

Multiple Mini-Interview (MMI) 2013 Evaluator Training

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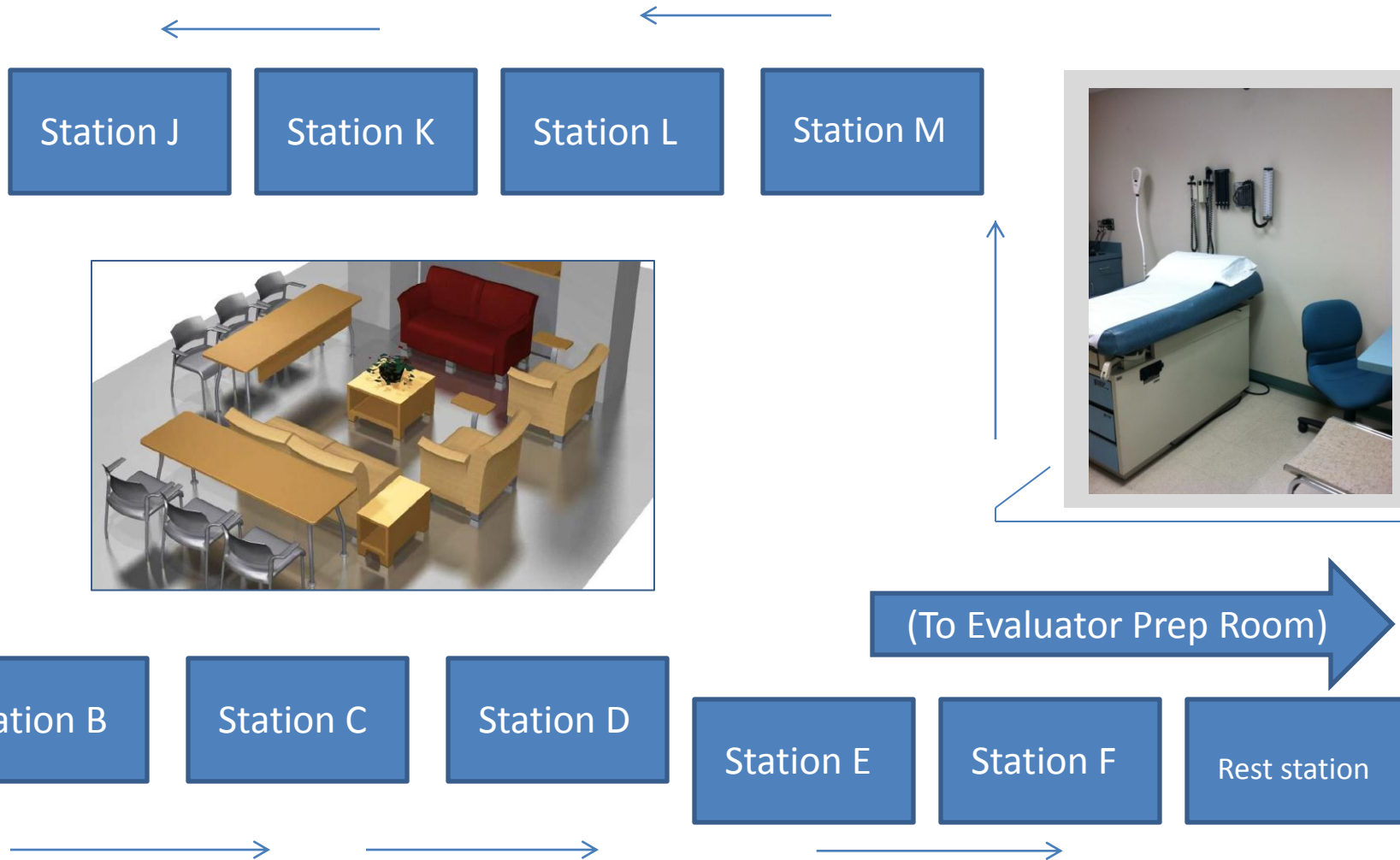
Why the MMI?

- Standardized and structured with many evaluators, which minimizes bias and chance
- Provides information separate and distinct from MCAT and GPA
- Predicts clinical performance in medical school

What is the MMI?

- 10 applicants participate in a circuit of 10 stations (nine evaluated stations + 1 rest station)
- Entire circuit lasts 1hr and 40 minutes

Clinical Skills Teaching Clinic, AHSC 3rd Floor



What does the applicant experience?

- 2 minute prep before each station
- 7 minute interaction with each evaluator
- 1 minute exit/move to next station
- Repeat 9 times in one circuit
- 1 Break during circuit
- 1 evaluator in the room; 2 stations may include an actor in addition to the evaluator
- Instructions announced over sound system
 - One minute warning bell, session-ending bell

The applicant's experience

Session 1	Group 1
7:15 - 7:30	Check-in
7:30 - 7:40	Welcome
7:50- 9:30	MMI 1
9:35 - 9:55	Financial Aid
10:00 - 10:30	Office of Medical Student Education
10:45- 11:10	Essay
11:40 - 12:10	COM Lecture
12:10- 1:00	Lunch
1:00 - 1:30	Tour
1:30 - 1:50	Closing / iExperience (Optional)

Session 2	Group 2
7:45 - 8:00	Check-in
8:00 - 8:10	Welcome
8:10 - 8:45	Essay
8:50 - 9:20	Office of Medical Student Education
9:35 - 9:45	Financial Aid
9:50 - 11:30	MMI 2
11:40 - 12:10	COM Lecture
12:10- 1:00	Lunch
1:00 - 1:30	Tour
1:30 - 1:50	Closing / iExperience (Optional)



What does the evaluator experience?

- Sees 10 different applicants per circuit
- 7 minute interaction with each applicant
- 3 minutes between applicants to complete evaluation
- Stay at your assigned station for entire circuit

The evaluator's experience

Group 1

- **Evaluator check-in (7:15 – 7:20 am)**
 - Coffee
 - Light snacks
- Technology Overview (7:20- 7:25 am)
- Scenario Instructions (7:25 – 7:40 am)
- **MMI (7:50 – 9:30 am)**

Group 2

- **Evaluator check-in (9:15 – 9:20 am)**
 - Coffee
 - Light Snacks
- Technology Overview (9:20-9:25 am)
- Scenario Instructions (9:25-9:40 am)
- **MMI (9:50 – 11:30 am)**

Types of questions

- Questions will focus on specific skills and attributes, including:
 - Responsibility
 - Ethical & Moral Judgment
 - Communication Skills
 - Self-Awareness
 - Conflict Resolution



Types of questions

- 9 stations
 - 2 Traditional
 - 5 Discussion
 - 2 Acting
- Questions will rotate, except for traditional:
 - **Why do you want to be a physician?**
 - **What kind of support have you received from those closest to you on your decision to apply for medical school?**



Sample Discussion Question

A 75-year-old patient of yours shows signs of abuse that appears to be inflicted by her husband. As he is her primary caregiver, she feels dependent on him and pleads with you not to say anything about it to him or to the authorities.

Discuss how you might handle this situation.

- This scenario measures the following attributes: Responsibility, Ethical & Moral Judgement, Conflict Resolution
- No “right” answer



Sample Acting Question

Your company needs both you and a co-worker (Sara, a colleague from another branch of the company) to attend a critical business meeting in San Diego. You have just arrived to drive Sara to the airport. Sara is in the room.

- The candidate will walk into the room, where they will be greeted by Sara, who suffers from a fear of flying and no longer wants to attend the meeting. This scenario tests the Communication Skills attribute.



The role of the evaluator

- Discuss the topic with the applicant
- Recognize there are no “right” answers for many scenarios
- Challenge applicants to express ideas clearly and rigorously
- Clarify the prompt, if necessary
- Engage in a conversation that stays within the topic of the station prompt



Scoring the MMI

- Scores range from 1 (Unsuitable) to 10 (Outstanding)
- Whole numbers only
- Admissions committee sees composite score, and 9 individual scores with accompanying comments
- Session averages and Z scores are also provided to give context



Scoring the MMI

- Delay scores until you have a baseline
 - Wait until the 4th or 5th rotation
 - Paper score sheets will be provided for this purpose
- Comments should give context to the score
- Don't be afraid of your gut reaction!
- Can go back and change scores after the last interview
 - Scores are final after iPad is collected



Scoring the MMI

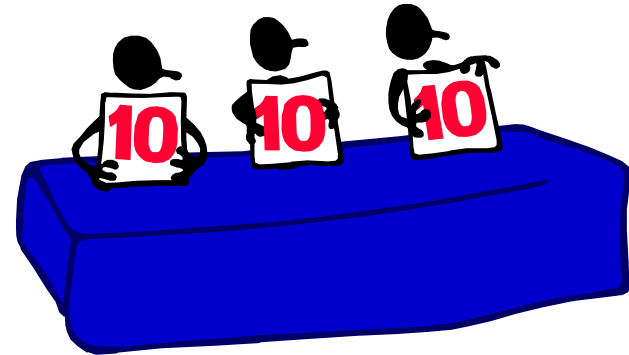
- Consider the following when assigning a score:
 - Verbal, non-verbal communication
 - Professionalism – appearance, language, mannerisms, maturity
 - Energy
 - How well they followed directions, answered prompt
 - Critical thinking

MINIMIZING ERROR AND BIAS



Common rating errors

1. Severity
 - Rating too strictly
2. Leniency
 - Rating too kindly
3. Central tendency
 - Avoiding extreme judgments, using only the middle of the scale
4. Halo effect
 - Rating with bias
 - Don't rate using your overall impression/opinion!
 - Many of our biases are **unconscious**



Unconscious bias

- Unconscious bias refers to social stereotypes about certain groups of people that individuals form outside of their own conscious awareness
- This is a function of our own culture, life experiences, etc and can be in opposition to our conscious values, intentions and beliefs.
- Acknowledge that you may have hidden biases and try to take the perspective of members of that group
- Understand that valid arguments can be presented in multiple ways

* Adapted from “What You Don’t Know: The Science of Unconscious Bias and What to Do About It in the Search and Recruitment Process.” © 2010 Association of American Medical Colleges

“What not to ask”

- Interviewers may NOT ask applicants questions related to:
 - Race
 - National or ethnic origin
 - Color
 - Religion
 - Age
 - Sex
 - Marital status
 - Family status
 - Sexual orientation
 - Disability
 - Conviction for which a pardon has been granted
 - Political affiliation



Important dates

Mock MMI:

Saturday, August 25, 8 a.m. – 12 p.m.

- Sign up by August 17:

diversity.medicine.arizona.edu/mockinterviewevaluator

MMI Sessions (50 in all):

September 11, 2012 – February 15, 2013

- Contact Admissions to sign up:
 - (520) 626-6214
 - admissions@medicine.arizona.edu



QUESTIONS & DISCUSSION



What else do you need to feel comfortable and prepared?
Let us know: admissions@medicine.arizona.edu.