

Supplemental Digital Appendix 1

Information Sheet about the Multiple Mini-Interview for Emergency Medicine Resident Applicants, Alameda Health System–Highland Hospital, 2011–2012

MMI Applicant Information

What is a multiple mini-interview (MMI)?

The MMI involves candidates rotating through a circuit of 8-10 stations, each designed as a brief (e.g., 8-minute) interview. Using different scenarios, each station assesses one or more non-academic attributes. It has been determined through research at other health professional schools that the MMI is a better predictor of future performance as a health professional student, at no greater cost to organize, and with less potential for bias, than traditional interview formats. The MMI was developed at McMaster University's Michael G. DeGroot School of Medicine where it has been used for more than seven years.

What might I see in an MMI scenario?

For obvious reasons, the exact scenarios that we will use are confidential. However, here is one example of a scenario that you would read before entering the interview room:

“Dr. Liu is a well-respected family physician in your practice. The majority of his patients are ages 70 and older. Dr. Liu often prescribes his patients herbal and homeopathic remedies, though he does not believe in these medications. He does believe that they satisfy his patients' desires for a treatment for various non-specific symptoms. Discuss the ethical issues posed by Dr. Liu's behavior.”

What will an MMI station assess?

We are looking for qualities that cannot be assessed in by board exams, standardized tests, or grades in medical school. Instead, we are hoping to better identify qualities that will enable you to successfully (and happily!) progress through the residency program, and into a future career as an emergency room physician. The MMI stations are designed to specifically measure non-academic attributes such as: commitment to care; critical thinking, problem solving skills, and creativity; ethical reasoning and integrity; appropriate interpersonal skills; clear motivation to be an excellent doctor; effective oral communication skills; appropriate self-awareness; and team skills.

How can I prepare for the interview (MMI)?

The purpose of the interviews is to assess certain skills and attitudes that are important for residents as they prepare to become contemporary health care practitioners. The MMI is not intended to assess any one specific knowledge area. You cannot really prepare for the MMI process, as each interview is unique according to the positions taken by the participants. Instead, we encourage you to be yourself, show us how you think about things, and have fun!

Where may I read more about the MMI process?

There have been many research papers published on the MMI. We have attached the following paper for your interest: Eva KW, Rosenfeld J, Reiter HI, Norman G, An admissions OSCE: The multiple mini-interview, Med Education 2004; 38(3): 314–326.

Supplemental Digital Appendix 2

Score Sheet for Interviewers Conducting Multiple Mini-Interview with Emergency Medicine Resident Applicants, Alameda Health System–Highland Hospital, 2011– 2012

SCORE SHEET

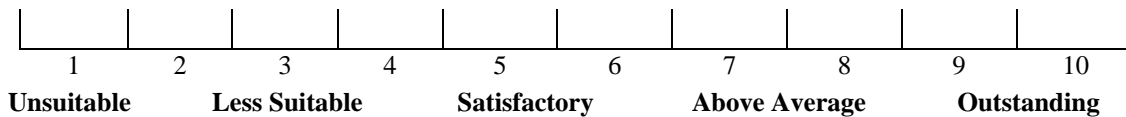
Place sticker here!

Applicant's Name: _____

Interviewers Name: _____

Potential Conflict of Interest? Y N If "Yes," Why?

Please score the applicant's **overall performance** during their interview with you.
Consider the applicant's communication skills, the strength of the arguments displayed,
and the applicant's suitability for the medical profession.



Comments: