

Selection of residency candidates: is a multi-panel round robin format preferred by both interviewers and applicants?

Introduction

Since 2013, the use of a multi-panel round robin interview format replaced a single large interview panel for the intake of applicants into the SingHealth O&G Residency program.

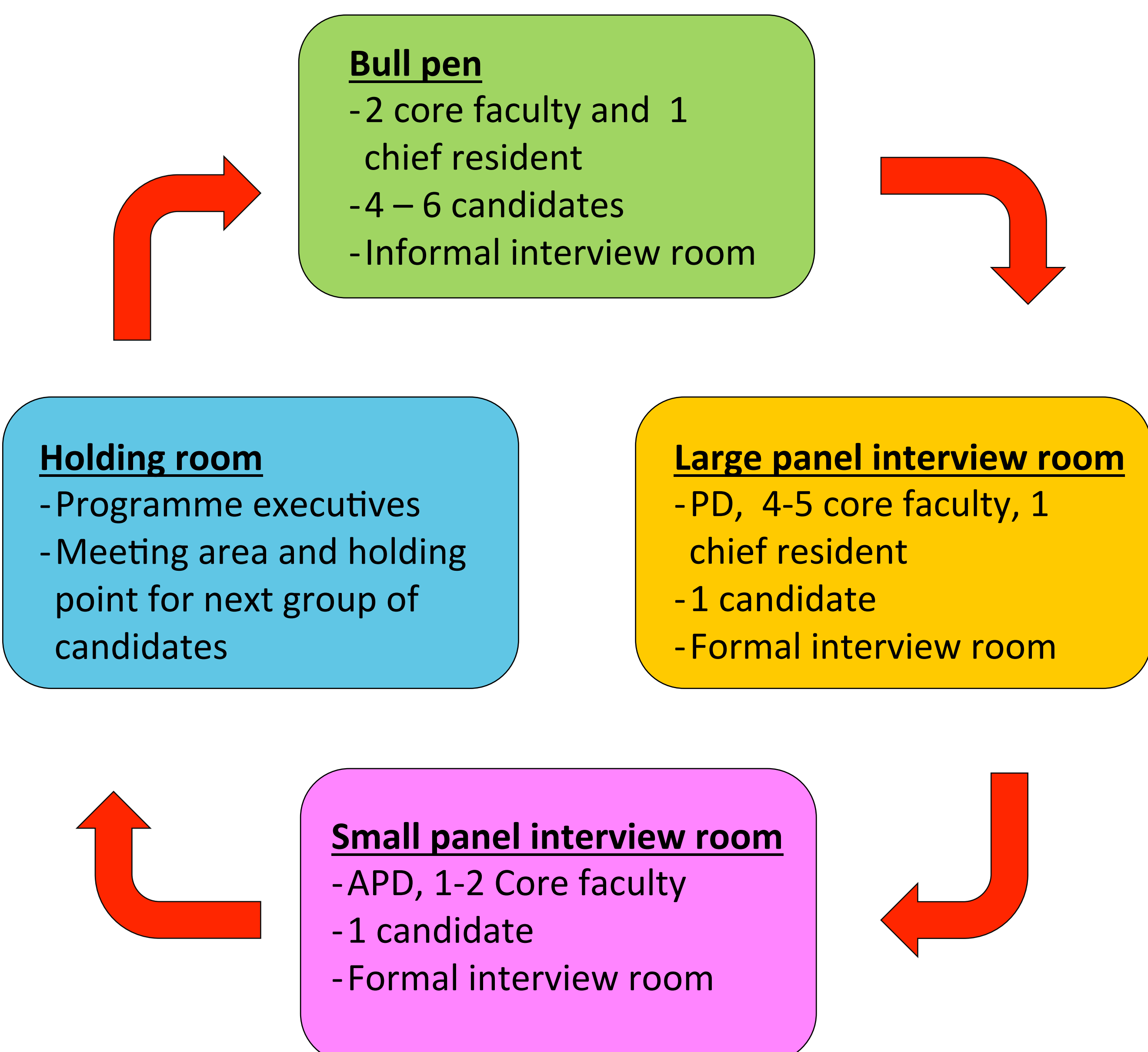
This study surveys the interview panel and candidates' feedback on this new interview format.

Methodology

Interview sessions were conducted for 25 candidates over 2 sessions in December 2014.

Candidates underwent interviews by 3 different panels consisting of a mix of the Program Director (PD), Associate Program Directors (APD), Group Director of Academic Medicine, Core Faculty and 2 Chief Residents in a round robin format. There were 2 formal interview rooms and 1 informal interactive room.

An anonymous survey was completed by the interview panel and the candidates after the sessions. The survey consists of 10 statements with responses on a 5-point Likert scale, with score 1 favouring the old interview format and score 5 favouring the new format.



Survey on SingHealth OBGYN Residency Interview Format – Interview Panel

Name:

Faculty / Resident (delete as appropriate)

Our background work and thick files are still the same except we are now using a new format for interview – OBGYN Duke multiple interview assessment format (simultaneous round-robin PD & panel & resident interview, faculty & resident interviewer separate room, bullpen chat and holding area chat followed by faculty and resident discussions) using multiple interviewers and multiple perspective assessments as contrast to one final review interview panel process in the past.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
This new format gives me a better opportunity to get to know and assess the candidates	1	2	3	4	5
This format allows better interaction of the faculty/resident with the candidates	1	2	3	4	5
This format allows the team a better use of time to learn about the candidate beyond what is written on their statement and CV	1	2	3	4	5
I believe the candidates will feel that they have a better opportunity to express themselves through this format	1	2	3	4	5
I believe it is advantageous to include core faculty in the interview panel or assessment stations	1	2	3	4	5
I believe it is advantageous to include residents in the interview panel or assessment stations	1	2	3	4	5
I believe this format will better help the Program Director select candidates who best fit into the SingHealth OBGYN Residency program	1	2	3	4	5
This format is fairer and more transparent than the previous interview format	1	2	3	4	5
I would recommend to use this new format for the next batch of shortlisted OBGYN candidates	1	2	3	4	5
I would recommend other Residency Program to use this new format for their shortlisted candidates	1	2	3	4	5

Any other comments:

Survey on SingHealth OBGYN Residency Interview Format (Candidate)

At SingHealth OBGYN Residency, we adopted a Multiple Panel interview assessment format in contrast to the traditional single large interview panel format & progress. The background work and file review process by the interview panel are still the same.

To help us assess this interview format, we would be grateful for your participation. Your participation is on a voluntary basis. Your decision whether or not to participate in this survey will not affect your outcomes during the interview. Your response in this survey is confidential and anonymous and individual responses will be reviewed by study co-ordinators not involved in the resident selection process.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
This interview format gives the selection panel a better opportunity to get to know and assess the candidates	1	2	3	4	5
This format allows better interaction between the faculty/resident and candidates	1	2	3	4	5
This format allows the selection panel better use of time to learn about the candidate beyond what is written on their statement and CV	1	2	3	4	5
I feel that I have had a better opportunity to express myself through this format	1	2	3	4	5
I believe it is advantageous to include core faculty in the interview panel or assessment stations	1	2	3	4	5
I believe it is advantageous to include residents in the interview panel or assessment stations	1	2	3	4	5
I believe this format will better help the Program Director select candidates who best fit into the SingHealth OBGYN Residency program	1	2	3	4	5
This format is fairer and more transparent than the previous interview format (single large panel)	1	2	3	4	5
I would recommend that this interview format for be used for the next batch of shortlisted OBGYN candidates	1	2	3	4	5
I would recommend other Residency programs to use this new format for their shortlisted candidates	1	2	3	4	5

Do you prefer this multiple interview format in compariso with the single interview panel?

Yes No Undecided

Any other comments:

Results

14 interviewers and 25 candidates were surveyed. Response rate was 97%.

The scores from the interview panel group ranged from 4.15 – 4.61 per question. The scores from the candidates group ranged from 4.16 – 4.56.

All replies were neutral/favouring the new format, with only scores 3-5 selected. Questions achieving the highest scores in both groups were the same. These questions included: feeling that it was advantageous to include residents in the interview panel, feeling it was advantageous to include core faculty in the panel, and to recommend the use of the new format for the next batch of shortlisted candidates.

Conclusion

A multi-panel round robin format appears to provide a robust assessment of the candidate and is preferred by both interviewers and applicants.