

Association of Psychology Postdoctoral & Internship Centers

CCTC Fall Meeting, September 26, 2024

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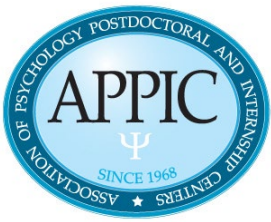
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Summary of APPIC activities since March, 2024
(of relevance to CCTC)



Association of Psychology Postdoctoral & Internship Centers

APPIC Central Office

Current APPIC Member Composition

N=1555	US		Canada	
	Accredited	Unaccredited	Accredited	Unaccredited
Internships N=835	655	120	47	13
Postdocs N=253	110	143	N/A	N/A
DPAs N=467	413	11	43	N/A

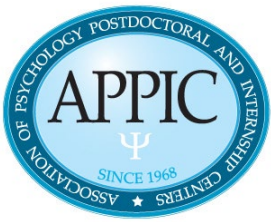
Key Issues and Relevant Initiatives

2024-25 Recruitment

- We are about to enter the 2024-25 recruitment cycle. The APPIC Board strongly recommends the use of virtual interviews for both internship and postdoctoral selection.
- Statistics for the 2024-2025 intern selection cycle is posted on the APPIC website: [Match Statistics \(appic.org\)](#)
- Statistics for postdoc will be posted in the near future.
- Internship TDs were surveyed; please review the results here: [APPIC Internship Training Director \(TD\) Survey](#)

Internship Issues

- AAPI enhancements (please email the AAPI Coordinator, Dr. Kimberly Hill, with any questions).
 - For applicants
 - Three references is the universal standard for the AAPI, though applicants are still able to input a different combination of references for each application
 - New items have been added:
 - To both the US and Canadian Citizenship sections to capture information about students who are in process of obtaining eligibility status in these countries.
 - To prevent students from being matched with federal sites if they are ineligible (Selective Service Registration)
 - For internship TDs
 - TDs can only choose an application due date of 11/1 or later in the APPIC Directory.
 - Improved PDF format and length, including reorganized tables
 - Made back-end server and process changes with regard to email functionality to ensure emails get delivered regularly.

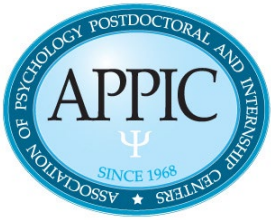


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- For academic DCTs
 - Enhanced user experience with the verification portal (i.e., redesigned user experience, new Student Submission Report screen)
 - DCT Verification now has a separate section for Strengths and one for Weaknesses (rather than having them together).
- 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/PCSAS 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)
 - Doctoral programs impacted by accreditation review back logs should reach out to APPIC Central Office with questions.
- Match Update
 - Match info, including dates, are available on the APPIC website: [About the APPIC Match](#)
 - NMS Interview is available for all internship TDs via the Match portal
 - No cost to sites
 - Many benefits to students including being able to select interview slots and ability to see all interviews in one place; favorably received by all parties during the 2023-2024 application season.
 - APPIC Board is strongly encouraging all TDs to use NMS Interview, though recognize that certain programs with very complex structures (i.e., consortia) may not be able to use it.
 - Community Call Q and A is being scheduled for October
 - Post Match Vacancy Service (PMVS) will remain open until 10/31.

Postdoctoral Issues

- APPIC, in collaboration with APA's Education Directorate, ABPP, and ASPPB, lead a 2024 Postdoctoral Training Summit in June.
 - Participation from approximately 30 interested organizations, including postdoc representatives
 - Aims included 1) Examining the role of postdoctoral experiences in the development of HSP; 2) Understanding potential drivers and impacts of the reduced demand for postdoctoral training; 3) Generating strategies to respond to contributors and/or effects
 - Preliminary outcomes included recommendations for interorganizational cooperation, particularly around education, addressing stipend, benefit, and living wage, making changes to the UPPD to help students identify quality markers, and data collection.



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- Universal Psychology Postdoctoral Directory (UPPD)
 - Introduced elements of quality clinically focused training such that TDs need to attest to whether their program/training experience meets those criteria (i.e., two hours of supervision per week, has due process and grievance policies) in order to ensure trainees have a clear understanding of program offerings.
 - Programs are currently in various stages of updating materials
- Postdoctoral Fellowship Positions
 - # of listings listed in the Universal Psychology Postdoctoral Directory = 1,801
 - 35% of postdoc positions remained unfilled from the 2024-2025 section cycle
- [APPA CAS](#) is free to applicants in addition to being free for TDs
- No significant changes are being made to Selection Standards: [Postdoctoral Selection Standards \(appic.org\)](#)

APPIC Policy Updates

Doctoral Program Associates (DPA) Policy

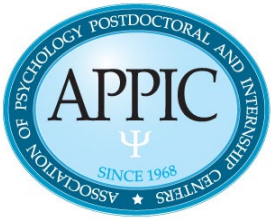
[DPA Policy](#) was updated 9/2023.

- 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.)
- 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



Association of Psychology Postdoctoral & Internship Centers

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: 269 (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. Congratulations and best wishes to Dr. Jennifer Callahan as she assumes her new role as Editor of TEPP. APPIC thanks Dr. Debi Bell for her five years of service in this role.
4. Training Director scholarships for ABPP Certification. 15 scholarships were funded in 2024 in partnership with the ABPP foundation.
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 Circles: APPIC will be offering a number of Community initiatives in the coming year, including monthly Community Calls, New Training Director Mentorship Drop In calls, and Informal Problem Consultation calls (we are piloting the utility of this latter call for membership).
8. [APPIC Membership Conference](#) was held in Albuquerque, NM from May 29-31, 2024, with the theme: *Enhancing training relationships through social responsiveness, shared governance, and professional development*. 258 Training Directors attended and appreciated the opportunity to interact with their training colleagues, support each other, and exchange ideas!

Respectfully submitted:

Amy Silberbogen, Ph.D., ABPP
Chair, APPIC Board of Directors