

Association of Psychology Postdoctoral & Internship Centers

CCTC Spring Meeting, March 21, 2024

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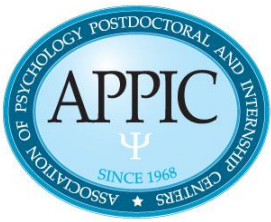
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Summary of APPIC activities since October, 2023

(of relevance to CCTC)

APPIC Central Office

- The APPIC Board appreciated Dr. Jeff Baker's 13 years of devoted service to the organization. Dr. Baker fully retired from APPIC in December, 2023
- We welcome Dr. Mariella Self as APPIC Executive Director.



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Current APPIC Member Composition

N=1555	US		Canada	
	Accredited	Unaccredited	Accredited	Unaccredited
Internships N=831	650	124	46	11
Postdocs N=256	111	145	N/A	N/A
DPAs N=468	411	14	43	N/A

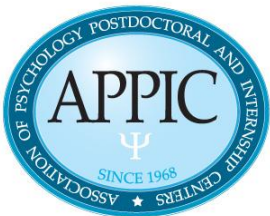
Key Issues and Relevant Initiatives

2024-25 Recruitment

- The 2024-25 recruitment cycle is just wrapping up. The APPIC Board strongly recommended the use of virtual interviews for both internship and postdoctoral selection.
- Stay tuned for statistics and survey results which will be posted to our website in the next few weeks.
- Cynthia Belar scholarships: APPIC is delighted to support internship and fellowship applicants via the Cynthia Belar scholarships for which we budgeted \$50,000. Please encourage students with financial stress to apply by 3/31/24: Application information is available on the APPIC [website](https://www.appic.org/Internships/The-APPIC-Cynthia-Belar-Scholarship-Program). <https://www.appic.org/Internships/The-APPIC-Cynthia-Belar-Scholarship-Program>

Internship Issues

- AAPI enhancements
 - Starting this year and moving forward, AAPI practicum hour tracking ended on 10/1 instead of 11/1. Some sites adjusted their minimum number of required hours accordingly.
 - CCTC workgroup did not make any major changes to the Standardized Reference Form (SRF). Review and revision of the SRF will continue for the upcoming application cycle.

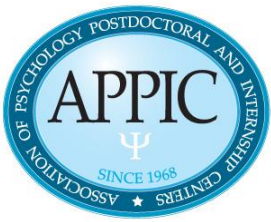


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- Please feel free to email the AAPI Coordinator, Dr. Kimberly Hill (hillk@stanford.edu) with questions and concerns about the AAPI.
- Accreditation Requirement to access the Match in the 2024-25 cycle
 - Mission-driven focus on high quality training: Full APPIC member programs were required to be accredited to access the 2024 match (per policy adopted by the APPIC Board in 2020).
 - Programs will be required to have a site visit authorized by APA/CPA to access the Match (programs APPIC membership and ability to access the Post Match Vacancy Service will not change)
 - Support for developing programs includes 3 cycles of Match access for Provisional Members, 3 cycle “pre-accreditation eligibility period” for newly approved full members, Accreditation Readiness Project (ARP) for US and Canadian internship programs (ARP-C)
- Match Update
 - Phase I of the 26th APPIC Match just wrapped up
 - [Match statistics](#) for Phase I are currently available
 - Phase II rank lists are due 3/13, Phase II Match date 3/20
 - Phase II statistics coming soon!
 - Match highlights
 - For 2024, there was a decrease of non-accredited programs (14%) in the Match, a change that may be, at least in part, attributable to the implementation of APPIC’s accreditation policy.
 - Since 2012, the number of accredited internship positions in the Match has increased by 53%
 - Post Match Vacancy Service (PMVS) will remain open until the fall

Postdoctoral Issues

- Postdoctoral Fellowship Positions
 - # of listings listed in the Universal Psychology Postdoctoral Directory = 1,769
 - # of actual positions = 3,274
 - Salary: Mean = \$76,000 (suggesting that the upper distribution is increasing)
- APPIC Postdoctoral Selection Standards and Common Hold Date (CHD)
 - 78% of clinically focused programs expressed intention to follow the standards.
 - CHD was 2/26/2024.
 - Most positions were filled in the first 2 weeks of February with very little action on CHD.
 - Preliminary statistics suggest 35% of positions remain unfilled (similar to last year’s survey results). Unfilled positions are posted in the Universal Postdoctoral



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Program Directory ([UPPD](#)). Although the UPPD currently lists 313 unfilled positions, this number is an underestimation as many programs do not update their listing with unfilled positions and/or may choose not to fill the position.

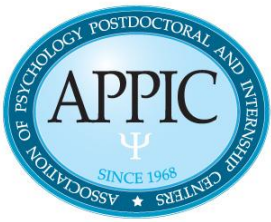
- Current postdoctoral training is characterized by many more positions than there are applicants. This discrepancy may be attributed to several factors including many states not requiring postdoctoral hours for licensure and applicants pursuing jobs rather than further training.
- Per preliminary survey data:
 - Applicants continue to get their top ranked choices
 - Internship TDs and doctoral programs could do a much better job of helping students navigate post internship plans
 - In descending order, the following settings are desired for future employment: private practice, academic health centers, academic institutions, private hospitals, and VA medical centers
- APPIC and APA are co-sponsoring a summit focusing on the future of postdoctoral training at the APPIC Membership Conference.
- Postdoctoral surveys are currently operational: Please respond! We are seeking responses from postdoctoral applicants and training directors.
<https://www.appic.org/About-APPIC/Member-DPA-Surveys> (select Current Surveys).

APPIC Policy Updates

Doctoral Program Associates (DPA) Policy

[DPA Policy](#) was updated 9/2023.

- Internship is considered to be a collaborative endeavor between doctoral programs and internship sites (APPIC members)
 - Application
 - Ongoing communication
 - Especially when there are problems!
- Programs can allow students to participate in the Match/PMVS only if they have been deemed “ready” for internship
 - Completed all programmatic requirements
 - Not currently on probation or on a performance improvement plan
 - Notification of substantive changes to student information is required (i.e., disclosure regarding changes in “readiness” to sites to which a student has applied. Examples include failing a course, not completing a practicum, being placed on remediation, etc.)



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- Requiring separate contracts from internship sites or doctoral programs is strongly discouraged.
- Match participation is limited to accredited programs only. Participation in the Post Match Vacancy Service (PMVS) is now limited to two application cycles.

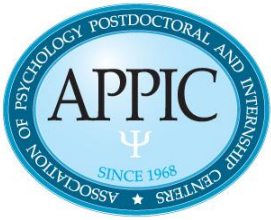
Training Program Non-Adherence

- APPIC Member and DPA programs are required to adhere to APPIC membership criteria and APPIC policies. The [Training Program Non-Adherence Policy](#) was updated in 2/2022.
- Concerns may be raised by APPIC or non-APPIC personnel
- Identification and description of various APPIC actions and sanctions in response to non-adherence.
- Please reach out to APPIC for [consultation](#) in challenging situations.

APPIC's Community Initiatives and Investment in the Training Community

We continue to closely collaborate with other councils involved in training, respond to the needs of our members, and invest in the growth and development of the training community in health service psychology.

1. Informal Problem Consultation (IPC): The APPIC ED, Match Coordinator, professional staff, and Board Members provide informal, confidential problem consultation to students, interns, postdoctoral fellows, graduate faculty, DCTs, and internship and program TDs. An IPC request may be filed via our [website](#). IPC requests are higher since the onset of the pandemic:
 - 2024: 79 (to date)
 - 2023: 324
 - 2022: 303
 - 2021: 297
 - 2020: 323
 - 2019: 226
 - 2018: 225
2. Ongoing enhancements for the APPIC Directory, the Universal Postdoctoral Program Directory, e-Membership, the AAPI, the APPA, and the Match.
3. Training and Education in Professional Psychology (TEPP): APPIC commits an annual investment of \$50,000. We are grateful for the service of Dr. Debi Bell who has served as editor of TEPP for the past 5 years. This year, she will overlap with Dr. Jennifer Callahan who was selected as the new editor of TEPP. Congratulations to Dr. Callahan.
4. Training Director scholarships for ABPP Certification. 15 scholarships were funded in 2024 in partnership with the ABPP foundation.



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5. Accreditation Readiness Project (ARP) and Accreditation Readiness Project for Canadian programs (ARP-C)
6. Postdoctoral Membership Readiness Project (PMRP) for postdoc programs pursuing APPIC membership
7. Mentorship and Community Circle Program: APPIC's individual mentorship program was redesigned to offer several mentorship cohort groups in the fall. Several community calls have been held in the past few months. We will continue to consider other formats to share information with our members.
8. [APPIC Membership Conference](#) will be held in Albuquerque, NM from May 29-31, 2024. *Enhancing training relationships through social responsiveness, shared governance, and professional development.*
9. Postdoctoral Training Summit will follow the Membership Conference on June 1, 2024.

Upcoming APPIC Events

Please mark your calendars for the following events:

1. APPIC liaison lunch and meeting (11:30 am to 2 pm) on Wednesday 5/29/24 at the Hotel Albuquerque in the Turquoise Room.
2. APPIC Business meeting @ 8 am on Thursday 8/8/2024 at the APA convention; exact location TBD.

Respectfully submitted:

Shona Vas, Ph.D., ABPP
Chair, APPIC Board of Directors