



Multiple Mini Interviews at The University of Toledo College of Medicine and Life Sciences

As an interviewer in a Multiple Mini Interview (MMI) format interview session you will be part of a system in which **more** prospective medical students are interviewed in a **shorter** period of time using an **evidence-based** method of standardized assessment. With this interview format the College of Medicine and Life Sciences has partnered with stakeholders from a broad segment of the University and the Greater Toledo area to select the future physicians who will serve our community.

The MMI @ UToledo COMLS

The College of Medicine and Life Sciences (COMLS) has used the Multiple Mini Interview (MMI) format for all MD program interviews since the 2016-2017 application season.

McMaster University DeGroote School of Medicine (Ontario) developed the MMI in 2002 and the method has been adopted by medical and other health professions schools across the United States, Canada, and elsewhere. The MMI improves on one-on-one interviews by providing a more reliable assessment of competencies like communication, empathy, and problem solving that are so important to being a future physician.

During the MMI session, each interviewer is responsible for a different interview question. Candidates read and reflect on the question for two minutes. The candidate and the interviewer then interact for eight minutes before the candidate moves to the next interviewer. Candidates rotate through each interview station such that by the end of the session every interviewer has evaluated each candidate and each candidate has rotated through all stations. Each session lasts for about two hours.

You will not have access to candidates' application files prior to or during the MMI session. Instead, your rating of each candidate is based solely on their interactions with you. In addition, you do not need to have previous health care experience to be an interviewer. You'll be provided with information about your assigned question prior to the interview session. This information will include standard follow-up prompts and background information about the question.

2021 Cycle: Virtual MMI

Due to the ongoing COVID-19 public health crisis, all interviews this cycle will be conducted via a custom on-line platform. Interviewers will be able to access the virtual interview platform from any location with wi-fi using a laptop or desktop computer. Within this platform is the live video feed, scoring forms, interview schedule, and more.

Because the virtual interface relieves our reliance on health science campus facilities, we have been able to increase our capacity for interviews. Interview days are Tuesdays and Fridays from January 2021 to May 2021. On most days we will have both a morning session (10:00am ET – Noon ET) and an afternoon session (4:00pm ET – 6:00pm ET).





MMI Terminology

MMI:

Multiple Mini Interview – an interview technique in which interviewees interact in brief interviews with a series of several interviewers.

Scenario:

A question or situation that the interviewee must respond to. Scenarios often are ambiguously phrased, allowing each interviewee an opportunity to address the topic in their own way.

Station:

Each interviewer is assigned a station where they are responsible for one scenario. Each station is in a separate “virtual interview room,” accessed via the UToledo interview portal.

Circuit:

The complete cycle containing all the MMI stations. Each candidate will start at a different station and rotate through all of them to complete the circuit.

Information and Training Sessions

All interviewers must be trained prior to participating as an MMI interviewer. The COMLS Office of Medical School Admissions holds multiple large-group information and training sessions throughout the admissions season. Other training options are also available, including departmental and other small group sessions, and one-on-one training as part of observing a live MMI session. (Note: MMI observation is not currently available in the virtual MMI format.)

The Admissions Office also has developed self-paced interviewer training modules. These materials are archived in resource files in the interviewer portal which you will gain access to once you have complete interviewer training.

Scheduling Your Interview Session

We use an on-line portal for scheduling interviews. (Interviewers will receive log-in instructions following training.) Through the portal you will be able to select the days and sessions that you’re available to serve. You will receive confirmation information prior to the interview day, as well as further instructions about your assigned MMI question.



COLLEGE OF MEDICINE
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