank meeting, share all applicant ERAS-info (scores, school, etc) with committee, as well as station output.
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BUILD YOUR OWN MMI
BUILD YOUR OWN MMI

1. Small Group Discussion #2: MMI Characteristics
   - What characteristics can be targeted in the MMI? Should be targeted?
   - How to decide what is important…

2. Prompt Writing ACTIVITY
   - “Do’s and Don’ts” in prompt writing
   - Prompt writing worksheet
FACULTY SELECTION AND DEVELOPMENT

- Anticipated Faculty Questions and Concerns
- Ideas for Faculty Selection and Development
WRAP UP & NEXT STEPS
PEARLS & PITFALLS
TAKing the next step ...
CONTACT US

Michelle Arandes, MD  arandes@uthscsa.edu
Crystal Cederna-Meko, PsyD  ccedern1@hurleymc.com
Sophia Goslings, MD  sgoslings@health.southalabama.edu
Elizabeth Hanson, MD  hanske3@uthscsa.edu
Gwendolyn Reyes, MD  greyes1@hurleymc.com
Beth (Payne) Wueste, MAEd, LSSBB  paynee@uthscsa.edu