

**One way or another we can select you. A case study of a hybrid MMI model for undergraduate medicine programs in COVID-19**

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# One way or another we can select you.

## A case study of a hybrid MMI model for undergraduate medicine programs in COVID-19.





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### Background

Medical schools receive more applications than they can accept. Decisions on who will be offered places is based on evidence. The use of Multi-Mini Interview Model (MMI) has the strongest evidence. In 2021, Bond University Medical Program held their MMIs in a hybrid format to adapt to the challenges presented for eligible candidates due to COVID-19 restrictions. **The aim of this project** was to determine if there were differences in performances between face to face and virtual interviews.

### Selection Process

-  Candidate meets academic achievement (ATAR 96+)
-  Psychometric testing online (EQ Testing and a personality test).
-  Candidates ranked by Psychometric testing to determine eligibility for MMI.
-  Successful interview candidates are offered place

### MMI Context at Bond

Candidates participated in 5 stations, 1 of which was a rest station. The stations were a combination of interviews, video-prompted scenarios and simulated participant stations.

- 1 minute for candidate to peruse the instructions
- 7 minutes at each station

#### Face-to-Face Interviews:

- 5 circuits of 5 stations
- 2 interviewers per room

#### Remote interviews:

- 2 interviewers on campus with candidates remote
- Interviewer shared screen with candidates

### Methods

- Descriptive analysis of candidate results in Excel
- Descriptive analysis of survey feedback from candidates and interviewers

### Results

All candidates	#	Average%
Remote:	67	74.87
On-Campus:	337	75.50
Female:	215	78.45
Male:	189	71.92
Top 180 Candidates		
	#	Average%
Remote:	27	85.87
On-Campus:	153	83.55

All candidates	%
Mean:	75.40
Median:	76.12
Std Dev:	9.65
Max:	95.54
Min:	37.50
Female:	126 84.24
Male:	54 83.11

### Conclusion

- There was no difference in average performance of remote versus on-campus candidates during the MMI.
- Candidates interviewed online were not disadvantaged.
- Overall female candidates performed better than male candidates.
- Of the 180 candidates offered a place in the medical program the candidates interviewed remotely performed slightly better.

### Survey Feedback

**92%**

Reported the stations demonstrated my suitability

**99%**

Reported instructions easy to understand (C)

The briefing was particularly helpful given Zoom format (CR)

The interview briefing helped me clearly understand the process (CR)

**92%**

of interviewers valued the briefing

**99%**

of interviewers confirmed sufficient support



(C) Candidate Face-to-face  
(CR) Candidate Remote