



What exactly is MMI?

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Multiple Mini Interviews



MMI Overview



MMI Basics

- Many health professions are moving toward the MMI format
- Students go through a series of stations, at each station students receive a prompt.

History

- Developed by McMaster University Medical School in 2001, introduced 2004
- First use in US was at University of Cincinnati College of Medicine in 2008

Why?

- Assess non-cognitive skills
 - Adaptability
 - Empathy
 - Integrity
 - Critical thinking
 - Teamwork

Why?

- Address lack of correlation between traditional interviews and performance in medical school
- Composite assessment
 - Many interviewers vs single opinion

Models

- The interview process will be unique to the university
 - Some schools use only MMI with up to 12 stations
 - Others will use a hybrid approach
- Types of questions will also vary, but can include:
 - Scenarios, role play, performing tasks, and traditional interview questions

Sample Question

- Joe is a pizza delivery worker. The pizza shop he works for has a 30 minutes or less delivery guarantee or else the customer does not have to pay. On Joe's most recent delivery, he spots a woman bleeding on the street. There is no one else around and the woman seems to be unable to move by herself. However, Joe knows that if he returns empty handed again, he will be fired from this job which he most desperately needs. What do you think Joe should do? Justify your solution in terms of practical and ethical considerations.
- <https://multipleminiinterview.com/mmi-questions/>

How we're implementing MMI

- We will have 7 stations
 - 5 Scenario Stations
 - 1 “why pharmacy” station
 - 1 “why UNM” station
- Each mini interview will be 10 minutes long
 - 1 minute travel between stations
 - 2 minutes to read the scenario
 - 7 minutes to address the scenario

Now lets practice!

- Get into groups of 2
- Each of you will have the opportunity to play both the role of the interviewer and the interviewee
- You will have 1 minute to read the question and formulate an answer, 2 minutes to answer, and 30 second transition

Question 1

- Discuss one of your pastimes outside of work and how the skills you acquired from this activity help you in your career.

Question 2

- You are on the committee for selecting a new Dean for your college. What characteristics and/or qualities would you look for when selecting an effective dean?

Wrap up

- What did you think?
- What questions do you have about the process?



Thank you!

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