

ASSOCIATION OF PSYCHOLOGY POSTDOCTORAL AND INTERNSHIP CENTERS (APPIC)

Business Meeting

Minutes

August 7, 2014

Washington, DC

Welcome

Jason Williams, APPIC Chair, welcomed everyone to the APPIC Business Meeting and asked the Board members to introduce themselves. He then gave a brief overview of some current Board initiatives.

To help move the competency movement forward, APPIC has developed the Competency Assessment Project (CAP) and committed \$50,000 to funding Requests for Proposals from programs that can describe innovative and effective approaches to assessing competencies. Excellent proposals will be presented at the APPIC Membership Conference and possibly submitted for publication in *Training and Education in Professional Psychology*.

Jason also briefly discussed the Standardized Reference Form (SRF). The Council of Chairs of Training Councils had requested use of a standardized form, based on the Canadian model, to be used in the upcoming internship match, and to do so on a voluntary basis. APPIC agreed to this, but due to problems with implementation that could negatively impact applicants, use of the SRF has been deferred for one year to work out these issues.

APPIC has a new Scientific Review Committee (SRC), co-chaired by Gene D'Angelo and Elizabeth Klonoff. Gene addressed the meeting briefly about assembling committee members to focus on addressing in a formal way specific questions from the Board regarding the match, inviting others to submit ideas and questions, and conducting research for publication from the extensive match data collected over the years. Wayne Siegel will be the Board liaison to the SRC. Gene invited everyone to contact Liz, Wayne, and/or him with any thoughts about the SRC.

Jason announced that Betty Horton, APPIC Board Public Member, was unable to attend the meeting today since she was receiving two lifetime achievement awards, one regional and one national.

Central Office Report

Jeff Baker, APPIC Executive Director (ED), reported that Central Office (CO) moved from Washington DC to Houston, TX a few years ago and the relocation has been successful. He has also now been ED for a few years and greatly appreciates that role. He quickly reviewed the Board members and their roles, and acknowledged their excellent work. CO is engaged in membership services, business issues behind the scenes (e.g., collecting revenue, paying bills). He shared a pie chart demonstrating CO activities (e.g., 25% business).

After 19 years of volunteering his time, Greg Keilin was hired by the Board as Match Coordinator.

There are currently 741 internship and 169 postdoctoral programs in APPIC. This year, 60 applications for APPIC membership from internship programs were reviewed. Approximately 20-30 internships are lost each year, usually due to funding. Jeff thanked the volunteer membership committee chairs:

Sara Sherer (New Membership Committee), Kimberly Hill (Postdoctoral membership Committee), and Brenda Huber (Membership Renewal Committee – for the 3 year reviews of non-accredited internship programs). APPIC currently has about 240 internship programs that are not yet accredited and is focusing on moving those programs toward accreditation via the Accreditation Readiness Project (ARP). With CCTC support, the internship match will be restricted to students from accredited doctoral programs as of 2018.

Other APPIC initiatives include stimulus funds for competency assessment and the major re-launch of MyPsychTrack in December. The Directory Online launched last summer with difficulties, but Liaison International (LI, the software vendor that provides most of APPIC's technology) worked to correct those and CO now receives good reports from programs and students, including that searches can be saved as excel spreadsheets.

Treasurer Report

Marla Eby, APPIC Treasurer for 5 years, noted that reserves have doubled in that time from one to over two million dollars. APPIC's technology initiatives have been expensive, but due to good fiscal management, especially from Jeff, the organization is financially stable. Mariella Self will be the new Treasurer as of this afternoon; she and Marla have worked to facilitate a smooth transition. APPIC helps support *Training and Education in Professional Psychology*, underwrites the biannual membership conference, and has allocated \$50,000 for the Accreditation Readiness Project and \$50,000 to the Competency Assessment Project. In addition, a full time psychologist ED was hired, and funds were provided to the various technological projects (AAPPI Online, e-Membership, Directory Online, MyPsychTrack, APPIC Psychology Postdoctoral Application Centralized Application System).

In 2013, income totaled approximately \$871,032.70, with \$664,816.32 in expenses, and a net income of \$206,216.47. In 2014 a slight shortfall is anticipated, but overall, the budget is in excellent shape. Marla shared a pie chart demonstrating, in part, that income from dues and Doctoral Program Associate fees tend to support the expenses, while expenses are made up largely of payroll and travel. Expenses decreased with the move from DC to Texas.

APPIC assets are currently held mostly in certificates of deposits and money market funds administered by Fidelity. This may be an overly conservative approach that could be enhanced to produce better returns; Marla will consider a modified investment approach that may be slightly more useful to the organization.

Internship Match Report

Greg Keilin provided internship supply and demand graphs from 1999 through 2013. He also shared his estimate of the number of students placed in "internships" that are generally neither APPIC members nor APA accredited programs and most likely offer inferior training. There has been a steady rise in internship positions over the years, but a more dramatic rise in candidates. There were two drops in applicants, the first immediately after September 11, and the second last year. The improved economy and the APA stimulus funds most likely led to the big increase in positions in the last few years, so that the gap between candidates and positions dropped from 1200 or 1300 to around 800 last year. However, while this is good news, there were 4128 applicants for 2601 accredited positions last year, revealing that approximately 1700 more accredited positions are needed. The significant increase in the AAPPI Online fee last year might have contributed to fewer applications. The number of applications

correlated with matching is 11 – 15. Match Rates by Doctoral Programs (including overall match rate as well as match rate at accredited internships) have been presented to the APPIC Board in draft form and will be posted on the APPIC website soon. Information from the previous years is already on the APPIC website.

Questions from the audience to Greg included a desire to develop more captive consortia, and a query about whether doctoral program cohort sizes have been reduced. NCSPP has data that some large programs have reduced the sizes of their cohorts, but CoA data shows that overall, cohort sizes have remained stable. The APPIC Mentoring Program includes individuals with expertise on accredited captive consortia.

Accreditation Readiness Project

Allison Ponce described the collaboration between the Western Interstate Commission on Higher Education (WICHE) and APPIC focused on moving APPIC member programs that are not currently accredited towards accreditation. Phase I of this project included a survey on real and perceived barriers and differences between accredited and non-accredited programs. The Executive Summary will be posted on the APPIC website. Funding, administrative burden, and low institutional support were all cited as barriers, with some programs also indicating a belief that accreditation is not important. Accredited programs tend to have higher stipends and are more likely to hire their interns later as employees. WICHE also developed a dynamic tool to quantify what is needed to move programs toward accreditation. Phase II has the outcome of 25 programs submitting self-studies; this could establish a model for the rest of the 200 or so non-accredited APPIC member programs.

AAPI Online Update

Jenny Cornish gave an update of the AAPI Online, particularly noting enhancements for next year including PDF uploads that will eliminate the previous problems with formatting noted by applicants.

Postdoctoral and APPA CAS Update

Wayne Siegel described the new online application system for postdoctoral programs (APPIC Postdoctoral Psychology Application Centralized Application System). Unlike the AAPI, the APPA CAS can be customized for programs. This will include basic demographic information, letters of recommendation, transcripts and will offer separate unique portals for each postdoctoral program. Interview rating forms, and other features are also available. So far, feedback has been enthusiastic. The APPA CAS will be free for APPIC members, and free for non-member programs for around 2 or 3 years. Costs for students will be negligible since there will be no need to send separate transcripts to programs. So far 33 programs have already registered to use the APPA CAS. Wayne shared some screen snapshots of the portal and stated that the interface should be easy to use. He will be the contact person for content questions.

Three years ago APPIC piloted a Postdoctoral Uniform Notification Day but since it didn't work well for some programs, this was suspended and a workgroup was put together to further study the selection process. This group has recently developed selection guidelines.

MyPsychTrack

Wayne reminded everyone that when MyPsychTrack (MPT) launched a few years ago, many problems were encountered, particularly by students. LI has re-launched this software program from the ground up, using focus groups including students, Directors of Clinical Training, and Internship Training Directors. The new program was previewed by some Board members recently; the interface design appears to be intuitive and simple, with everything driven from a calendar view. Wayne shared screen shots showing the data available for students and program directors. Supervisors will be able to easily sign off on hours. MPT has been designed to work with the Association of State and Provincial Psychology Boards PLUS system, making it easier for psychologists in training to track and upload their hours from practicum to internship to postdoctoral to licensure. MPT also works on a mobile application using a web-based interface. (based interface).

Training and Education in Professional Psychology (TEPP) Report

Elizabeth Klonoff, TEPP Associate Editor, noted that Michael Roberts, TEPP Editor asked her to report on his behalf since he was unable to attend the meeting today. Submissions have increased from 2012 to 2013, along with the rejection rate (currently about 74%). The lag time is now around 61 days. The previous editorial team provided manuscripts through 2013, with those in 2014 reflecting the work of the current team. There is a new special section for innovative training that does not need to include data but just good ideas on what projects are needed to move the field forward. There is a preponderance of doctoral program data and papers, so internship and postdoctoral data and manuscripts are greatly needed since TEPP seeks to represent the full sequence of education and training.

Board of Educational Affairs

Sharon Berry shared that there are still \$600,000 in stimulus funds available to move internship programs to accreditation. BEA is also working with WICHE, possibly to develop webinars in the next 6 – 12 months. Also the APA Education and Practice Directorates are working well with APA Graduate Students (APAGS) to promote funding opportunities for internships that will also impact postdoctoral programs. There will be a website up by September to highlight resources including at the state and national levels. Some infrastructure will also be built at the upcoming State Leadership Conference.

Paul Nelson Award

Dave Cimbora, Chair of the Council of the Training Councils, awarded the Paul Nelson Award to Elizabeth Klonoff and recognized not only her significant accomplishments within education and training, but also her deeply caring heart for the field and for students, and her excellence in bringing disparate points of view together in a respectful and compassionate manner. Liz spoke about her ongoing commitment to decreasing the internship imbalance and providing students with quality education and training.

Recognition of Marla Eby

Jason acknowledged and thanked Marla for her excellent work on the Board. He shared some funny APPIC travel stories and then recognized her accomplishments in psychology and on the Board. Marla shared that it has been an honor to work on the Board.

Connie Hercey Award

Mariella Self, Chair of the Awards Committee, presented the Connie Hercey Award to Susan Zlotlow and thanked her for her incredible service to psychology. Wayne then shared some personal notes. Susan described how much she has appreciated working with people who share the common goal of quality education and training and who recognize the importance of students graduating from accredited doctoral and internship programs in order to be optimally positioned for productive psychology careers.

Cake

Jason invited people to share the cake that was presented to the award winners.

Respectfully submitted by

Jenny Cornish