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REMARKS FROM THE CHAIR

The fall general membership meeting had a very full agenda; however, I would like to focus on several related issues which seem to me to be particularly important.

I think that it is very clear that the internship picture is beginning to change very rapidly, in part as a function of fiscal pressures. It is abundantly clear that there is increasing competition by internship centers for desirable interns. For the first time this year the complaints about the trainee recruitment process had to do with applicants who renege rather than with internship centers applying pressure to get an early commitment. I suspect this is because there is a very strong buyer's market and internship centers are less likely to press interns who feel that they have many desirable options. Contributing to this picture of a significant surplus of internship positions over applicants are the data reported by the clearinghouse operation which indicates that something like 10% of the internship positions will be unfilled this year. As further evidence for this market condition, the October 1980 classified Advertising and Employment Bulletin for APA included some twenty advertisements for internship positions.

While we do not have data to indicate whether fewer students are taking internships or whether the absolute number of internship positions is increasing, the lack of fit is clear. It also seems fairly clear to me that this imbalance of positions and interns represents a two or three year trend which is intensifying.

Given the central role played by internship in the training and the financial support of graduate students, it is important not only to internship centers but to the profession as a whole to be knowledgeable about the internship situation and responsive to the factors which are shaping it. Unfortunately expertise in internship matters is not well represented currently by either the Education and Training Board of APA or on that Board's Accreditation Committee.

At the January meeting, the Council of Representatives will elect new members to the Education and Training Board. I was honored to learn that I will be one of the candidates submitted to the council by the Board of Directors. I have no way of predicting the outcome of the election, but I believe that my nomination constitutes recognition of the importance of internships' concerns to the education and training enterprise.

On another front, a number of individuals continue to show interest in a computerized matching plan for internship applicants. At the fall meeting, I presented the information which I had obtained from a small computer firm. In brief, the indications were that some 1,500 students could be placed in some 300 agencies at a cost of approximately \$90,000. This would be on the assumption

Remarks from the Chair Continued

that virtually all students and all agencies would participate, that each student would be willing to rank approximately 10 agencies and each agency would be willing to rank at least 100 students. On those assumptions the cost of the selection program would be \$60.00 per applicant if the applicants were to pay the entire fee or \$300.00 per agency if the agencies were to pay the entire fee. Intermediate positions are also possible obviously. For example if each agency were willing to pay \$175.00, then each student would be required to pay only \$25.00. In the ensuing discussion at the annual meeting there appeared to be a fairly sharp division as to the merits of pursuing a computerized matching plan. My own view is that the implementation of such a plan would not be very likely to eliminate or even markedly reduce the pressures that are involved in the matching business but that such a plan might well reduce the telephone load during the first few hours of the notification. However, I have some doubts about whether it would be possible to enlist a sufficiently high proportion of agencies and students. In order to explore this issue, on the opposite page you will find a survey form providing a means for your indicating whether your agency would be interested in participating in a computerized matching plan.

Alvin G. Burstein, Ph.D.
Chairperson

MINUTES OF THE ANNUAL BUSINESS MEETING

Hyatt Regency Hotel, Montreal, Quebec, Canada

September 4, 1980, 12:00 to 2:50 p.m.

I. Introduction of New Executive Committee

Dr. Alvin Burstein, APIC Chairperson, introduced the recently elected members of the APIC Executive Committee (E.C.). They are Drs. A. Jack Hafner, University of Minnesota Health Sciences Center, David G. Rice, University of Wisconsin Medical School (reelected to the E.C.) and Dr. Robert Silver, Austin State Hospital, Austin, Texas. Three members were elected because of a tie in the vote. Current APIC by-laws make no provision for handling ties in E.C. election results.

II. APIC By-Law Changes

Dr. Burstein announced the appointment of a sub-committee, consisting of Drs. Jack Hafner and Bob Silver, to make proposals regarding two needed by-law changes; (1) how to handle tie votes in APIC elections and (2) the issue of when membership in APIC actually becomes effective. Current practice in regard to the latter is to make an agency an official APIC member when the Secretary-Treasurer has received both a qualifying Membership Application Form and a check for current year's dues. This committee will report to the E.C. at their midwinter meeting in Washington, D.C. (March 1-3, 1981).

III. APIC Directory

Dr. Ronald Kurz, Directory Editor, indicated that the ninth edition of the Directory is expected to be published and ready for mailing around September 15, 1980. This is approximately two weeks earlier than prior directories have been ready. This year, 1200 copies of the Directory will be printed. Last year (8th edition) 1,077 copies were printed and 1,070 were sold and/or distributed. Dr. Kurz indicated that he has been exploring the possibility of a computerized printing format. This issue will be further discussed at the midwinter meeting. A discussion was held in regard to the issue of specialty designations of programs. It was mentioned that several training groups (e.g., child clinical internship training agencies) have either developed or shown interest in developing training program directories. It was felt that the APIC Directory could provide information about specialized offerings of member agencies, as well as a possible index of specialty programs. This issue will be further explored at the midwinter E.C. meeting.

IV. APIC Newsletter

Dr. Jack Hafner, Newsletter Editor, gave a report on operations for the past year. His tenure as Newsletter Editor is ending.

Minutes Continued

The new Editor will be Dr. Cynthia Belar from the University of Florida. Dr. Belar indicated that items for inclusion in the Fall and Spring, 1980 Newsletters should be sent to her at Box J-165, J. Hillis Miller Health Center, University of Florida, Gainesville, Florida 32610.

There was a discussion regarding the issue of updating the Newsletter mailing list. Member agencies were encouraged to let the APIC Secretary-Treasurer know which name and title were appropriate for the mailing list, especially if the appropriate individual has not been receiving the Newsletter. The membership information form will be slightly revised, in an attempt to gather this information more accurately. Dr. Hafner introduced the regional Newsletter editors, some of whom were present at the business meeting. He also raised the issue of future assistant editors who might represent some of the developing interest groups in internship training.

The E.C. and membership present expressed appreciation to Dr. Hafner for his effective service to APIC as Newsletter Editor.

V. APIC Clearinghouse

Dr. Robert Silver reported on the past (fourth) year of the Clearinghouse operation. He noted that there were approximately 1500 internship positions available this year. Approximately 10% of these positions were unfilled during the common notification period. A report of last year's Clearinghouse operations, giving descriptive statistics, appears elsewhere in the Newsletter. User self-report suggests a general satisfaction with Clearinghouse operations. The issue of APIC paying for a larger share of the Clearinghouse operation was discussed. This topic will be explored at the midwinter E.C. meeting. Dr. Silver publicly thanked the APA Monitor for its cooperation in publishing information about the Clearinghouse.

VI. Uniform Notification Procedures

Dr. Burstein noted that, compared to past years, he had received fewer complaints by individual applicants this year regarding undue pressure for acceptance or rejection of an agency's offer. However, Dr. Burstein indicated a marked increase in reports to him of the number of candidates who reneged after having initially accepted an agency's internship offer. The membership discussed how such incidents should be handled. It was reiterated that the internship director should let the applicant's graduate training director know when an applicant has reneged on a commitment, as well as informing APIC. If this does not result in satisfactory action, it is suggested that the internship director further contact the chair of the Council of Graduate Training Directors (for either the clinical, counseling, community or school training areas, whichever is appropriate). A further step would be to let the APA Accreditation Committee know of such incidents.

Agency representatives indicated there were continuing problems with applicants collecting offers and "holding" them, placing

Minutes Continued

the agency in a difficult position in regard to notification of alternates. It was again stressed that applicants should be encouraged to make a rank order of their preferences prior to the notification period and "release" other agencies when they have received an offer from a preferred internship site. This procedure will be reinforced hopefully due to a recent article by Drs. Cynthia Belar and Sidney Orgel entitled "Survival Guide for Intern Applicants", Professional Psychology, 1980, 11, 672-675.

There was a discussion of the recurrent issue of a computer matching procedure for internship selection. Dr. Burstein has explored this area and reported information gleaned from talking to a small computer company who showed some interest in this task. For the matching of 1500 applicants to the 350 APIC member agencies the approximate total cost would be \$90,000. This would break down to approximately \$260 per agency or \$60 per applicant. The main cost would be not in computer time but in communication to applicants and agencies. For this system to be effective and at this cost figure, all APIC member agencies would need to participate. The APIC membership present at the meeting seemed quite divided over the issue of further exploration of a computer matching procedure.

Subsequent discussion of selection procedures indicated that it is not in violation of APIC notification guideline for an agency representative, after making an offer, to ask internship applicants where that particular agency ranks in terms of the applicant's preference. However, intern applicants are expected to differ widely in the degree and extent of their knowledge and forthrightness in this regard. This procedural issue will be further explored at the midwinter E.C. conjoint meeting with the Councils of Graduate Training Directors. Dr. Burstein asked individuals who feel strongly about these procedural issues and about computer matching to submit articles addressing these issues for the APIC Newsletter.

VII. Certificate to Dr. Charles Stenger

In honor of his retirement as Chief of Psychology Training in the VA Central Office and, in recognition of his service during the past three years on the APIC Executive Committee, Dr. Burstein presented a certificate of merit to Dr. Charles Stenger. The certificate notes Dr. Stenger's professional contributions to psychology over a 28 year span. Dr. Stenger thanked the membership and also introduced Dr. Joseph Mancusi, the new Chief of Psychology Training at the VA Central Office. Dr. Mancusi was asked to meet with the E.C. at the midwinter meeting.

VIII. NIMH Report

Dr. Stan Schneider, Chief of the NIMH Psychology Training Branch, reported on a survey of approximately 2800 graduates of 97 doctoral programs supported by NIMH grants during the 1975-79 period. Dr. Schneider was particularly interested in first job choices of these graduates. He indicated that 22.4% went into academic or research positions (this was down 9.4% from a previous

Minutes Continued

group), 66% went into organized service settings, 5.7% took post-doctoral training or a continued educational experience other than psychology (this increased by 2% from a previous group) and 1.4% of these graduates were either working in positions unrelated to psychology or were unemployed at the time of the study. Further analysis on students from 70 of the 97 programs indicated that only 16% of these individuals took their initial job in a state different from the location of either the graduate program or the internship. Thus, geographic retention appeared to be quite high. Dr. Schneider further indicated that approximately 18% of the identified graduates took jobs in rural or small town settings in agencies or institutions serving such populations. (Psychologists located in towns of 50,000 or less were included in this sub-analysis.) Programs which had stated dedication to training in rural mental health contributed a disproportionate number of such individuals. Dr. Schneider also reported that approximately 18.6% of the students enrolled were minority students (in the 58 of 97 programs which provided such information). This figure is increased by 4.2% from the prior study.

Dr. Schneider elaborated NIMH budget characteristics for the past year. Approximately 13 million was given in psychology training grants, of which roughly 10 million dollars was given to clinical training programs and agencies. The total number of stipends decreased by 25% and this was necessitated by an increase in the amount of the stipend from \$3900 to \$5040 (with no guidelines increase in total funding). Dr. Schneider indicated that guidelines for submission of new or renewal grants have been slightly notified so that agencies are encouraged to apply for such funding by June 1 of the prior year. This will permit hopefully the arrangement of a site visit during the summer following receipt of application, and a review by NIMH Council in January of the following year. Such a timetable would likely enable applicant agencies to obtain information (before the internship notification date in February) about the possibility of funding.

Last year, Dr. Schneider indicated that 39 of 53 applications were approved and 30 of 39 were funded. There was some selective cutting of existing program budgets (from 0-12.5%) for funding newly approved agencies (since the total funds available were slightly less than had been expected). Dr. Schneider indicated that progress reports will be carefully scrutinized on NIMH continuation grants, particularly in terms of whether an agency is meeting its stated priority training objectives for underserved populations.

Dr. Schneider indicated that the Mental Health Systems Act has passed the Senate and that the Act is likely to include a pay-back provision for professional psychology training stipends. Dr. Schneider said that he hoped a provision for research or teaching in priority areas would also be acceptable for pay-back. In line with NIMH priority emphases, Dr. Schneider indicated NIMH will be giving a grant to APA for a major future conference on Aging. It is felt that psychology needs to increase its impact in this area. He noted a problem has arisen in terms of increased pressure

Minutes Continued

for certain training programs to "pay their way" by serving increased numbers of patients who can afford either private or third party reimbursed services. This places additional pressures on agencies which attempt to deal with underserved populations. Dr. Schneider would like to know of APIC member agency difficulties in this regard.

In closing, Dr. Schneider indicated that he expected at least a similar amount of grant money available for 1980-81, with a slight increase in funding level possible.

IX. Report of CHAMPUS Peer Review Project

Sharon Shueman, Associate Scientist with the CHAMPUS Peer Review Project at APA, spoke to the group. She indicated that the APA office wants training programs to think about evaluation along quality assurance lines. If programs have a quality assurance program in effect, they should so inform APA. The Project has been using a problem oriented record and goal attainment scaling in their evaluation of treatment progress. APIC support for this Project was requested.

X. Special Interest Group Issues

A general discussion of the members was held in regard to the issue of an increasing number of special interest training groups within professional psychology. There was a concern voiced that the internship should remain a generic training experience, in the sense that it may be too early in one's professional career to begin specialized training. On the other hand, some agency representatives discussed the fact of specialized training populations being offered by their programs and indicated that they needed to inform potential trainees of such offerings and opportunities. As mentioned earlier, there was a general discussion about whether the APIC Directory should revise its listing to include opportunity for agencies to elaborate specialized training efforts.

XI. APIC Budget

Dr. David Rice, APIC Secretary-Treasurer, gave a financial report. This statement is appended to the minutes. New budget items during the past year included small honoraria (\$100 each) given to secretaries of the Chair, Secretary-Treasurer, Directory, and Clearinghouse operations. (Secretarial preparation of the Newsletter is paid for on a cost basis). Dr. Rice indicated that Directory expenses are expected to increase substantially this year, due not only to inflation, but to a larger number of agencies in the Directory and higher mailing costs. APIC continues to subsidize the Directory in the sense that Directory sales do not totally offset printing and mailing costs. The E.C. agreed to explore at the midwinter meeting the possibility of billing graduate training directors for copies of the Directory. These have previously been distributed on a gratis basis.

Minutes Continued

Done 11/1/80

Dr. Rice also mentioned the substantial drain on the secretarial resources connected with certain APIC positions, work which in the past has been essentially donated to APIC. The E.C. agreed to explore the possibility of eventually placing several of these services e.g., the Secretary-Treasurer, Directory, and Clearing-house operations on a service reimbursement basis. A statement of the impact such funding will have on the APIC budget will be presented to the E.C. at the midwinter meeting and to the membership at the annual business meeting. While it was emphasized that we were thinking in a two to five year framework, implications for future increase in agency dues to compensate for such increased service payments will also be explored. Dr. Rice further reported on his attempt to bring the membership listing up to date, in terms of providing accurate agency information. Member agencies should be alerted to the mailing label which appears on the present Newsletter to see if it is indeed being sent to the appropriate individual and agency address. Dr. Rice requested that an agency let him know if the current address label is inaccurate.

Respectfully submitted,

David G. Rice, Ph.D.
Secretary-Treasurer

1979-80 Financial Statement
August 15, 1980

Balance on hand (8/1/80)		\$ 7,688.24
TOTAL INCOME:		
(dues, directory sales, and interest)		11,375.97
EXPENSES:		
Postage and printing reimbursement		
(Dr. Kurz's office)		\$ 760.00
(Dr. Burstein's office)		52.25
(Dr. Rice's office)		7.96
Liason, APA Education & Training Committee Meetings (Dr. Burstein)		977.94
Secretarial honoraria (For Secretary of Chair, Sec-Treas., Directory & Clearinghouse)		400.00
APA Monitor (Classified Advertising)		105.00
Port City Press (Directory printing)		3,596.47
Newsletter Printing (Dr. Hafner)		808.54
Partial reimbursement for APIC Mid-Winter Meeting (Drs. Belar, Burstein, Hafner, Kurz and Rice)		<u>1,627.37</u>
	TOTAL EXPENSES	\$8,335.53
TOTAL INCOME + BALANCE ON HAND (8/1/80)		\$19,064.21
TOTAL EXPENSES		<u>8,335.53</u>
BALANCE ON HAND (8/15/80)		<u>\$10,723.68</u>

Respectfully submitted,
David G. Rice, Ph.D.
Secretary-Treasurer

A REVIEW AND EVALUATION OF 1980 APIC CLEARINGHOUSE OPERATIONS

Robert J. Silver, Ph.D., D. Ross Miller,
Jane Macdonald, and Ronald Lee, Austin
State Hospital and the University of
Texas at Austin

Pursuant to 1979 decisions of the Executive Committee and of the General Membership, APIC continued operation of its Clearinghouse for the fourth consecutive year in 1980. Operations were again conducted through the facilities of the Austin State Hospital Psychology Internship Program. Operating policies remain identical to those governing the activities of previous years; two procedural modifications instituted in 1979 were retained this year: publication and mail exchange on demand of updated Clearinghouse information, and additional advertising in the APA Monitor. Evaluation procedures were expanded this year to include a survey of graduate programs not using the Clearinghouse.

Clearinghouse Activity

Tables 1, 2, and 3 summarize the volume and sources of contact initiated with the Clearinghouse during its 1980 operation.

Table 1 reveals that, as in the past, the great majority of contacts are initiated within the first month or six weeks of operation. Also as in the past, sporadic contacts continue up to the start of the next training year.

Tables 2 and 3 show that unfilled internship placements greatly exceed unplaced internship candidates. However, the ratio of positions to candidates has dropped slightly, from 2.5 to 1 in 1979 and 2.15 to 1 in 1980. The number of internships reporting unfilled positions rose about 25% from 1979 to 1980 and the number of positions rose about 15%. The number of graduate programs reporting unplaced candidates remained roughly the same, but the actual number of unplaced candidates rose roughly 25%. This increase in the number of unplaced candidates is accounted for by a marked increase in candidates from professional psychology programs seeking Clearinghouse assistance.

Of the 176 unfilled positions (Table 2), approximately one-third were in APA-approved internship centers, and the greatest number (approximately one-third) were in Veteran's Administration Medical Centers; these proportions are roughly comparable to those reported in 1979. Of the 82 unplaced candidates, about one-fifth were enrolled in APA-approved graduate programs (down from two-fifths in 1979), and over one-half were in professional psychology programs.

Evaluation

Evaluation questionnaires were again distributed to all 1980 consumers of Clearinghouse services. Return rate was 57% for internship centers and 50% for graduate programs. Consumer satisfaction data are summarized in Table 4. As in past evaluations,

Review and Evaluation Continued

consumers are largely satisfied with Clearinghouse operations, except that (as in 1979), only slightly over 50% of the internship centers responding reported satisfaction with the actual effectiveness of the Clearinghouse. As in 1979, effectiveness was surveyed quantitatively, with the following results:

- (1) Internships listed with the Clearinghouse report that they contact an average of seven to eight graduate programs, and are contacted by an average of one to two graduate programs.
- (2) Graduate programs listed with the Clearinghouse report that they contact an average of four to five listed internship centers, and are contacted by thirteen to fourteen internship centers on the average.
- (3) Internship centers report that they are able to fill about two-thirds of the unfilled positions. Of the filled positions, one-fourth are filled via the Clearinghouse and three-fourths through other means.
- (4) Graduate programs report that they are able to place virtually all of their unplaced candidates. Of the placed candidates, slightly under half are placed via the Clearinghouse and slightly over half through other means.

The Clearinghouse this year also surveyed graduate programs who did not use the Clearinghouse regarding their reasons for not doing so. As expected, most (90%) simply had no unplaced candidates and therefore no need for Clearinghouse services. Those few who did have unplaced candidates did not use the Clearinghouse either because the unplaced candidate decided not to intern after all, or because the candidate quickly found a satisfactory placement.

Conclusions and Recommendations

As in the past, the measurable effectiveness of the Clearinghouse is modest -- only 25% of unfilled internship positions are filled via the Clearinghouse, and only 50% of the available candidates are placed via the Clearinghouse. However, also as in the past, Clearinghouse consumers express satisfaction with its sources and a strong desire for these to continue. Finally, as in the past, the lack of sufficient number of qualified candidates for the number of unfilled positions is a considerable frustration to internship centers; the ratio of positions to candidates is slightly better this year, but remains a serious problem.

TABLE 1. Frequencies of New Clearinghouse Contacts
January 1980 - August 1980

	Internships	Graduate Programs
January	3 (30%)	0 (0%)
February	62 (61%)	15 (44%)
March	11 (11%)	8 (24%)
April	8 (8%)	3 (9%)
May	5 (5%)	3 (9%)
June	6 (6%)	2 (6%)
July	5 (5%)	3 (9%)
August	1 (1%)	0 (0%)
TOTAL	101 (100%)	34 (100%)

TABLE 2. Sources of Clearinghouse Contacts with Internship Centers
January 1980 - August 1980

APA APPROVAL:	Internship Centers		Unfilled Positions	
	101	100%	176	100%
Approved	30	30%	54	31%
Non-approved	64	63%	111	63%
Provisionally approved	5	5%	6	3%
On probation	2	2%	5	5%
TYPE OF SETTING				
V.A. Medical Center	31	31%	63	36%
Community Mtl. Hlth. Ctr.	16	16%	24	14%
State Hospital	11	11%	20	11%
University Counseling Ctr.	9	9%	14	8%
Private General Hospital	8	8%	13	7%
Medical School	7	7%	10	6%
Child Guidance Center	6	6%	12	7%
Private Psychiatric Hospital	5	5%	9	5%
Residential Treatment Center (Child)	2	2%	3	2%
Army Medical Center	2	2%	3	2%
Federal Correctional Inst.	2	2%	2	1%
Consortium	1	1%	2	1%
Pediatric Hospital	1	1%	1	1%

TABLE 3. Sources of Clearinghouse Contact with Graduate Programs
February 1980 - July 1980

	Graduate Programs		Unplaced Candidates	
TOTALS	34	100%	82	100%
<u>APA APPROVAL:</u>				
Approved	15	44%	17	21%
Non-approved	15	44%	61	74%
Provisionally approved	4	12%	4	5%
<u>TYPE OF GRADUATE PROGRAM:</u>				
Clinical psychology	15	44%	22	27%
Professional psychology	7	21%	46	56%
Counseling psychology	6	18%	8	10%
Educational psychology	1	3%	1	1%
Clin./Commun. psychology	1	3%	1	1%
Psy.D. (Clinical psychology)	1	3%	1	1%
Personality/abnormal psych.	1	3%	1	3%
Developmental psychology	1	3%	1	3%
General psychology	1	3%	1	3%

TABLE 4. Consumer Satisfaction with 1980 APIC Clearinghouse

Question Content	Internship Centers			Graduate Programs		
	Yes	no	*	Yes	no	*
Clearinghouse timing optimal?	75%	21%	4%	94%	0%	6%
Prefer different operating calendar?	12%	49%	39%	6%	47%	47%
Operational procedures clear?	96%	4%	0%	94%	6%	0%
Operational procedures effective?	61%	12%	26%	71%	0%	29%
Information stored appropriate and sufficient?	84%	14%	2%	88%	6%	6%
Information stored accurate?	74%	7%	19%	71%	6%	24%
Clearinghouse effective in helping locate positions/candidates?	53%	42%	5%	76%	6%	18%
Continue Clearinghouse in the future?	93%	0%	7%	100%	0%	0%

*Question not answered or answered equivocally.

SURVIVAL GUIDE FOR INTERN APPLICANTS*

Cynthia D. Belar and Sidney A. Orgel

For the past 7 years, the Association of Psychology Internship Centers (APIC) has published a Directory of Internship Programs in Professional Psychology (1978). The Directory is intended to guide students in identifying more easily those programs that are likely to meet their particular training needs. However, it has become increasingly apparent that myths and misinformation abound about the very process of internship application. To provide a pragmatic, step-by-step instructional framework, this survival guide for intern applicants is presented.

Obtain Information

Write the program director indicating your interest in obtaining a descriptive brochure.

1. Internship programs are listed and described briefly in the APIC Directory of Internship Programs in Professional Psychology. It is a wise idea to consult this first to identify programs that may be of interest to you. American Psychological Association (APA)-approved programs are also listed yearly in the American Psychologist (1978), although this latter listing does not indicate the chief psychologist nor does it provide a description of the internship. When requesting information, make sure your inquiry is addressed accurately. Be sure to name the program and the location. For example, inquiries addressed to Internship Program frequently get lost in major medical centers. Such centers typically have 15 or more such internship programs.
- 2.

Review and Evaluate Information

Review brochures, consult with faculty and your director of training, and make decisions as to where to apply.

1. Gather additional information when necessary.
 - a. Speak with intern directors.
 - *Do your homework first; ask specific questions based on your reading of the brochures; do not ask for a "general description" of the program.
 - *Ask for the names of current or former interns with whom you might communicate (be suspicious if the program is not willing to provide their names).

*Belar, C.D. & Orgel, S.A. Survival Guide for Intern Applicants. Professional Psychology, 1980, 11, 672-675. Copyright (1980) by the American Psychological Association. Reprinted by permission.

Survival Guide Continued

- b. Evaluate interview policies.
- *Determine the program's policy concerning interviewing. Some programs wish only to interview those whom they invite. Some programs negatively evaluate "drop-in" visitors.
 - *Determine the program's use of interviewing in the evaluation process.
 - *Consult with your supervisor concerning your own interview stimulus value.
 - *Enact "dry run" interviews, using a fellow student as the interviewer.

Coordinate the Application

Coordinate your application with those of others from your program.

1. Some programs have a limit on the number of applications they will review from each predoctoral program.
2. Your chances for acceptance may be diminished if you compete against 4 or 5 fellow students from your own program at all the places you apply, especially if your class standing is average. (The internship director may call the director of training to request rank ordering of applicants, when there are several from the same program. This information is not always furnished to the internship center, however.)

Submit Applications

1. Comply with application procedures described by the program. Determine program policy about submitting nonrequested materials.
2. If you are requested to submit clinical samples, make sure all identifying information has been removed and that informed consent for such use has been provided by the patient (American Psychological Association, 1977).
3. Make sure you provide enough time for reference letter writers and transcript offices to process your requests and still meet program deadlines. It is your responsibility to ascertain that your application is complete. (Some programs will request that you forward a stamped self-addressed postcard for this purpose.)
4. Be sure to include a telephone number where you will be available on notification day. Also, many programs need your Social Security number.
5. Sloppily completed applications detract from your candidacy.

Waiting It Out

This period can be used for further refinement of your decision making. You should be able to approximate a rank ordering of your preferences during this period. Waiting until the notification

Survival Guide Continued

date to request further information about the program to which you have applied is irritating to many program directors.

An internship program that indicates that a commitment of acceptance from you is necessary before they will make an offer is not abiding by APIC guidelines. Speak with your director of training. A suggested response to the program is that your program is abiding by APIC guidelines concerning acceptance procedures.

Notification Day (Second Monday in February, 8:00 a.m. CST)

1. Be easily accessible by phone.
2. Make plans for consultation with the significant others in your decision (e.g., family, faculty), although good pre-planning should reduce the need for last-minute decision making.
3. Remember you have until Tuesday, 12:00 m. CST, to respond to an offer. An internship program that indicates that they will make you an offer only if you will immediately accept is violating APIC guidelines.
4. If you are an alternate, the time you have before your decision is to be made is negotiated with the internship director but it should not be before Tuesday, 12:00 m. CST.
5. Release programs from their commitment to you if you have received an offer from one you ranked higher.
6. If you have not been contacted, telephone the programs ranked higher than those from whom you have received acceptances to determine your alternate status.
7. When you make your decision, it is courteous to inform those programs that are still considering you as an alternate that you are removing yourself from consideration.
8. Second Thoughts: If you have already made a commitment, you must not accept another offer without first discussing this with your director of training and obtaining a release from your accepted internship site. This should be an even-tuality in only the most extreme of circumstances. It is unethical, if not illegal, to renege on a commitment.

Contact the Clearing House

If you have not been selected by any internship program that you would choose, contact the APIC Clearing House through Robert J. Silver, Department of Psychology, Austin State Hospital, 4110 Guadalupe, Austin, Texas 78751.

References

- American Psychological Association, Committee on Scientific and Professional Ethics and Conduct. Ethical standards of psychologists. Washington, D.C.: Author, 1977.
- APA-approved predoctoral internships for doctoral training in clinical and counseling psychology: 1978. American Psychologist, 1978, 33, 1124-1126.
- Association of Psychological Internship Centers. Directory of Internship Programs in Professional psychology (7th ed.). Syracuse, N.Y.: Author, 1978.

COMMENTS FROM THE NEWSLETTER EDITORS

Many thanks to Jack Hafner for his years of leadership and service as Newsletter Editor. Jack has been elected to the Executive Committee and thus will continue to serve the Association. Robert Silver has also been elected to the Executive Committee, and will no longer be serving as Assistant Editor of the Southwestern Region. Larry Beutler (University of Arizona Health Sciences Center, Department of Psychiatry, Tulsa, Arizona 85724) has agreed to carry on in the role -- welcome.

Please be sure to complete the tear out form concerning computerized matching programs and return to Dr. Bursstein.

You are encouraged to submit articles concerning internship training to the Newsletter. Also, as was discussed at the annual meeting, there may be some benefit in having editors for various special interest groups (e.g. health psychology, forensic psychology, pediatric psychology, neuropsychology, etc.) and related training issues. If you are interested in serving as an assistant editor in a special interest area, please contact me.

NOTE: In order to keep our mailing lists up-to-date and to ensure proper delivery, please be sure to notify David Rice of any changes in Training Director.

Cynthia D. Belar, Ph.D.
Editor

FROM CANADA. . . .

Progress continues apace in the Canadian region. Graduate clinical training programmes here are embracing APA accreditation as a political tool with which to threaten recalcitrant administrators on funding and other resource issues. This is expected to have an impact on the number and quality of internship programmes in the next few years and cause a move away from what has been called "internship" in Canada but would most likely be called external practicum placements in the U.S. A large segment of the graduate school training community which has strong academic interests has seen such training as adequate and indeed preferable to APIC/APA style internship training. A soon-to-be-published survey of many of these placements by the student section of the Ontario Psychological Association will point to the high degree of variability in quality of these placements.

At its last annual meeting, the Canadian Psychological Association approved the formation of an ad hoc working committee to draft a set of graduate training and internship training standards. This move represents the culmination of several years of political effort with the board of the CPA which has not previously had much interest in professional affairs. While such standards will reflect some of the uniqueness of Canadian professional issues,

Comments Continued

a conscious effort is being made to make such standards basically compatible with APA standards to facilitate continued industry-wide communication and effort.

APIC's joint sponsorship with Division 12 of two symposia on topics touching the internship training was seen as a valuable effort. APIC is obviously becoming an active group which will increasingly require a forum for the discussion of issues unique to the internship training endeavour. Further such activity at future meetings can only act to strengthen the organization and its members and foster the development of scholarly activity in internship training.

Eric Ellis, Ph.D.
Assistant Editor

FROM THE SOUTHEASTERN REGION. . . .

While eagerly awaiting the report of the Committee on Entrance and Exit Standards for Internship Training, the University of North Carolina School of Medicine decided to implement a mini-ABPP approach to evaluating exit clinical skills of interns. Each intern selected three faculty members to serve on the examining committee. Two of these faculty members had functioned as supervisors for the intern, while the third faculty member had limited contact with the intern due to dissimilar interests. The committee then devised an appropriate examination based on the intern's interests and experiences. Within this framework, each examination focussed on the effectiveness of the intern's efforts toward constructive intervention based on realistic assessment of the problem presented, awareness of the relevance of research and theory, and sensitivity to the ethical implications of the practice of psychology. Each examination lasted approximately two and a half hours. While initially eliciting considerable anxiety for the intern, all trainees unanimously agreed that this was an extremely worthwhile and beneficial learning experience. They felt that the examination was conducted in an extremely non-threatening, supportive manner, and that the feedback received was invaluable. Based on our initial experience with this evaluation format, we plan to continue this procedure. We are in the process of discussing ways to defuse the anxiety precipitated by the examination.

Charles S. Newmark, Ph.D.
Assistant Editor

FROM THE SOUTHWESTERN REGION. . . .

Previous reports from the Southwestern Region have tended to emphasize positive trends related to internship training in professional psychology. While we regret being the bearer of bad tidings, we feel obliged to report some recent ominous developments which, while originating in the Southwest, may well be

Comments Continued

reflective of a national spirit of the times vis à vis Psychology's current relationships with organized Psychiatry.

Specifically, we must report the fact that two Southwestern Region medical school departments of psychiatry have, during the past two years, determined it to no longer be in their best interests to maintain divisions of psychology as organized administrative entities. While these events may well represent isolated local occurrences, personal experience persuades us that we are most likely witnessing local manifestations of national tensions between psychology and psychiatry. Psychologists will probably want to keep these recent events in mind as they proceed.

On a different front, I wish to announce that the Assistant Editorship for the Southwestern Region of the APIC Newsletter changes hands following the current issue. I begin a term of office on the APIC Executive Committee. Therefore, it seems appropriate to turn the responsibility of Southwestern representation over to someone else. Larry Beutler, University of Arizona Health Sciences Center in Tulsa, Arizona, has agreed to take on this responsibility.

Robert J. Silver, Ph.D.
Assistant Editor