

Kien Trinh, MD, PhD, FCFP, FRSS
Clinical Professor, Michael G. DeGroot School of Medicine, McMaster University

The Reliability and Validity of the Mini-Curriculum Vitae: An Attributed Based Autobiographical Sketch

Abstract:

Background:

A curriculum vitae (CV) is probably the most important first piece of information for an employer to evaluate for job applications (Cole et al. 2007). The CV may lead to an interview for the position advertised. Therefore, writing a good CV is extremely essential and it is a valuable life skill to have. However, there have been debates as to the reliability and validity of a CV in medical school admissions.

Objectives:

The purpose of the study is to identify other non-cognitive assessments of medical school applicants. The focus of this study is to analyze the data from a Mini-CV to determine its reliability and predictive validity to admissions measures and the Big Five Personality Inventory Scores. Moreover, the reliability of the new Mini-CV will be compared to the existing Ontario Medical School Application Services Auto-Biographical Sketch (OMSAS ABS).

Method:

The researchers use Generalizability (G) Theory as a statistical framework to determine the reliability of the Mini-CV. The analysis with all thirteen items was analyzed with the nested design PXQ:R and repeated using a PXQXR' design where R' is rating instead of rater. The Generalizability Coefficient (G) for 13 questions and two raters was analyzed using both the PXQ:R nested design and the PXQXR' design. D-study was performed examining the G coefficient with one, two or three raters and varying the number of questions. Pearson's correlations are used to determine the predictive validity of the Mini-CV to admissions measures and the scores on the Big Five Personality Inventory.

Results:

For the 2013/2014 application cycle, there were 4560 applicants to the School of Medicine in Hamilton, Ontario, Canada for the 203 seats. Of these applicants, 552 applicants attempted the Mini-CV. Fifty applicants from these 552 applicants were randomly selected for the generalizability coefficient analysis. Results show that the G-coefficient of the Mini-CV is 0.812, which is acceptable in Medical School Admissions contrasting with the G-coefficient of the OMSAS ABS is 0.598.

The Mini-CV correlates with the Openness and the Extraversion scores on the Big Five Personality Inventory. The Pearson's correlation of the total mini-CV scores to the Big Five Personality scores, Openness and extraversion were above 0.42 and 0.42 respectively. The correlation to Conscientiousness was 0.28 and to agreeableness was 0.37. It is negatively correlated to Neuroticism at -0.42. The correlation of the total mini-scores to the Multiple Mini Interview (MMI) was 0.39. A disattenuated correction for the reliability of the MMI and the mini-CV yielded a correlation of 0.5 between the MMI and the mini CV. There was a negative correlation between

the total mini-CV scores and the Medical College Admissions Test Verbal Reasoning Section. There were no significant correlations between the total Mini-CV scores and the other admissions measures such as GPA and CASPer.

Conclusion:

Given its reliability and validity, the Mini-CV may be used as an additional tool for admission screening, especially in the initial phase of the admission process to select the desirable applicants to the MMI.