

## Spring 2014 Survey of APPIC and Non-APPIC Postdoctoral Programs

### BASIC INFORMATION ABOUT THE PROGRAMS THAT RESPONDED

1. Total number of postdoctoral programs that responded = 158
2. Those programs represented a wide range of specialty/emphasis areas (listed here from most to least common): clinical (N=100), health (49), adult neuropsych (47), trauma (45), primary care (44), clinical child (32), counseling (27), child neuropsych (19), rehabilitation (19), SMI (19), forensic(10)
3. 37% were from a VA Medical Center, 24% Medical School, 17% University Counseling Center, 9% Private/General Hospital, 8% Children's Hospital, 6% Community Mental Health Center
4. Fairly equivalent representation from every region of the (48 continental) states
5. 66% also have internship program
6. 73% do not have APA accreditation of their postdoc program
7. 58% currently are an APPIC member
8. 99% start the training year in the summer
9. 90% of the programs have a primarily clinical (vs. research) focus

### EXPERIENCE WITH LAST YEAR'S VOLUNTARY SELECTION PROCESS

10. About half the programs reported losing applicants for each of the following reasons:
  - a. applicant(s) asked for a reciprocal offer but the program could not make an offer since interviews were not complete
  - b. applicant(s) asked for a reciprocal offer but the program could not make an offer since the applicant was not ranked number one
  - c. applicant(s) asked for a reciprocal offer but they were given less than 24 hours to hold other offers

### OPINIONS ABOUT A FUTURE UNIFIED POSTDOCTORAL SELECTION PROCESS

11. For the question "Do you believe it would be easier to organize a unified postdoctoral selection process (i.e. one of the required processes, whether it is a UNDr, UAD, match or another method) if the process included only those programs that are primarily clinically focused (e.g., 51% or more clinical)" the following were responses of APPIC and non-APPIC programs:

	APPIC Program	Non-APPIC Program	
Yes	N=70	42	71%
No	20	25	29%

12. In terms of "what percentage of the universe of primarily clinical postdoctoral programs (e.g., 51% or more clinical) do programs believe is needed for a unified selection process to be effective"—32% said 80 percentage, 24% said 70 percentage, (with 23% thought more than 80 percentage and 21% thought less than 70.) The results were roughly the same when the question was asked about the percentage of postdoctoral positions.
13. Primarily clinically focused postdoctoral programs were asked: "If APPIC sponsored a unified selection process and a vast majority of APPIC and non-APPIC clinically focused programs also agreed to participate, what would your program do?" The results were:

	APPIC Member	Non-APPIC member	Total
We would abide by an APPIC sponsored unified selection process	N = 69	18	87
Ambivalent but leaning towards abiding by an APPIC sponsored unified selection process	13	34	47
Ambivalent but leaning towards NOT abiding by an APPIC sponsored unified selection process	9	7	16
We would NOT abide by an APPIC sponsored unified selection process	1	4	5

15. As a follow up to the above question, programs that indicated they would NOT abide by or were leaning towards NOT abiding by an APPIC sponsored unified selection process were asked what factors would need to be addressed for them to be more willing to participate. 58% indicated the factor most interfering was programs trying to preempt others by making very early offers.
16. In terms of preferred time frame for organized postdoctoral offers, programs were fairly evenly spread out starting with “3<sup>rd</sup> week in February” through “after the 3<sup>rd</sup> week of March.” 13% preferred one of the options prior to the 3<sup>rd</sup> week of February.
17. 46% said that a selection date after the 3<sup>rd</sup> week in March would not create a significant hardship.

#### FURTHER ANALYSIS OF THE RESULTS

18. Ultimate success of any unified selection process depends on inclusion of non-APPIC as well as APPIC postdoctoral programs. 42% of the survey respondents were non-APPIC, giving a glimpse into what these non-APPIC programs might do going forward.
19. Only 14% of all respondents said they would either NOT abide by a mandated selection process or leaned against abiding. This suggests there is general receptivity to movement toward an APPIC mandated process.
20. 30% indicated that they are “ambivalent but leaning towards abiding by an APPIC sponsored unified selection process. It’s not certain whether they would in fact abide by a mandated process if it were implemented. Drilling down to understand the nature of this subset of programs, these programs were substantially counseling center and medical school programs, non-APPIC, whose preferred time frame for organized postdoctoral offers is the 4<sup>th</sup> week in February or later, with no hardship if offers were made in late March. This suggests that if they chose to not comply with APPIC, it is because most would make offers after the current APPIC-suggested February 17 selection date.
21. 71% believe it would be easier to organize a unified postdoctoral selection process if the process included only those programs that are primarily clinically focused. If and when APPIC moves toward such a unified process, it might work best to start with just clinical postdocs.
22. The survey asked what dates were offers (other than reciprocal ones) made in last year’s 2014 cycle. A total of 28 offers were made prior to the APPIC suggested date of February 17; the majority of these were from APPIC programs. That result challenges the lore that it is non-APPIC programs that are trying to beat the system.
23. There were little to no differences by geographic region on any question, suggesting that any effort to organize a postdoctoral selection process would not necessarily disadvantage any particular region(s).