

APPIC's Postdoctoral Application + Selection Training



EDUCATING TRAINEES TO MAKE EMPOWERED CHOICES

Why complete a postdoc?



- Advanced or focused training?
- Remediation of clinical skills? In lieu of a job?
- To continue or build on research training? How much research?
- Hours for licensure? Some states require no postdoc hours.
- Financial considerations

- Recent Postdoc Training Summit consensus – *for advanced or specialized training!*

Where to Learn More



- <http://www.appic.org/About-APPIC/Postdoctoral/APPIC-POSTDOCTORAL-SUMMIT>
- http://www.appic.org/Portals/0/downloads/APPICandAPA_PostdocSummitSummary_2016.pdf

Heterogeneity of programs

- **Unknown universe of programs**
 - 186 APPIC member programs
 - 145 additional programs
 - VA 440 positions at 75 VA hospitals
 - 240 responses APPIC PD Survey (who did not resp?)
- **Varied terminology**
 - CoA distinguishes between HSP programs and training in recognized specialties
 - CRSPPP taxonomy <https://www.apa.org/ed/graduate/specialize/taxonomy.pdf> guidance on labeling depth of experience in recognized specialties
 - Focus areas are experiences that are NOT in recognized specialty areas
- **More unknown – what makes a program a program?**
 - Are supervised hours for licensure a postdoc program?
 - Focus on training or labor?
 - Quality of supervision

What are Specialties, Emphases, Focus?



- **The role of recognized specialties**
 - Specialty Education and Training Guidelines <http://cospp.org/guidelines>
 - What does the specialty require for ABPP or positions? What is the standard?
- **The role of emphasis training**
 - Advanced training or specialization
 - In a recognized specialty
 - Indicates depth of specialty – taxonomy term
- **The role of focus area training**
 - Advanced training
 - In an area other than a recognized specialty

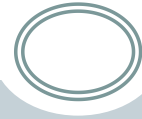
APPIC Postdoc Survey Item

Question: Identify the major area of study of your postdoctoral fellowships. Check all that apply.

*Indicated an area that is a recognized specialty where specialty accreditation is possible.

	Emphasis (N)	Specialty Accreditation (N)
Clinical Psychology - Adult	108	4
Clinical Health Psychology*	78	5
Clinical Psychology - Child	77	7
Trauma (PTSD)	70	1
Primary Care	55	0
Psychological Assessment	53	0
Serious Mental Illness	35	0
Substance Use	35	0
Geropsychology*	32	2
Behavioral and Cognitive Psychology*	31	0
Counseling Psychology	30	0
Couple & Family Psychology*	26	0
Forensic Psychology	15	1
Rehabilitation Psychology*	10	2
School Psychology	8	0
Clinical Neuropsychology* - Child	7	0
Clinical Neuropsychology* - Adult	6	0
Research (Primarily)	2	0

What is the role of research?



- Postdocs were originally geared towards research training
- Accreditation for clinical programs – late 90's
- A range of research training in postdocs
- The Boulder Model – seems to have lost importance in recent years
- APPIC Applicant Survey 2017 – research training and ranking
 - Extremely Important – 10.8%
 - Fairly Important – 29.5%
 - Not Important at all – 54.4%
- Not either/or. Many applicants apply to strong research focused programs and clinical programs offering research training

What about regulation and quality?



- APPIC/ APA-CPA Accreditation/Other
- How much regulation is needed?
 - Most PD are not APPIC members or APA/CPA accredited
 - APA/CPA Accreditation may not be as critical as for internship.
Not required for certain positions
- How to ensure a program is of quality
 - Responsibility to trainees and the public
- How to ensure students are treated fairly
- How to ensure programs are not subject to unreasonable burden during selection

The application and selection process is very different than internship



- Not required as part of the doctoral degree
- Regulation
 - Most are not APA accredited
 - Many are not APPIC members
 - May not be as important for postdocs compared to doctoral and internship programs
- No Match or formalized uniform selection process
 - A Match does exist for a subset of Neuropsychology Postdocs
 - <http://www.appcn.org/matching-program>
- Application cycle
 - Need to start soon after beginning internship
 - Letters from internship supervisors
 - Guidance from internship TD may be variable

Application and selection history

- **Historically (prior to 2016-2017)**
 - No uniform selection practice or time frame
 - UNDr, Suggested Guidelines, and Free Market have not worked
 - Cheating was reinforced with desired outcomes, cooperation was punished
 - Significant stress on applicants and TDs
- **Recent history (2016-2017)**
 - Much progress has been made
 - More cooperation and better outcomes with UND
 - More programs need to join to put everyone on even footing

Application and selection history



- **APPIC Postdoctoral Workgroup Efforts 2016**
 - PD Selection Guidelines
 - ✦ 76% of programs indicated that the guidelines worked well or very well
 - ✦ 2017 survey of applicants indicated that 86.6% of applicants obtained a position, and of those:
 - 71.4% obtained a position with their first ranked program
 - 16.4% obtained a position with their second ranked program
 - 12.2% secured a position with their third ranked program
 - UPPD – 906 positions. Major resource for listing and searching for postdoctoral positions
 - Educational Efforts – website, webinars, YouTube videos, consultation
 - UND – worked well for the majority of programs although there are glitches with research focused programs.

Good News:

The imbalance favors applicants

- Are there too many postdoc programs? – many left unfilled this year
 - Some applicants felt there were not enough - ?
 - Hard to know since the universe of programs is not known
 - PD year not required – AL, AZ, CN, IN, KY, MD, ND, NH, OH, UT, WA, WY
Alberta, BC, New Brunswick, New Foundland, Puerto Rico, and Saskatchewan
- * UPPD Data (note the entire universe but we are getting there.

- 922 listings total
- 517 APPIC members
- 69 children's hospitals
- 91 Comm. MH Centers
- 9 Correctional
- 130 Med School/health center
- 7 Military Hospital
- 38 Private general hospital
- 10 School based
- 22 State hospital
- 68 Univ. counseling. center
- 302 VA medical center
- 73% follow APPIC guidelines

Focus Areas and Specialties



- ▶ 32 assessment focus
- ▶ 229 health focus
- ▶ 72 primary care focus
- ▶ 82 neuropsychology focus
- ▶ 10 psychoanalysis focus
- ▶ 104 trauma/PTSD focus
- ▶ 70 SMI focus
- ▶ 30 Rehab focus
- ▶ 42 behavioral and cognitive specialty
- ▶ 128 clinical child specialty
- ▶ 70 clinical health specialty
- ▶ 79 clinical neuropsych specialty
- ▶ 360 clinical psych specialty (overlap with focus areas)
- ▶ 22 forensic specialty
- ▶ 9 geropsych specialty
- ▶ 13 rehabilitation specialty
- ▶ 7 school specialty

Resources



TOOLS TO ASSIST POSTDOCTORAL APPLICANTS

How to learn about application process

- Reach out to multiple sources
- Good starting points are:
 - Internship Training Director (TD)
 - APPIC
 - Listservs
 - Graduate program Director of Clinical Training (DCT)
- However, knowledge varies
 - Postdoctoral training landscape is constantly changing
 - In part, due to the pool of positions changing each year
 - Be aware, there is a great deal of confusion

How to learn about programs



- APPIC directory is for APPIC member programs only
 - 186 – Likely that most programs are not members
 - <https://membership.appic.org/directory/search>
- Most programs have used mail groups (VA, APPIC and APA Divisions)
- Ask supervisors
- Ask Internship TD
- Ask faculty from doctoral program
- APA Monitor

- Neuropsychology programs
 - APPCN website: listing of Member programs
 - ✦ www.appcn.org
 - Society of Clinical Neuropsychology (APA Division 40): comprehensive list of training programs searchable by state and level of training
 - ✦ <http://training.scn40.org/>

UPPD – Universal Psychology Postdoctoral Directory



- **Core recommendations from the Postdoc Summit – 2nd Year**
 - Provide a central location to go to for information about postdoctoral programs
 - Allow applicants an easy means to search for programs based on personal preference (e.g. geography, emphasis, specialty, research focus, institution, etc.)
 - Have a simpler way to announce post selection day information and updates
 - Be a valuable resource to learn about the universe of postdoctoral programs and facilitate the usage of common procedures
 - Links to program websites and application instructions – programs can differ significantly in their application process and deadlines.
- **Last year 906 positions <http://www.appic.org/About-APPIC/Universal-Psychology-Postdoctoral-Directory>**
- **UPPD is now the place where both programs and applicants can go to see what programs exist and learn apply to the programs and is enhanced**
- **Programs with a significant research focus are welcome to be part of the UPPD and UND process**

UPPD

- <http://www.appic.org/About-APPIC/Universal-Psychology-Postdoctoral-Directory>

About APPIC / Universal Psychology Postdoctoral Directory

Universal Psychology Postdoctoral Directory

[View, Add, or Edit your UPPD Listings](#)

If you wish to post listings, please [view instructions](#), [register](#), or [login](#). This is NOT your APPIC eMembership but a new login/registration just for POSTDOC.

APPIC is providing the directory as a service to the psychology postdoctoral training community and applicants and is in no way endorsing the quality of programs in the directory.

Tip: To browse all records, leave the form blank and click the **Search** button.

Program Name

Agency Type

Specialty recognized by COS

Emphasis or focus of training

Other emphasis or focus of training

APPIC Member Program

State/Province

[Advanced Search Options](#)

Search

APPIC POSTDOC-NETWORK Listserv



- POSTDOC-NETWORK listserv will continue as the forum for programs and applicants to ask questions and generate discussion about postdoctoral training
- Advertising of postdoctoral programs and psychology jobs is not permitted on POSTDOC-NETWORK
 - Universal Psychology Postdoctoral Directory will serve as the primary source of program marketing.

New APPIC Postdoc Listservs



- POSTDOC-NEWS which will allow news and information from APPIC about postdoctoral positions including late-breaking news about postdoctoral programs.
- JOBS-NETWORK which will serve the purpose of announcing psychology jobs or positions that are not part of postdoctoral training programs.
- To sign up for any of the APPIC listservs <http://www.appic.org/E-Mail-Lists/Summary-of-APPICs-E-Mail-Lists>

APPA CAS- APPIC Psychology Postdoctoral Application – Centralized Application System

- Funded by APPIC to assist better coordination of applications to postdoctoral training programs.
- 4th year of its online application system
- 2017- 195 postdoctoral training programs (414 positions and 3.9 applications/applicant)
- More programs this year but it will not be all programs (check program websites for their application instructions)
- Common demographic and education information typically required of many programs
- Can be very individualized for programs – branding, custom questions, letters, and uploads.
- Notification when letters are uploaded and application completed. No guessing or having to email/call program TDs to confirm.
- The cost to applicants is \$25 for the first application and \$15 for each additional application.
- Significantly improved and greater satisfaction over the last three years
- To register for the Applicant Portal - <https://appicpostdoc.liaisoncas.com/applicant-ux/#/login>
- Questions - Joni Yaras - Liaison International jyaras@liaison-intl.com - 570-578-5335
 - APPIC Postdoc Workgroup contact Wayne Siegel, Ph.D., ABPP, wayne.siegel@va.gov or 612-467-4024.

APPA CAS

My Application

Dashboard is your application home providing access to each part of the application and to complete and a high level overview progress.

My Program Selections **3**

HAVE UPCOMING DEADLINES **0**

READY TO SUBMIT **0**

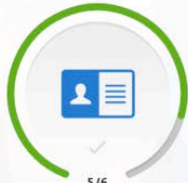


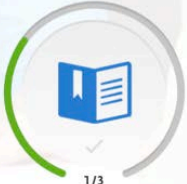
Manage My Programs

Latest Notifications

APPA CAS application – Evaluation request declined Last week >

APPA CAS application – Evaluation request declined Last week >

View My Notifications

<p>Personal Information</p>  <p>5/6 Sections Completed</p>	<p>Academic History</p>  <p>2/2 Sections Completed</p>
<p>Supporting Information</p>  <p>5/5 Sections Completed</p>	<p>Program Materials</p>  <p>1/3 Sections Completed</p>

- <http://www.appic.org/About-APPIC/Postdoctoral/APPA-Postdoc-Application-Information>
- <https://appicpostdoc.liaisoncas.com/applicant-ux/#/login>
- Many applicants will use the same letter writer for multiple programs, APPA-CAS is designed to have each letter individualized for a single program which can be confusing.

APPIC Postdoc Selection Guidelines



- Trying to bring some uniformity to selection.
 - Tighten the selection window while not alienating programs
 - Fairness to students and programs
- Not all programs use guidelines – applicants need to ask
- Questionably successful in past years
- Some structure/organization is better than none
- Some reasons to be optimistic this year (VA programs, others coming on board)

<http://www.appic.org/About-APPIC/Postdoctoral/APPIC-Postdoctoral-Selection-Guidelines>

APPIC Postdoc Selection Guidelines



1. Programs should give applicants at least two weeks advanced notice for in-person interviews where airline travel is required.
2. Programs should wait to make offers until 10:00 AM Eastern Time on 2/26/18.
3. Programs notify applicants know if they are not being extended an interview offer.
4. Programs should communicate with applicants prior to 2/26/18, 2018 regarding how they intend to make offers (email, text, phone), and to ensure that applicants are available to respond to potential offers starting at 10:00 AM Eastern Time.
5. Applicants should communicate with programs prior to 2/26/18, concerning how they may be reached and should ensure that they are available to respond to potential offers starting at 10:00 AM Eastern Time.
6. Applicants may request a reciprocal offer from their top ranked program if they receive a bona fide offer from another postdoctoral training program option prior to 2/26/18 10:00 AM Eastern Time that is not their top ranked program. Applicants who request a reciprocal offer **must accept** the position immediately if the position is offered (i.e., that offer may not be held).
7. Programs are to make a reciprocal offer prior to 2/26/18 only if their top applicant receives a bona fide offer from another postdoctoral training program and requests a reciprocal offer. Programs may require validation of the offer.

APPIC Postdoc Selection Guidelines



8. On the UND, applicants should acknowledge receipt of postdoctoral position offers received through email or telephone contact (both are suggested) within an hour of receiving the offer even if they choose to hold the offer. Failure to acknowledge the offer within an hour could result in the program retracting the offer and the program moving on to contact other applicants.
9. Programs should allow applicants to hold regular (non-reciprocal) offers for at least 4 hours.
10. Programs should immediately notify applicants as soon as they are no longer under consideration and when all positions are filled.
11. Once applicants have accepted an offer, they should immediately notify all programs for which they believe they are still under consideration.
12. For all filled postdoctoral positions (before, during and following the UND) applicants should receive an email with an official confirmation of the agreement within 48 hours.

**** Please note that two year clinical neuropsychology programs are not expected to follow these selection guidelines. Programs that are predominantly research in emphasis are encouraged to follow these guidelines to the extent to which it is possible.**

After Uniform Notification Day



- If you do not have an offer on Uniform Notification Day...
 - First, know that this is not a reflection on you as a person
 - Second, be aware that there are many great opportunities which still remain
- Begin problem-solving
- Start by assessing your options
 - APPIC hosted Post Notification Day Unfilled Position Portal in 2016
 - Many great programs will post vacancies!
 - These vacancies will be posted within the UPPD this year
- Submit new applications

Pro Tips



**RECOMMENDATIONS TO MAKE YOUR POSTDOC SEARCH A
SUCCESS!**

General Tips – Preparing to Apply

- Start early
- Identify letter writers from your internship program who can write a strong letter(s) for you
- Utilize the new Universal Psychology Postdoctoral Directory to search for programs
- Determine how many programs you want to apply for
- Get organized!
- Consider making a spreadsheet
- However you do it, important details to track include:

- | | |
|--|---|
| <ul style="list-style-type: none">• Program name• City, State• Emphasis/specialty• Neuro – APPCN Match?• APPIC guidelines?• Strengths• Weaknesses• Stipend• Benefits• Letter types and from who• APPIC member• Accredited• Research percentage | <ul style="list-style-type: none">• TD name• Method to communicate with program• Confirmation letters received• Confirmation application complete• Interview y/n• Interview date(s)• How long can offers be held• Your rank of the program |
|--|---|

Applications



- Follow instructions provided by the program
- Strive to be error-free
- Address correspondence to the correct program and TD
- Any case material should be completely de-identified
- Showcase your best work
- Be personably and professional
- Illustrate why your goals are a strong fit for the program's offerings

General Tips – Application Process

- Take advantage of new educational resources to learn about the postdoctoral application and selection process
- Learn about geographical trends
- Be aware of differing timelines
 - Research positions with varying funding and related timelines
 - Diverging timelines between research vs. health service programs
- Seek advice from your internship TD or other mentor(s)
- Get consultation on how to handle offers and communicate with programs
- Contact APPIC with any questions or for advice (wayne.siegel@va.gov; allison.aosved2@va.gov)
- Prepare your rank ordering of programs in advance of Uniform Notification Day

Interviews



- Reasonable to request a Skype or phone interview in lieu of an in-person interview
 - However, be aware some programs may declines the request as they have interview formats which cannot be easily managed using a Skype type technology or phone interview, or may have policies that prohibit this type of interview.
- Reasonable to request at least two-weeks notice for scheduling in-person interviews
- Prepare YOUR questions specific to the site
- Read the program materials
- Be ready to answer typical interview questions
 - Goals
 - Fit with site
 - Ethical dilemma
 - Case example
 - Research goals
- Wear professional attire that is appropriate for the setting/context
- Use your social and interpersonal skills
- Be personable and professional

Other Communication with Programs

- Don't be shy
- Ask if they are following the APPIC guidelines
- Inquire how to make a reciprocal offer should that opportunity arise
- In preparation for Uniform Notification Day
 - Make sure programs know how to contact you on 2/26/18
 - Ensure you know how to contact programs as well
 - Be available for a significant portion of the day -- starting at notification time.
 - ✦ You may have to take time vacation/educational time/leave to ensure you are available
 - ✦ Your training director may be willing to work with you
 - Know how long programs will allow you to hold an offer

Reciprocal Offers



- **APPIC Selection Guidelines for Applicants states that:**
 - Prior to Uniform Notification Day (February 26, 2018)
 - You receive a bona fide offer from a postdoctoral training program that is not your first choice
 - You may contact your top ranked program and ask for a reciprocal offer
 - The program may ask you for validation of your other offer
- **You must accept the reciprocal offer from your first choice program immediately.**

Uniform Notification Day



- APPIC Selection Guidelines for Applicants states that on Uniform Notification Day (February 26, 2018):
- Once an offer is made to you, one of three things can occur. You can:
 - Accept
 - Decline
 - Ask to “hold”
- Hold no more than one offer at a time
 - Holding multiple offers is a violation of the guidelines, unprofessional, and is disrespectful of other parties
- As soon as you either accept or hold an offer, contact all of the remaining programs that are lower on your preference list and withdraw from consideration.

***** It is critical that applicants keep all programs on their preference list informed if they accept or hold offers as to not create log jams on February 26, 2018**

Acceptance Etiquette



- **Congratulations on securing your postdoc!**
 - Although not a binding Match...
 - Professional ethics apply
- **Do not withdraw from an accepted offer**
 - Exception - unforeseen and extenuating circumstances
 - In such a circumstance, reach out to the site to discuss the situation
- **The profession of psychology is a small world!**

Post UND Process



- **Go to UPPD first.**
 - Given the imbalance, many good positions will be available
- **UPPD should indicate how to notify programs of your interest.**
 - This could be very abbreviated process and move very quickly.
- **The process following the UND will be very fluid and variable.**
 - Important to ASK the program(s) about application expectations.
 - Programs may have variable hold times.
 - May or may not interview.
- **Excellent positions will still become available well after the UND.**
 - Unanticipated withdrawals
 - New funding

Good Luck!



FIND THE PERFECT POSTDOC EXPERIENCE FOR YOU!