

Chair's Column
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FAREWELL TO APPIC

As my term as an APPIC Board Member and Chair comes to a close, I want to take this opportunity to reflect upon what APPIC means to me. It has become evident to me that my involvement in APPIC has been one of the most meaningful experiences of my career. I believe that my participation in activities related to APPIC has been so very gratifying because of the number and breadth of contributions that have been made by APPIC, the ways in which APPIC has been involved in enhancing all aspects of the internship and postdoctoral training experiences, and maybe most importantly, the people I have met and with whom I have had the opportunity to collaborate.

I guess that I first learned about APPIC when I was a graduate student and there was "the book" that provided addresses of internship sites that we could write away to and request materials regarding their program. To be honest, I have no idea if I even knew that there was an organization named APPIC that put out this book, what I later learned was the APPIC Directory. Things have certainly changed, as it is now the case that all graduate students applying for internship have heard of APPIC.

My second experience with APPIC occurred when I was a postdoctoral resident, having just completed my predoctoral internship. At the APPIC Membership meeting that is held annually in conjunction with the convention of the American Psychological Association (APA), there was a one hour program focused on what training staff could do to enhance the experience of their interns. I was invited by Carl Zimet, Ph.D., ABPP, APPIC Board Member Emeritus, to present at that meeting and offer an intern's perspective. That presentation led to my co-authoring a journal article on the developmental stresses of internship training, an article that I understand continues to be passed along to future generations of interns. I co-authored the paper with my internship training director, David Rice, Ph.D., who at the time was on the APPIC Board. I must admit, I did not know that. And actually, the way I found that out was that my first responsibility as APPIC Chair in 1998 was to serve as the emcee for APPIC's 30th anniversary. At that wonderful occasion, all former APPIC Chairs were honored, and it was then that I learned that Dr. Rice had been APPIC Chair. I guess that the apple does not fall far from the tree, even if the apple doesn't really know about the tree. In retrospect, I have come to appreciate how ahead of its time APPIC was by inviting a student to present to its members. Fortunately, the climate has changed and students are more actively involved in many of the training councils. I know that the APPIC Board has found our relationship with the American Psychological Association Graduate Students (APAGS) to be invaluable.

The paper that I presented and co-authored focused on the internship experience as professional adolescence. When I first became involved in APPIC more formally, it was an organization in its adolescence. I am honored to have had the opportunity to

participate actively in the maturation of the organization to adulthood. Just as it is gratifying to watch our interns and postdoctoral residents mature into professionals and colleagues, so to it has been wonderful to experience the transition of APPIC from a player who wants to be at the table to an organization that is a leader at the table (e.g., CCTC, PER, CCOPP, Trilateral Forum). I never could have imagined that participating as a postdoctoral resident at the APPIC Membership meeting would portend APPIC becoming my professional home.

My next involvement with APPIC was being selected as a member-at-large for the APPIC/APA co-sponsored conference on postdoctoral education and training. Attending the working conference was professionally exhilarating and associated with my long-term commitment to ensuring high quality postdoctoral education and training within professional psychology. At the conference, I was impressed by both the process and the product. The work from that meeting was influential in the formation of an interorganizational council that paved the way for accreditation of postdoctoral residency programs. It was at that meeting that I really came to appreciate the dedication of APPIC members to quality education and training at internship and postdoctoral levels. I also became cognizant of the value of various constituency groups working together to solve complex problems related to the training of our students. I met many people at that conference who have been quite influential in both my career and in advancing training within psychology. Of particular note in this regard is Cynthia Belar, Ph.D.

I began regularly attending APPIC membership meetings in 1990, when I assumed the role of Director of Postdoctoral Training at Emory University School of Medicine, and have not missed a membership meeting since that time. I always found those meetings and the APPIC Newsletter to be particularly informative, helpful, and collegial. Given my active involvement in internship and postdoctoral training, and the high esteem in which I held APPIC, I chose to seek election as an APPIC Board member in 1996. I cannot begin to thank my colleagues enough who voted for me during that election, as my experiences on the APPIC Board have greatly enhanced my professional life.

APPIC has accomplished a tremendous amount since I joined the Board six years ago, and since I became APPIC Chair four years ago. I love being involved in an organization and with people that get things done. Let me briefly highlight some of our major accomplishments during the past six years. We have developed and implemented:

- a computerized matching program for internships, that includes multiple services and resources for applicants, internship training directors, and directors of clinical training
- a Directory On Line, with extensive search capabilities that can be instantly updated by APPIC members
- a standardized application for internships - the APPIC Application for Psychology Internship (AAPI)
- a comprehensive informal problem resolution program that is accessible to applicants, interns, postdoctoral residents, graduate school faculty members, internship training staff/faculty, and postdoctoral residency staff/faculty

- a series of listservs for trainers and trainees
- a professionally developed website with an extensive on-line library of training resources including examples of APA Self-Studies for internship and postdoctoral training and due process documents, disability resources, diversity resources, etc.
- a Postdoctoral Membership and Review Committee
- a consortium workgroup that has developed membership criteria and an associated clarification document

Also during that time, we:

- strengthened our liaison relationships with a number of training councils (e.g., CUDCP, NCSPP, CCPTP, CCPPP) and training groups (e.g., CCTC, BEA)
- formed liaison relationships with a variety of other training councils (e.g., ACCTA, AVAPL, CDSPP)
- developed liaison relationships with other relevant professional psychology groups (e.g., ASPPB, APAGS, NRHSPP, BPA)
- participated in relevant national meetings, such as the Commission on Education and Training Leading to Licensure and the Education Leadership Conference
- taken a leadership role in addressing issues related to the accreditation of internship and postdoctoral programs (e.g., lengthening the duration of the accreditation cycle for internship programs from 5 to 7 years)
- started a research committee and began offering a research award
- provided an award for Distinguished Contributions to Internship and Postdoctoral Teaching and Training
- instituted a data sharing contract with APA
- shifted to an email list and web based Clearinghouse, provided resources to help students and programs navigate the process, and instituted a Friday to Monday notification strategy
- been actively engaged in legislative advocacy relevant to securing federal funds for internship and postdoctoral programs and students

In addition, we have:

- initiated and held biannual membership conferences
- co-sponsored with APA the “National Working Conference on Supply and Demand: Training and Employment Opportunities in Professional Psychology” and taken a leadership role in helping to address and resolve the supply-demand imbalance related to internships
- organized as the lead sponsor the upcoming conference entitled Competencies 2002: Future Directions in Education and Credentialing in Professional Psychology
- moved to a larger office, expanded our office staff from one to three people, and promoted Connie Heccey, MPA to Executive Director status as an acknowledgement of her outstanding and long-standing contributions to the organization
- greatly improved the financial health and resources of the organization
- enhanced the accessibility of the leadership of the organization to our members, subscribers, and the students we serve

All of these contributions and many more have enabled the APPIC Board and the organization as a whole to take a leadership role in improving the application and selection process; enhancing the nature and quality of internship and postdoctoral training experiences; and fostering greater communication and collaboration on myriad challenges and problems across individuals, constituency groups, and countries.

But I must admit, it is the human part of APPIC that has been the most important to me. I have made a number of close friends and colleagues on the APPIC Board and in APPIC's Central Office, and I trust that these relationships will last a lifetime. I have grown to cherish the relationships that I have developed with APPIC Members, our internship and postdoctoral residency training directors. The open lines of communication that I have established with directors of clinical training have been personally and professionally enriching to me. Although students often contact me with problems and concerns, my interactions with them have been uniformly positive, respectful, and professionally rewarding. Finally, the international cadre of colleagues and friends that I have made while representing APPIC at various meetings and functions have enlightened me and helped me to grow both personally and professionally. And so, before I switch my focus in this column to the business of APPIC, I want to say, THANK YOU to all of you, and I look forward to staying in touch.