

# A PILOT STUDY: SITUATIONAL JUDGEMENT TEST FOR SELECTION OF UNDERGRADUATE MEDICAL STUDENTS AT MEMORIAL UNIVERSITY OF NEWFOUNDLAND

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## ABSTRACT: Poster (P-11)

- Purpose:** Situational Judgment Tests (SJTs) have recently been used in selection for medical school. SJTs are reliable and fair, can predict performance in the medical profession, and can be used to accurately assess the attributes and competencies, which an individual school deems important in their context. Performance is not affected by socioeconomic status, which is important in accepting a diverse student body. The Faculty of Medicine in partnership with the Work Psychology Group (WPG) in the UK designed and piloted a bespoke SJT in 2016.
- Methods:** The SJT was developed in five stages: 1) *Test specifications*, determined the purpose and parameters of the SJT. 2) *Item writing and development*, the WPG and selected local education experts proposed items that were important to the Undergraduate Medical Education program. 3) *Item review*, a different group reviewed the items to determine appropriateness of the items and refine them into scenarios. 4) *Concordance panel*, twelve different stakeholders met and discussed the scenarios to ensure that each scenario had an appropriate rating. 5) *Pilot* of the SJT administered during interview day.
- Results:** The pilot had a 98.7% response rate, 241/244 applicants consented to participate. A psychometric evaluation was used to analyze the SJT results. Of the 97 items in the SJT, 83 items scored well psychometrically. The 14 items that performed poorly were removed. The item level results, divided the items into four sections, Good 14 (17%), Satisfactory 21 (25%), Moderate 18 (22%) and Limited 30 (30%). The item quality was determined partly by the item partial and the degree of correlation between the item and the total SJT score. Analysis of test level group differences were compared by gender and age. Females scored significantly better than males on the SJT (male mean= 320.38, female mean = 326.86,  $p < 0.05$ ). There was no statistical significance between ages. The SJT was also compared against the medical school interview scores and there was a positive correlation with traditional interview total score.
- Conclusion:** The analysis of the pilot data indicated that the SJT is good tool to measure non- academic attributes as part of the selection criteria.