

Table 4. Mean Weighted, by Study Variance, Clinical Effect Sizes for Various Interview Moderators.

		n	Zr Mean	SD	Weight
Number of interviewers	One	4	0.21	0.19	316
	More than one	6	0.16	0.12	937
Critical factors classification	Not stated / No used	6	0.17	0.15	941
	Used	4	0.19	0.12	312
Standardized questions	Not stated / No used	6	0.18	0.16	834
	Used	4	0.16	0.08	419
Sample answers	Not stated / No used	10	0.18	0.14	1253
	Used	9	0.17	0.15	1116
Interview training	Not stated / No used	9	0.17	0.15	1116
	Used	1	0.20	0.00	137
Academic dimensions	Not stated	3	0.09	0.23	284
	Not used	5	0.23	0.06	780
	Some	2	0.09	0.08	189
Psychological dimensions	Not stated	3	0.09	0.23	284
	Some	2	0.09	0.08	189
	Mostly	5	0.23	0.06	780
Interview scoring	Interview scored	10	0.18	0.14	1253
Prior knowledge of candidate	Not stated	7	0.15	0.17	684
	No knowledge	2	0.21	0.16	130
	Knowledge	1	0.20	0.00	439
Structured interview self reported	Not stated	2	-0.02	0.02	101
	No structure	1	0.00	0.00	197
	Semi-structured or structured	7	0.23*	0.11	955
Structure derived	Not structured /Not stated	5	0.18	0.16	805
	Has some structure	5	0.17	0.10	448

Note. * $p \leq .05$.

Table 5. Mean Academic Effect Sizes for Various Moderating Variables.

		n	<i>Z_r</i> Mean	SD	Weight
Year	1981	1	0.00	0.00	48
	1982	1	0.08	0.00	82
	1984	1	0.29	0.00	32
	1985	2	0.15	0.12	169
	1986	3	0.01	0.07	457
	1987	1	0.04	0.00	197
	1988	3	0.10	0.07	246
	1990	2	0.04	0.00	119
	1991	1	0.04	0.00	796
	1995	1	0.01	0.00	138
	1996	1	0.09	0.00	416
	1997	2	0.01	0.07	358
	Program	Dental	1	0.26	0.00
Medicine		8	0.06	0.06	1398
Occupational Therapy		3	0.00	0.02	241
Physical Therapy		7	0.04	0.06	1326
Country	Australia	3	0.04	0.06	1045
	Canada	3	0.00	0.02	241
	New Zealand	1	0.01	0.00	138
	United States	12	0.07	0.07	1634
Design - simplified description		1	0.06	0.00	221
	Cross-sectional survey				
	Prospective	2	0.07	0.03	554
	Quasi- experimental	5	0.07	0.05	654
	Retrospective	11	0.04	0.08	1629

Note. Quasi-experimental includes matched samples and experimental designs.

Table 6. Mean Clinical Effect Sizes for Various Moderating Variables.

		n	Zr Mean	SD	Weight
Year	1978	1	0.20	0	439
	1981	1	0.00	0	48
	1982	1	0.33	0	82
	1985	1	0.23	0	93
	1986	2	0.09	0.08	189
	1987	1	0.00	0	197
	1988	1	0.68	0	39
	1990	1	0.43	0	29
	1997	1	0.20	0	137
Program	Dental	1	0.23	0	93
	Medicine	5	0.16	0.10	903
	Occupational Therapy	2	0.19	0.11	165
	Physical Therapy	2	0.27	0.36	92
	Country				
Country	Australia	1	0.20	0.00	137
	Canada	2	0.19	0.11	165
	United States	7	0.17	0.15	951
Design - simplified description	Quasi- experimental	3	0.05	0.13	274
	Retrospective	7	0.21	0.12	979

Note. Quasi-experimental includes matched samples and experimental designs.