

# Interviewer evaluation of the multiple mini interview (MMI) as a selection tool for physiotherapy undergraduate students




## Background

In selecting students for the BSc (Hons) Cardiff University physiotherapy programme shortlisting for interview is based on both academic ability and information detailed in the application form. Since 2015, the traditional panel interview has been replaced with the multiple mini interviews (MMIs) which involves a multi 'station' interview, with one interviewer rating candidate performance at each station. In comparison with traditional interview processes, MMIs have been shown in the literature to be more psychometrically sound and to dilute the potential effects of interviewer bias. This work aims to present data obtained from the interviewer evaluation of the MMI process to ascertain the acceptability in using MMIs as a selection tool.

## Methods

In 2015/16, 30 staff (12 clinicians and 18 academics) interviewed candidates at MMI stations. Interviewers had no prior knowledge of candidates before the start of each station and scored the candidates based on their performance using an assessment score sheet. After the MMIs interviewers were sent an on-line anonymous questionnaire and asked to provide feedback on the MMI process, the quality of their experience, along with free-text boxes for additional comments. Questionnaire response return rate was 73 % (n=22).

## Results

-  100% of respondents agreed that the MMI process had been a valuable use of their time
-  100% of respondents agreed that the MMI process provides a fairer selection process than a traditional panel interview
-  100% of respondents disagreed that they would prefer to do a traditional panel interview instead of MMIs in the future

## Interviewer comments

 "I like that candidates get a fresh start at each station"

"MMIs are really fun for both staff and candidates!"

 "I like MMIs, they are more appropriate at selecting the values and skills required of physiotherapists"

## Conclusion

This work demonstrates high levels of interviewer satisfaction with the MMI format and the quality of the process, alongside agreement that MMIs are fairer than a more traditional panel interview format. The data indicates acceptability amongst interviewers for using MMIs as a selection tool for the BSc (Hons) Cardiff University physiotherapy programme.

## Future work

The responses in the evaluation have provided valuable insight into how the MMI process can develop and evolve in selecting prospective physiotherapy students. This work will also inform future research and evaluation in this field and may be useful to other professions or physiotherapy areas who are considering employing such a selection process.

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