

## Extending the interview to all medical school applicants: Computer-based assessment for sampling personal characteristics (CASPer)

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Most program directors would agree that the Canadian Resident Matching Service (CaRMS) candidate portfolio, used to select which applicants come to interview, has limited value. Can a non-cognitive screening test be widely applied pre-interview? In particular, correlation with the well-validated Multiple Mini-Interview (MMI) was examined.

In study 1, 110 medical school applicants completed computer-based assessment for sampling personal characteristics (CASPer) on their interview weekend where they also completed the MMI. CASPer consisted of 8 one-minute video-based scenarios and 4 self-descriptive questions, with short-answer response format. Seventy-eight responses were audiotaped while 32 were typewritten. Two independent raters, marking across question rather than applicant, thus limiting the halo effect, scored the responses.

In study 2, 167 medical school applicants completed CASPer prior to finding out if they had been offered an interview. CASPer consisted of 8 videos and 6 self-descriptive questions using typewritten responses. Responses were scored in the same manner as in study 1. Eighty-eight of the 167 applicants were invited to an interview, undergoing the MMI.

Overall test generalizability, inter-rater reliability and correlation with MMI were analyzed. In study 1, the results for audio-responders were 0.86, 0.82 and 0.15 respectively; for typewritten-responders they were 0.72, 0.81 and 0.51 respectively. In study 2 the results were 0.83, 0.95 and 0.46 respectively (correlation with disattenuation was 0.6).

CASPer demonstrated strong psychometric properties, including correlation with the MMI. Investigation into future possible widespread implementation as a pre-interview non-cognitive screening test at the undergraduate and postgraduate level is warranted. CASPer data from postgraduate program applicants and trainees continue to emerge.