The Unofficial

“YOU CAN MATCH TOO”

UMKC PSYCHOLOGY

Guide to Securing an APA-accredited Internship
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**Introduction**

**Welcome and Congratulations!**

Chances are you have completed your thesis, conquered your comprehensive exams, completed and scored A’s in almost all of your courses, and successfully defended your dissertation proposal!!
NOW, for the next hurdle, Applying for internship!

The following is a guide based on my experiences applying for internship during the 2006–2007 school year. I was looking for internship sites that were based on the Scientist/Practitioner model and mainly ones that would allow me to work on research and clinical work. Further, I was looking nationally, not locally.

I hope that this guide can serve as a starting point for students to add to year after year, helping future students as this program continues to grow. It is definitely not an exhaustive guide of everything you will need for the application process, but is meant to lessen your anxieties and help you get started on the right path.

I hope that this past match is evidence of what is to come for this program, whereby everyone matches!

Best of luck to all!
Getting Started…
APPIC Listservs

These are great listservs to be a part of. Go ahead and register for them now even if you’re not applying for internship soon. It provides great tips and answers to many questions about the internship process.

PLEASE NOTE: If your e-mail program uses "Spam" or "Junk Mail" filtering, it is possible that the confirmation message from the APPIC server will be automatically redirected to your "Junk Mail" folder without your knowledge. This has been a particular problem for AOL and Hotmail users, but it can affect others as well. If you do not receive a confirmation message in your "in" box, you should check your "Spam" or "Junk Mail" folder to see if the message is there. If your e-mail program does use filtering, you should instruct it to accept all e-mail from APPIC's e-mail list server.

1. APPIC Match-News E-mail List

The APPIC "Match-News" e-mail list provides up-to-date news and information about the APPIC Match. This list is open to all individuals who are interested in the APPIC Match. In particular, internship applicants and internship training directors are strongly encouraged to subscribe. Subscribing to this list means that you will receive occasional e-mail messages containing the latest news about the APPIC Match. This is a low-volume list, which means that (under most circumstances) subscribers will receive a maximum of five messages per month.

This is an announce-only list. You will not be able to send messages to other list subscribers. Only the APPIC Match Coordinator, the APPIC Chair, and other authorized APPIC personnel are authorized to post messages to this list.

SUBSCRIBING

To subscribe to this e-mail list, simply send a blank e-mail to:

subscribe-match-news@lyris.appic.org
You will subsequently receive an e-mail message (with the subject line, "Your confirmation is needed") that contains instructions for you to follow in order to confirm your subscription. Simply reply to this confirmation e-mail as instructed, and you will soon receive a "Welcome" e-mail in response. This "Welcome" e-mail confirms that you are successfully subscribed to the list (please note that you are NOT subscribed to the list until you have received the "Welcome" e-mail).

2. APPIC Intern-Network E-mail List

The APPIC "Intern-Network" e-mail list is intended for discussion of professional psychology internship issues among internship applicants and current interns. While the focus is on interaction among students who are in or approaching internship, training directors and others may participate. This is an all-to-all discussion list, and any list subscriber may post messages to the list. Postings or advertisements for internship or postdoctoral programs or vacant positions are not permitted on this list (internship training directors should instead use the CLEARINGHOUSE e-mail list for this purpose).

There is a caveat to this one: IF YOU DIDN’T KNOW IT ALREADY, THERE ARE SOME NEUROTIC PEOPLE IN PSYCHOLOGY PROGRAMS ACROSS THE US (of course, I’m not talking about UMKC students!), anyway, these neurotic students sometimes get on the listserv and ask questions that may raise your anxiety UNNECESSARILY! SO, BE WARNED!

SUBSCRIBING

To subscribe to this e-mail list, simply send a blank e-mail to:

subscribe-intern-network@lyris.appic.org

You will subsequently receive an e-mail message (with the subject line, "Your confirmation is needed") that contains instructions for you to follow in order to confirm your subscription. Simply reply to this confirmation e-mail as instructed, and you will soon receive a "Welcome" e-mail in response. This "Welcome" e-mail confirms that you are successfully subscribed to the list (please note that you are NOT subscribed to the list until you have received the "Welcome" e-mail).
Timeline!

Be aware that most deadlines begin with November 1st and continue to December 1st.

The following timeline is a compilation of my own timeline and a timeline from: http://www.psychzone.com/index.htm

In June and July:

___ 1) Begin by asking yourself some tough questions. Is it realistic that you can leave this year? Will you have much (or all) of your dissertation data collected? How would you feel if you had to return to your graduate program after internship to propose or collect dissertation data? Keep in mind that internships seem to favor applicants whose dissertations have at least been proposed or are in progress. Although you may feel desperate to get out of graduate school, remember that internship will bring on a whole new load of responsibilities. Even with the best intentions ("I'll work at night on my dissertation!"), there are many interns who report that their dissertation data never left their closet during internship. Other students have reported that their box of dissertation data became a useful makeshift coffee table. We recommend that you think about whether you are truly ready for internship before investing all of your time, money, and energy in this process.

___ 2) Start to think about your personal and professional priorities. Are there any factors that stand out as especially important to you? For example, what kinds of training opportunities do you want to have on internship? (e.g., opportunities to work with children, minorities, or specific types of disorders). Which area of the country do you prefer? Chapter 3 will delve into this area in more detail, but thinking about priorities will help you know which sites to include on your "master" list for getting internship information.

___ 3) Consult the APPIC Directory On-Line (DOL) and begin making a list of all the sites and addresses of sites which interest you. (this is exciting—this is where you could be in one year! 😊). Applicants can search for internship sites using the DOL based on certain criteria, such as geographical location, specialty areas, etc.
___ 4) Begin downloading application information from the various sites to which you would like to apply.

___ 5) We suggest that you make a "master mailing list" of sites from which you'll request information.

___ 6) Print out internship materials from websites so that you have a hard copy. Create a file for each site you are seriously considering.

___ 7) Start working on your vitae and APPI application now!

___ 8) **NUMBER OF APPLICATIONS TO SUBMIT:** Your personal priorities will likely affect the number of sites to which you'll apply. However, we suggest applying to a minimum of 6 to a maximum of 15 sites. Remember, if you apply to too many programs the quality of each of your applications may fade. Also, think about what would happen if you were called to interview at every site to which you've applied. Could you go to all the interviews? If not, which ones would you turn down? Alternatively, if you apply to too few sites, you may be limiting your options.

___ 9) We highly recommend consulting with the students who are just starting internship or are just about to go on internship. They are a valuable resource for you, especially if someone you know applied to a site you are considering. Call them up if you can. Ask them questions about their best experiences, worst experiences, favorite rotations, etc. Would they attend that internship if they had the chance to choose again?

___ 10) Ask faculty at your university whether they know any colleagues that are on faculty at any of the internship sites you are considering. Remember that connections can be incredibly important and useful. There is nothing wrong with letting someone help you to get your foot in the door – the rest will be up to you.

**In August:**

___ 12) To register for the Match, you must download an Applicant Agreement form. You must then return the signed Applicant Agreement, and a non-refundable fee ($90.00) in order to be assigned a "Match ID Number". This ID number will be placed on each APPI you complete. While it is preferable to have your Match ID Number on the APPI, it is not required.
Applicants will have the opportunity to provide their code numbers to sites at a later date. The Deadline to register for the match is December 1, 2004.

___ 13) Register for the APPIC List servs

**In September:**

___ 14) Schedule time to meet with your mentor to discuss the sites that you want to apply to. This can be very important as they can help make sure that you have a variety of sites—not just highly competitive sites.

___ 15) Schedule time to meet with the individuals who you have identified that will write outstanding letters of recommendation for you. Make sure to have all of your materials for them organized to make the letter writing as easy as possible.

___ 16) After completing drafts of your essays, have others review them!

___ 17) Make sure that your APPI application (hours, etc.) is complete

**In October:**

___ 18) Take some time and visit the Records and Registration office and get official copies of your transcripts.

___ 19) Collect letters of rec

___ 20) Make copies of everything that needs copying.

___ 21) ORGANIZE EVERYTHING!

___ 22) Mail everything in advance!

**In November:**

___ 23) Do something nice for yourself and BREATHE!!! 😊

**In December:**
24) Have fun playing travel agent as you figure out the logistics of fitting all of your interviews in a short amount of time!
Registering for the Match

It is strongly recommended that you register well before the registration deadline. You will be assigned an Applicant Code Number at the time of registration, and you should include this Code Number in the space provided on the AAPI (APPIC Application for Psychology Internship). Registering early will ensure that you have received your Applicant Code Number prior to the November or December application deadlines for many internship sites. However, if you don't obtain your Code Number in time to include it on your AAPI, don't worry – there will be plenty of opportunities to provide this information to sites at a later date.

Applicants pay a Match fee at the time of registration. This fee covers all aspects of the Match, regardless of the number of sites to which you apply. An additional fee is charged by APPIC for use of the APPIC On-line Directory. These fees are non-refundable.

Registration for the Match is handled by National Matching Services (NMS), and application materials may be downloaded directly from the NMS web site. http://www.natmatch.com/psychint/reglink.htm

Please note that you are NOT registered until you have returned your completed application materials with the required fee and have received your Applicant Code Number from NMS.
**Where to Apply?**

How to decide where to apply can be difficult. Do you want to stay in the KC area or are you willing to move to Oklahoma, California, or Florida? The more you are willing to move out of the area, the more open your options!

Are you looking for a medical school or counseling center atmosphere? Are you looking for a year of purely clinical work or would you like to do research as well?

To search for sites across the country, visit [www.appic.org](http://www.appic.org).

This is the Association of Psychology Postdoctoral and Internship Centers (APPIC) On-Line Directory.

At this site, select the following to search the Directory:

1. “Access the Directory Online” option
2. “Search for Internship Programs” option

They allow you the options of searching for your site by location, specialty, stipend, etc.! You can look any which way you please!
Here is some helpful information on choosing where to apply from the APAGS 2000 newsletter:

“The most important thing is to read all program information carefully and determine if the site can really meet your training needs. Ask your advisor or other faculty for information or advice about sites you are considering. Consider the following: Are there enough rotations that will be of interest to you? What kind of research support does the site offer? Does the site support your orientation? What sort of didactic training does the site provide? What sort of populations does the site service? How committed is the site to training interns? What sort of approach does the site have regarding things like empirically validated treatments? It may also be helpful to carefully read the faculty biographies and lists of publications that many sites provide. This may give you some idea of the active interests of the people you could end up working with.

Again, it can also be helpful to contact former students who were interns at a site and ask them how a site really was. Some sites really ARE just how they appear in the brochure, and some may not be. Keep in mind that since the time site information has been published or updated faculty research interests may have changed, or faculty may have moved on to a different site.

Another consideration is whether some sites might be better for you than others as a jumping off point for your career. In that regard you might consider if there are post-doc opportunities at the site, or affiliated settings. Are there core or affiliated faculty who might be able to help you get that long sought after academic job? Remember that internship is not the end goal of graduate training. The internship can also provide a great springboard for the next phase of training or the start of your career.

This is also a good stage at which to contact a site with questions if you are interested. Don’t make questions up. But if you are interested in a particular faculty person or area of training at a site, or just want to know more than the information they have provided, give them a call or email. This sort of preliminary contact can be helpful determining which sites to apply to and how to rank them. Remember that for the most part DCTs and faculty WANT to hear from
you. They WANT to talk to people who share their interests. But again, and throughout the process, only make contact when you have real questions to be answered, don’t contact a site just so they will "know who you are". DCTs and other faculty are likely to recognize that as a waste of time and may find it annoying.”

Assessment of Your Priorities in Choosing Internship Sites

This list is from the: Match made on earth: A guide to navigating the psychology internship application process

Explore how important various personal and professional factors are for you.

Rank order the following factors (+ others that are important to you)

_____ Specialty Rotations
_____ Theoretical Orientation
_____ Prestige of Program
_____ Diversity of Population
_____ Work hours per day
_____ Post-doctoral opportunities
_____ Supervision style
_____ Supervision hours
Ideally, you will be able to find and match to a program that meets all your needs. Realistically, this might be difficult. The top reasons for non-placement in recent matches were:

1. geographic restrictions
2. applying to all highly competitive programs
3. applying to too few programs.
How many Sites should I apply to?

From the 2006 – 2007 Internship year applicants:

64% of candidates who submitted 1–5 applications matched
77% of candidates who submitted 6–10 applications matched
84% of candidates who submitted 11–15 applications matched
83% of candidates who submitted 16–20 applications matched
80% of candidates who submitted more than 20 applications matched

From the 2006 – 2007 Internship year applicants:

Applicants submitted an average of 12.9 internship applications.

Means reported by applicants in previous years were:

2005 Match – 12.4 applications
2004 Match – 12.4 applications
2003 Match – 12.1 applications
2002 Match – 13.1 applications
1999 Match – 13.8 applications
Completing the Application
What is the Application?

- Almost all programs require applicants to complete the APPIC Application for Psychology Internships (APPI), which can be downloaded from the APPIC website or directly at:

  http://www.appic.org/match/5_3_match_application.html

  This application is no small feat! Especially the essays!

- Many programs require additional applications beyond the APPI. For instance, you may have to send sample integrated reports (identifying information removed, of course), therapy notes, intakes, personal essays outside of the APPI.

- You will also have to provide official graduate transcripts.

- Your CV is often requested.
  - hint: make sure to notice how each site asks for this—-they will ask for either a vitae or a vita

- Letters of Recommendation (usually 3)

- Some sites do not use the APPI at all, so you have to fill out an entirely different application for some!

- Be prepared to have “thick” application packets to mail! One of my sites asked me to send EVERYTHING, including letters of recommendation in triplicate!

- Additional items that sites may ask for:
  - Example of integrated report
  - ??one asked me for a journal entry??
  - Example of treatment plan

To find out what the sites you are applying to require, visit their website. You can find their website for their internship by looking it up through the APPIC directory. If often says to “visit our website for more application details.”
Interviews and essays rank highest in intern selection

Psychology students preparing for the internship application process often believe the number of practicum hours they've accumulated is the most important factor in the training site match.

But in fact, practicum hours rank fourth on the list of what training directors consider most important, behind interviews, essays and letters of recommendation, says Stephen McCutcheon, PhD, chair of the Board of Directors of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

From the survey, 78 percent of respondents said the on-site or telephone interview rating given the student is very important; 56 percent said the five essays included in the Application for Psychology Internships (AAPI) form are very important; and 50 percent listed letters of recommendation as very important.

The number of practicum hours was rated as very important by only 40 percent, he says.

“I hear over and over again from training directors that they want students to have a sufficient number of hours, but once they've met the minimum criteria, other factors become much more important,” McCutcheon says.

From his discussions with training directors, McCutcheon says students need to pay attention to practicum experience quality.

“Students should gain a range of experience that will be attractive to the type of site they want to apply to,” McCutcheon says.

APPIC posted the online survey for 684 training directors in May 2006, and 55 percent responded. The survey also specifically asked for comments on the issue of supply and demand in the 2006 Match, during which 3,479 students sought matches to 2,779 internship slots.

Many of the 197 training directors who responded to the query expressed frustration over the knowledge that a certain number of students won't be able to get internships, he says. Overall, they support expanding the number of internships, but acknowledge the difficulty of finding more training money. They also expressed concern about the number of professional schools producing an increasing number of graduates, but conceded that APPIC can't tell schools how many students to enroll, McCutcheon says.
When it comes to evaluating intern progress during the internship year, 64 percent of training directors said they believed that talking to an intern’s academic program about training goals and a training plan prior to the internship year could improve communication between interns’ academic programs and training sites.

Training directors also want more input from academic programs on where interns need to improve, so that once the Match has occurred, specific weaknesses can be addressed, he says.

-C. Munsey

Writing the Essays

1. START EARLY!
2. HAVE OTHERS REVIEW THEM!

Here are some tips about the specific essays from the Fall 2000 Edition of the APAGS Newsletter, 12(3):

The biographical statement: This is a professional biography that gives you a chance to tell about your academic/clinical career so far, and where you intend it to go in the future. It is not intended to be just a narrative version of your CV. Try to paint a cohesive picture of how you ended up where you are now and where you intend to go next. Things to consider might be intellectual opportunities or events (such as research projects you were involved in, coursework that was especially compelling or relevant, volunteer work) that influenced your thinking and your conceptualization of your career path.

The match question: This will differ for each program you are applying to and you will need the program information to write it. Presumably each program you will apply to has qualities that you think match well with your training and research experience and interests to date, and will help you build on what you already have, to help you attain the career goal or objective you stated. You may have interests and experience across several different domains, so it is possible that different programs may still be a good match for you. On the other hand it is also possible that you are very focused in your interests, and only specific types of programs will match well.

You do not have to be an expert in a given area or areas to match with a program or program rotations. It is important, however, to be able to document some evidence of a historic interest in that area and an intention to pursue that area in the future. For example, you don’t need to be an expert in child treatment to apply to child therapy programs or tracks. Students who have moderate or little child therapy experience can match successfully to child programs. One way to document your interests when you have little clinical experience
in an area is to refer to your research experience and interests. For example, you may not have much child therapy experience, but it may be that your whole research agenda concerns child psychopathology, and that you have worked with children often as research participants. Remember, if you are interested in a site APPLY. Don’t rule yourself out, let the sites decide.

In writing the match question try to express your enthusiasm for the program and program rotations clearly. Let them know what you find attractive about their site, and what you hope to gain from working with them. Make the case that your interest in their program is a culmination of interests you have been working towards for a while, but avoid presenting yourself as rigid. Don’t give the impression that you would be dissatisfied unless you got each and every rotation you desired, and don’t leave them thinking that you are not open to new learning experiences.

The diversity statement: "Please describe your experience and training in work with diverse populations. Please include in your discussion the way an awareness of multicultural / diversity issues influences your clinical practice and case conceptualization." This statement is self-explanatory. You might consider referring to experiences with diverse populations outside your clinical work, including your personal experiences or other work and research experiences you may have had. Just link those experiences back to the way you work with diverse populations clinically.

The research statement: The way this essay question is phrased, it almost sounds sort of optional, but its not. The kinds of programs scientist/practitioner students tend to apply to are likely to be very interested in our research interests, and a cohesive statement of your research program, and how you feel it dovetails with your clinical interests, can be an important part of your application. Some programs have research requirements as part of their rotations, and some have protected time for research. The research statement also lets them know that your research time will be as productive for you as your clinical rotations.
Letters of Recommendation

Rule #1 ➔ Ask Early

Rule #2 ➔ Provide every item that writers will need for putting together your letter in an organized fashion

Rule #3 ➔ Ask Early 😊

Other helpful hints:

Who should I get them from?

One letter will always come from the DCT (please note: your DCT’s letter will be the 2nd part of your APPIC and is not included as your 3 letters of recommendation), and one should come from your advisor. Your advisor may be able to help you decide whom else to ask. It is important to get letters from people who know your clinical and research skills well and appreciate your skills. It is ideal to have letters from clinical supervisors who know both your clinical and research skills. This isn’t always possible and you may end up with a mix of clinical and non-clinical letters, however, they should be more weighted towards the clinical.

What should I provide?

If people agree to write a letter for you, they might ask for any of the following: your AAPI autobiographical statement or other essays, a list of clients you saw while they supervised you and any special issues that came up with those clients, a list of ways they know you professionally (supervisor, instructor, research preceptor...etc.), and paper work such as reports that you completed while under their supervision. It will help to streamline the process if you ask your letter writers what they would like you to provide, and pull it together for them quickly. The DCT will have a more specific list of material s/he needs from you and will tell you about that.

How do I physically get the letters to the sites?

Your department will have special ways of handling this. Ask in advance what the procedures are to make sure you get everything taken care of by the site application deadlines. In
addition to this you will need to know which letters must be signed, sealed and returned to
you to include in the packets you are sending to sites, and which letters must be sent directly
to the site. This information is in the site brochures, or you can contact the sites to find this
out. You may especially want to do that if a site has been tardy in sending out the brochure,
but you are quite sure you will be applying there.
Pulling it all together

Here are some tips about putting together your application packets from the Fall 2000 Edition of the APAGS Newsletter, 12(3):

Creating the package:

Once you have completed your essays—including the match question, filled out the AAPI and double-checked your hours, gotten your letters (or had them sent), and transcripts (or had them sent), and other supporting material such as CV’s, reports or extra essays, then you are ready to send out your application. It’s better if you try not to wait until the last minute to mail it out. Figure you will need at least a couple of hours to physically compile each application, more if a program requests multiple copies of application—which is not unusual (some ask for 6 or 7 copies!). Try to avoid doing this at 4:45 in the afternoon the day before the application is due. Figure that there WILL be printer jams, and computer problems and that there will be a long line at the copy shop. Also you can save yourself a ton of money in overnight mailing costs if you try to complete and mail your application a week or so in advance.

What if there is a problem getting all my materials there in time, should I give up?

If there is a problem getting your materials to a site on time, don’t conclude that means they will throw your application in the wastepaper basket. Call the site and let them know that there is a problem—for instance if your transcripts were lost in the mail. The site may agree to grant you a couple of extra days. Certainly don’t PLAN on getting extra days from a site. They might also tell you that they will refuse your application if it is not there on time! But don’t assume that if something goes terribly wrong and it is going to be a day or two late you shouldn’t bother sending it at all. Call or email the site and find out if there is any leeway.

What to do after you mail in all your applications?

Catch up on all the work and rest you have missed for the previous 2 or 3 months! You may call your site to see if they have received your application, unless the site specifically requests that you not do this, and in any case its best to wait about 7 days after you mail the application.
How soon will I hear from a site if I have an interview?

Watch your email!!! All but one of my internship sites contacted me through email to notify me of interview invites. The earliest response I got was November 17th and the latest I received notification of an interview was December 14th.

Here again, more advice from the Fall 2000 Edition of the APAGS Newsletter, 12(3):

It varies enormously across sites and may even vary within sites. Some people may hear from a site within days of sending in their applications, others may not hear from the same site for 6 or 8 weeks—though they may also receive interview invitations. Don’t conclude that if you don’t hear from sites at the same time as everyone else that you are being rejected. Sites often tell you in the brochure when they will be contacting you, and they do seem to generally follow that. Waiting to hear is tiresome, but there is really no option. If quite a bit of time has passed (4 weeks or more) and you have heard nothing, you might try calling the site to check, but be prepared to hear either good or bad news over the phone.

What if I have received an invitation to interview in a city where I have applied to multiple sites and I want to try to schedule multiple interviews in 1 trip?

If you have an interview scheduled at one site in say, Chicago, and are waiting to hear from other sites before you reserve your airplane and hotel, you might call the sites you are waiting to hear from and explain your situation to them. If they can’t tell you whether you will receive an interview, they may be able to tell you when you can expect to hear.
Interviewing
Start Saving Money BEFORE you even read this section!

Estimated Costs based on 7 out of town interviews
(2 additional interviews were completed over the phone)
(these costs are based on what Megan Pinkston paid in 2007 for 7 out-of-town sites):

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applying for the APPIC Match</td>
<td>$90.00</td>
</tr>
<tr>
<td>Purchasing 11 “official” UMKC transcripts ($5 each)</td>
<td>$55.00</td>
</tr>
<tr>
<td>Mailing 11 Applications (APPIC predicted that for best match statistics, applicants should apply to 10 to 14 sites)</td>
<td>$72.00</td>
</tr>
<tr>
<td>- If overnighting your materials, add $30 for each application</td>
<td></td>
</tr>
<tr>
<td>- Some sites may request a processing fee, if so, add $15 per application</td>
<td></td>
</tr>
<tr>
<td>Buying my first really nice suit and professional shoes 😊</td>
<td>$200.00</td>
</tr>
<tr>
<td>Flights to 7 interviews</td>
<td>$1200.00</td>
</tr>
<tr>
<td>Hotels for 5 different cities (Stayed at friends houses for 2 cities)</td>
<td>$1000.00</td>
</tr>
<tr>
<td>Food (Be prepared, some sites could not pay for my lunch!)</td>
<td>$300.00</td>
</tr>
<tr>
<td>Transportation (taxis, shuttles)</td>
<td>$200.00</td>
</tr>
<tr>
<td>Additional items: stamps for thank-you letters, rental car and gas, convenience items, use of internet at hotels</td>
<td>$224.00</td>
</tr>
<tr>
<td>Total</td>
<td>$3341.00</td>
</tr>
</tbody>
</table>

Matching with an APA approved site Priceless

Cost Saving Tips:
- MAIL EARLY, Overnighting materials are deadly to your wallet!
- FIND friends and relatives where you are interviewing and stay with them!
- If you are interviewing at two places that are close to each other, plan to schedule their interviews within the same week, if possible (this is not always possible).
- If going to multiple interviews and staying in hotels, sign up for their rewards programs. For example, if you stay in a Marriot three nights, you get a night free!
- When looking for hotels, ask if they have FREE airport shuttles. Sometimes the most expensive thing is getting a ride from the airport to a hotel.
- When an internship site suggests certain hotels, it is for a reason. When I interviewed at two of my sites, I told the hotel where I was interviewing and I received a discount.

**Here are the Statistics from the 2005–2006 Applicants (Nationwide)**

<table>
<thead>
<tr>
<th>TOTAL COSTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean = $1508</td>
</tr>
<tr>
<td>Median = $1120</td>
</tr>
<tr>
<td>SD = 1348</td>
</tr>
<tr>
<td>Range = $0–10,500</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>APPLICATION COSTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean = $205</td>
</tr>
<tr>
<td>Median = $180</td>
</tr>
<tr>
<td>SD = 181</td>
</tr>
<tr>
<td>Range = $0–3,500</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TRAVEL COSTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean = $1070</td>
</tr>
<tr>
<td>Median = $700</td>
</tr>
<tr>
<td>SD = 1166</td>
</tr>
<tr>
<td>Range = $0–10,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OTHER COSTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean = $235</td>
</tr>
<tr>
<td>Median = $200</td>
</tr>
<tr>
<td>SD = 263</td>
</tr>
<tr>
<td>Range = $0–4,640</td>
</tr>
</tbody>
</table>
What are interviews like?

They vary quite a bit. Some sites use the interview as a chance to get to know you, some see the interview as your opportunity to find out about them. Some sites may be very warm and fuzzy, some may be businesslike and professional, and some may seem like they are putting you through some stress-related experiment. Interviews are sometimes a group process, so you may be hanging out with your "competitors" for some or most of the day. Meeting with people from other programs can actually be a lot of fun and very interesting, and applicants in general are friendly and gracious with each other. (I met some people that I am still in touch with today and plan on meeting with once I move to the east coast as they were all so friendly and doing really neat research!)

As to the actual interview, it is probably best to be prepared to answer and ask a lot of questions. Read the site brochure carefully before your interview. If you know in advance who you will be talking to, you should run a quick lit search on that person to find out more about his or her work. Last minute changes in schedules or personnel, however, seem to be the norm. Be prepared to talk about both your clinical and research experience. See if your department has a list of old interview questions for you to look at in preparation. Don't be surprised or put off if the people you end up interviewing with 1) have nothing in common with you or the rotations you are interested in and 2) have not read your application at all. If you really wanted to speak with someone at a site and didn't get a chance to do so, don't be afraid to ask if there is a chance of getting squeezed in or maybe getting a phone interview with that person.

Tips:

- Bring a bottle of water (many sites I went to did not have any water or fluids around!)
- Bring gum (some of my interviews were all day interviews and often we would have lunch that needed to have gum afterwards!)
- If you have room, bring comfy walking shoes. In Charleston, one of the highlights is showing off the beautiful MUSC campus and how walking friendly it can be. The site even requested that applicants bring comfortable shoes to tour in.
- If flying, be prepared to lose your luggage and make sure to carry-on your suit and the items most necessary for your interview. Be warned...this happened to me!!!
- If a female and wearing a skirt, bring extra panty hose as your may need back-ups.
- Do not overanalyze every question that is asked and relax after every interview!
- Bring copies of your CV with you! I had an interview where the person wanted me to hand it to him so he could learn more about me!
- Bring a note pad to take notes on
- BE EARLY to the interview!
- RELAX AND BREATHE----REMEMBER, they would not have invited you to interview unless they liked you!
Questions to Ask Yourself before Interviewing

Here are some questions to ask yourself from two vantage points:
1 – answer these for your career goals
2 – answer these for your internship goals

These are questions from the: Match made on earth: A guide to navigating the psychology internship application process

- What do I hope to accomplish?
- What are my personal strengths?
- What are my professional aptitudes/talents?
- What are my professional weaknesses?
- What have I learned from my previous academic experiences?
- What have I learned from my previous clinical experiences?
- What have I learned from my previous research experiences?
- What have I learned from my previous teaching experiences?
Interview questions from experiences (2007)

Below are questions that I was asked in interviews. I did my best to write down all of the questions I was asked immediately after I completed interviews.

I. Phoenix VA

1. Tell me about the most difficult thing you have experienced in graduate school.
2. Do you like your program? Why and Why not.
3. Tell me your Strengths and Weaknesses (must tell more than one for each)
4. Where do you see yourself in 5 years? 10 years?
5. What questions do you have about the program?
6. What CB techniques did you use in the weight management program?
7. Tell me about tricks that clients came up with on their own to lose weight.
8. How did you get through graduate school without administering the WAIS more?
9. Tell me about your dissertation
10. Can you handle really hot weather?
11. Do you see yourself in a post-doc position?
12. Tell me why you are a good fit for this program.
13. What drew you to our program?
14. Would you be willing to re-locate here?
15. What hobbies do you have?
16. What do you do in your free time?
17. Tell me about yourself.

II. MUSC

1. Have you had in-patient experience?
2. Specific questions asked about publications—findings, implications, limitations of methodology
3. How many pubs do you have?
4. What manuscripts are under review and what are you currently working on?
5. Dissertation Questions
6. When will you finish your dissertation?
7. How to translate dissertation to other populations
8. What made you choose health psychology?
9. Have you worked with personality disorders? If so, in what context and what did you do?
10. How many sites are you interviewing?
11. Why are we a good match
12. What rotations do you want?
13. Who do you want as a research preceptor?
14. Where did you grow-up?

III. UM

1. What is your end goal?
2. What are your strengths?
3. What are your weaknesses?
4. What is your theoretical orientation?
5. Do you have training in DBT?
6. What is your experience in assessments?
7. Specific questions about working on grants?
8. Are you trained in MI?
9. Where else are you interviewing?
10. What are your interests outside of psychology?
11. How do you work with clients who present with many issues?
12. There are 3 degrees of separation in our line of work—geography, salary, and job—what is your order of importance do you place these for internship?
13. Have you worked in a VA before?
14. Where did you grow up?
15. Have you worked with pain patients?
16. What barriers do you see to doing what you ultimately want to do?
17. If you were pressured for time, what three tests would be best to use from the WAIS?

IV. Brown

1. Tell me about your background in health psychology
2. Where do you see yourself in 5 years?
3. What do you want to do after internship?
4. Are you familiar with our program?
5. What made you apply here?
6. Tell me about your grant work?
7. What types of populations do you want to work with?
8. Where do you see yourself after internship?
9. What rotations would you want to do here?
10. What type of setting do you want to work in?
11. Why do you want to be here?
12. Tell me about the theories underlying your dissertation?
13. What type of research do you want to do?
14. What would you do for a patient presenting with sleep problems?
15. How would you statistically test a model of mediation?

U. Harvard
1. Why did you apply here?
2. Why would you fit here?
3. Tell me about your dissertation
4. Do you like Boston? Have you been here before?
5. What are you looking for in an internship experience?
6. Tell me about your roles on different publications?
7. How many more publications will you have published before you come here?
8. Where will your dissertation be by the time you go on internship?
9. How did you deal with being trained in CBT, but supervised by a Rogerian?
10. Do you know DSM lingo? How would you diagnose someone who......
11. Specific questions asked about findings in publications
12. Asked to elaborate on personal statement

VI. Rush
1. Have you worked with underserved populations?
2. Tell me what you would do with an anxious or depressed patient?
3. How do you run a weight management group?
4. What is the difference between behavioral medicine and health psychology?
5. Tell me about your thesis AND dissertation
6. Why would we be a good match for internship?
7. What do you want to do afterwards?
8. Have you had in-patient experiences?
9. How would you define your theoretical orientation?
10. What types of groups have you led and how did you lead them?
11. What types of patients have you not liked working with and why?
12. What are your favorite patients you have worked with?
13. What do you do outside of school?
14. How do you keep balanced?
15. What are your hobbies?
16. Could you see yourself moving here?
17. What is your theoretical orientation?
18. What types of supervisors have you had?

VII. UIC
1. What health psychology experiences have you had?
2. What is your end goal?
3. Tell me about experiences with stress management and biofeedback with clients?
4. What client populations have you worked with?
5. Would you consider us?
6. dissertation specific questions = methodology, experience with IRB, deadlines, novelty, original idea, or archival data set?

VIII. UNC
1. Dissertation questions
2. Why would I be a good match for a site in the south?
3. Asked about clinical experiences
4. Asked specific questions about particular publications.

IX. UF
No interview given due to conflicting schedule.

Additional Questions found on the Internet:

The following were obtained from:


Personal/professional:
1. How did you become interested in psychology?
2. How did you become interested in XX research?
3. What would you do if you weren't in psychology?
4. What do you see as your clinical strengths and weaknesses? How do they influence your work? What have you done to deal with shortcomings?
5. What are your goals for internship? In five years?
6. What is your favorite supervision style and why?
7. Why are you here?
8. What non-psychology experience has helped shape your professional identity?
9. Where do you see the profession heading?
10. What qualities are characteristic of a good clinical psychologist (or supervisor)?
11. What is the role of the psychologist in a multidisciplinary team?

Purely personal:
1. Tell me about yourself? (include both professional and personal interests)
2. What do you see as your personal strengths and weaknesses?
3. What do you do in your spare time?
4. What unique qualities would you bring to our training program?

Research:
1. What is your Ph.D. dissertation topic? How is your research progressing?
2. How did you get interested in your Ph.D. dissertation topic?
3. What is the clinical relevance of your Ph.D. dissertation topic?
4. What are some of the ethical dilemmas posed by your Ph.D. dissertation research?
5. What research would you want to pursue here?

Ethics
1. Tell me about an ethical problem you have been faced with and how you handled it.
2. Under what conditions can/should psychologists break confidentiality?
3. Review this vignette and discuss the ethical issues involved and how you would go about addressing them.

Assessment:
1. Tell us about an instrument with which you feel competent.
2. What psychological tests are you familiar with?
3. What is your opinion on projective tests?
4. Conceptualize a recent case (or conceptualize a case presented to you as a vignette).
5. What further assessment training do you need?

**Treatment:**
1. What is your greatest strength as a therapist?
2. What type of client is most difficult for you to work with? What type of feelings do you have towards such clients? How do these feelings interfere with treatment?
3. What is your orientation in therapy?
4. What do you think of dynamic approaches?
5. Talk about a therapy case you had. How did you conceptualize the case? What was most effective?
6. Describe a difficult case or one that did not go according to plan.
7. Describe a case that was unsuccessful. Why?
8. What sorts of supervisors have you had? What type of supervision works/doesn’t work for you?
9. Tell me about a negative/rewarding supervisory experience.
10. What further therapy training or experiences do you need?
11. What empirically validated treatments are you familiar with?
12. What is your opinion on psychologists having prescription privileges?
13. Has any client challenged your fundamental beliefs about life? What was that experience like? How did you manage it?
14. Have you had any experience with group therapy? If so, describe.
15. Have you had any experience with co therapy? If so, describe.
16. How do you describe your therapeutic style?

**Credentials:**
2. How many graduate programs accepted you?
3. Why did you choose your training program?
4. What are the strengths/limitations of your graduate program?
5. Why should we accept you over the other equally qualified candidates?

**Client/Patient Information:**
1. What sorts of clients have you worked with? Which were you most comfortable with? Least comfortable with? Most effective with?
2. Have you worked with clients such as the ones we have here?
3. How do you work with and understand people with different ethnic or cultural backgrounds?

**Recruiting**
1. How do you see our program fitting with your goals (for internship or professionally)?
2. What rotations are you interested in?
3. Which of your interest areas are addressed by our program? Which aren’t?
4. What settings are you actively considering?

**Miscellaneous**

1. What else would you like me to know about you that is not apparent from your CV?
2. What is the one question you would not want me to ask you?
3. What is your experience working with other professionals on a multidisciplinary team?
4. Describe your understanding of child development and how it guides your clinical work.
5. If you could have one (psychology) textbook on your bookshelf, what would it be and why?
6. What books/articles have you read recently?
7. Describe your experience providing informal/formal consultation.
8. If I gave you half a million dollars to conduct research in adult/child psychopathology, what three issues would you most want to investigate and why?
9. One of the tasks during internship is to begin to make the transition from a student role to a professional one. How will you know when you are ready to make the transition to more independent practice?

**Describe a particularly challenging therapy case. How did you conceptualize the patient’s problem? How did you treat the patient? What happened?**

Don’t get nervous when answering this question. Instead, think about a case that presented an interesting clinical issue. Can you think of a case in which an ethical dilemma arose? Can you think of a patient who was particularly resistant to treatment? Have you seen a couple, individual, or family that caused you to learn or utilize new clinical skills? Have you seen a patient that was from a different cultural background than yourself? Each of these suggestions are provided to help you generate ideas and to help you think broadly about the many different ways that this question could be interpreted or answered. Also consider that interviewers want to see how you communicate clinical information, that were thoughtful in your conceptualization of the case, and that you did not neglect important issues.

**Tell me about your dissertation?**

You are guaranteed to be asked this question on interviews so prepare for it now. Begin by writing down the key points of your dissertation (e.g., purpose, hypotheses, design, statistics, and results if you have them). Now, practice with your friends giving a 5-minute description. Once you can do that smoothly practice giving a 2-minute description. This exercise will force you to choose your words carefully, and will help you to develop a polished presentation. Having practiced this answer, your anxiety will be much lower when the question is eventually asked.
The interviewer will ask you a few questions after your description of your dissertation, particularly if you are interviewing with someone with research interests similar to yours. The interviewer's goal is to see if you can think on your feet, and have a thoughtful conversation. Again, rehearsal with friends is the best way to prepare for this. If you are up for the challenge, have your mentor or another professor perform a mock interview with you. This is typically a great experience and may help you to realize that you actually know more than you think.

Guidance on Internship Interview Questions and Privacy Concerns

Mona Koppel Mitnick, Esq
Public Board Member, Association of Psychology Postdoctoral and Internship Centers (APPIC)

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In this, my first column as APPIC's new Public Board Member, I will discuss an issue that causes consternation and confusion among both internship and postdoctoral center interviewers and applicants/interviewees: personal questions on applications and during interviews. Such questions, if asked only of certain applicants, can be inherently discriminatory; e.g., asking only female candidates who have not raised the issue whether they have families and, if so, whether they can work the long hours required by the intern/resident position. Similarly, it is inherently discriminatory to ask only persons who appear to have a physical disability or limitation, who have not raised the issue, whether they can perform the physical requirements of the intern/resident position. Or, such questions can raise the specter of possible discrimination to the applicant/interviewee where, for example, they are not relevant to the position.

This article will offer some general principles that you should follow, and will make some suggestions as to how to decide when such questions are appropriate or inappropriate. Generally, interviewers may ask questions about an applicant/interviewee's education, language proficiency (if directly relevant to the requirements of the position), training and experience in psychology/mental health areas, past practica and placement, career interests
and goals, professional memberships, and any other subjects directly related to the internship and the psychology profession. Asking the same basic questions of all applicants/interviewees should be the standard, insofar as possible. Conversely, personal questions may not be asked before hiring (i.e., on an application or during an interview) unless, either, the questions relate to *bona fide* qualifications for the position, or the applicant first raises such issues him/herself. For example, questions should not be asked about a candidate’s marital or family status, religion, or physical condition or limitations. An exception to this rule is that Federal government agencies, states, and municipalities, and many state universities, generally require an employee to be a U.S. citizen. They also may require some explanation of any criminal record other than misdemeanors. While it is not always clear whether an intern/resident is an employee or a student, such questions may be permissible when the internship/postdoctoral center is a government agency or government-affiliated entity.

Another permissible question, relating to *bona fide* qualifications for the position, is if the position requires heavy lifting or other physical exertion, can the applicant meet these physical requirements? In this context, the internship/postdoctoral center also may require the applicant to take a physical examination. However, any such questions should be asked of all applicants, not just an applicant who appears to have a disability or physical limitation.

Even impermissible questions sometimes may become permissible if the applicant first raises the issue. For example, if an applicant/interviewee asks questions about the hours of work and mentions family responsibilities or his/her religion and requests accommodation in work hours, or asks about the physical demands of the position and mentions physical limitations, the interviewer may follow up on such questions.

Other questions, which may be impermissible on the application or during an interview, may become permissible after the intern is hired. For example, proof of age and marital or parental status may become relevant, after hiring, for tax, insurance, and emergency contact purposes. Photographs also may be required after hiring for identification cards.

Some questions are almost never permissible. For example, one should never ask questions about sexual preference or whether someone has a particular disease, such as AIDS. On a related topic, some issues never go away. In the Summer 1991 issue of the APPIC Newsletter, APPIC's previous Public Member, Patricia A. Hollander, Esq., responded to questions about intern/postdoctoral applicants using client videotapes as work samples. Briefly, she stated: Disclosure of such videotapes without the client’s consent may constitute an invasion of privacy; may violate state licensing laws or professional ethics codes; and may subject the applicant, his/her faculty supervisor, the faculty chair, and the graduate school or internship/postdoctoral site to a claim for damages. While a client’s consent to the disclosure theoretically should preclude a finding of liability for such an invasion of privacy, the consent may be defective. She suggested that, to avoid the risk of exposure to legal liability and
possible damages, the intern applicant should find a substitute, such as a simulation, for real-life videotapes.

This still is good advice. However, I would offer some further guidance on this topic. Where an internship/postdoctoral center is a Federal or State government entity, it also may be subject to that jurisdiction’s privacy statutes. These statutes may impose legal requirements in addition to those discussed above. See, for example, the Federal Privacy Act, 5 U.S.C. sec. 552a. As a substitute for using the original videotape, the intern applicant also may remove any identifiers (e.g., cover or somehow disguise the face of the client, and delete any personal identifying information) or, if appropriate, convert the video to an audiotape, also without identifiers. Using such videotapes remains a legal risk.

This article first appeared in the Winter 2001 Edition of the APAGS Newsletter, Vol. 13(1)
Questions for you to ask “THEM”:

Questions to ask the Staff

1. Ask specific questions about the internship.
2. If it is research based, ask specific questions about the interviewers research (typically you are given the names of the people you will be interviewing with before the interviews, so look up their research before you go)
3. What are the negatives about this internship?
4. Are there post-doc positions available?
5. What didactics are offered?
6. What are your expectations of interns?


Questions to ask training directors/supervisors...

1. Can you tell me more about _____ rotation?
2. What types of positions do your interns typically take after internship?
3. What is the division of assessment/therapy/research in a typical week?
4. Tell me more about your area of research.
5. What is a typical day like for an intern here?
6. What are you looking for in an intern?
7. What interested you in my application?
8. What has the impact of managed care been on the program (if applicable)? How has it affected the rotation(s)? Affected the length of stay? Affected the role of the intern?
9. What is the relationship between psychology and other disciplines here?
10. What do you think the strengths of this internship are?
11. What do you think makes your internship program unique from other similar programs?
12. How are rotations assigned? Do interns typically get the rotations they request?
13. What theoretical orientations are represented in your program? Which is most strongly represented?
14. How much of an emphasis does your program place on research?
15. What are the opportunities available for research here?
16. How are research topics assigned?
17. Are interns on call after hours? If so, how does this work?
18. What office resources are available to interns? (e.g., computers, own office, etc.)
19. What characteristics best describe the type of intern that best suits your site?
20. Is there an education fund to assist interns in attending conferences or workshops?
21. What type of programs do your interns typically come from?
22. Are there opportunities to gain experience in providing supervision to other trainees?
23. Have there been any chances to your program or staff from what was listed in the application materials prior to applying? In the coming year?
24. How many individuals do you interview for each position?
25. Do you ever accept more than one student from a given university?

Questions to ask the Current Interns

1. What rotations have you completed so far?
2. When you were in my shoes, what was the one thing that made you think highly of this internship over other places you interviewed?
3. Does the income allow you a happy quality of life?
4. Where do you live? What type of housing is available?
5. How is your relationship with your supervisor?
6. What would you change about this internship if you could?
7. Do you feel that this site is preparing you for post-internship plans?
8. Does the program offer what it claims?
9. What is a typical work day like?
10. How do the faculty typically treat interns?
11. Do supervisors take active interest in your work?
12. What are the program's strengths and weaknesses?
13. Are the equipment and office space up to par?
14. What is the city like and how easily did you find housing?
15. Does the internship leave time for personal or family obligations?


Questions to ask current Interns...
1. What do you like most/least about this internship site?
2. If you could change anything about this program, what would you change and why?
3. Compared to other similar programs, what do you think makes this program unique or special?
4. What is the quality of supervision provided? Do you get enough?
5. What is a typical rent in this city? Is affordable housing available nearby?
6. Does the stipend adequately cover rent for the year?
7. Is there time protected for research? What types of research do interns typically get involved in at this site?
8. What does your typical workweek look like? (i.e., division of assessment, therapy, research)
9. In an average week, how many hours do you work, including time at home?
10. Do you take a great deal of work home with you?
11. Are you on call after hours? If so, how does this work?
12. Do you feel supported by the faculty here?
13. How do interns get along here?
14. What is it like being the only child track intern? (if applicable)
15. Do you regard the physical resources (e.g., computer availability, office space, etc.) as adequate here?
16. At what point in your Ph.D. thesis were you when you started internship? How has that been for you? Do you have time to work on it while on internship if needed?
17. What rotations are you doing? What has been your most/least enjoyable rotation so far?
18. Do you socialize with other interns outside of work hours?
19. What was the most difficult thing to adjust to when you first started internship?
20. What was the biggest factor for you in choosing this internship program?
21. When you were interviewing last year, is there anything that you didn’t ask that you think would have been important to know?
22. Does this site provide everything that they promised when you applied?
Post-interview etiquette

Should I send thank you notes to the site after the interview?

Generally speaking that is not necessary, however thanking the site for making the time to meet with you is also appropriate. If someone at the site really did go out of their way to help you out or do you a service in some way, then by all means thank them. Just be sure that you do not violate the APPIC rules of sharing information about how you are ranking the site, or soliciting information about how they are ranking you.

- Helpful tip: In each interview, ask for a business card so that you have the address for each interviewer.
- Optional: Email each intern who came to the interview process to thank them for their time and honest opinions

**Be Prepared for “courting” calls and/or emails**

- Although not totally allowed by APPIC, be prepared for follow-up calls from some sites. If they called they will probably call or email asking you if you have any follow-up questions. First—this means they are highly interested in you! Second—make sure you have follow-up questions to show that you are also interested!!! 😊
- ALSO, if you don’t receive follow-up phone calls/emails, DON’T PANIC, some sites adhere STRICTLY to the APPIC guidelines.

Here are the APPIC policies regarding what you and the internship directors are allowed and not allowed to communicate:

1. Participants in the APPIC Match, including applicants and internship programs, may not communicate, solicit, accept, or use any ranking-related information prior to the release of the Match results.

   a. Internship programs must include the following statement on their web sites and in their brochures: “This internship site agrees to abide by the APPIC policy
that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant."

b. Prior to the release of the APPIC Match results, internship programs may choose to inform applicants as to whether or not the applicants remain under consideration for admission (e.g., whether or not the applicants will be ranked) but may not communicate any other ranking information. The spirit of this item precludes any communication of rankings prior to the release of the APPIC Match results, however "veiled" or indirect such communication might be. However, sites and applicants are allowed to communicate about matters that do not involve the sharing of ranking information.

c. Internship programs and applicants may never solicit information regarding applicants' and programs' rankings, even after the release of the Match results.

d. Internship sites that offer more than one program in the APPIC Match (i.e., sites with more than one program code number) are expected to ask applicants to identify the site's programs to which they are applying. In addition, these sites may, for the sole purpose of arranging interviews, ask applicants to designate their preferences regarding the programs at the site for which they wish to be interviewed. These sites may request interview preference information only when it is essential for making interview arrangements, and such information may not be used for any other purpose in the selection process. Furthermore, these sites may not solicit any information about applicants' final rankings of programs. Sites requesting interview preferences must state clearly in their written materials that these preferences will be used for arranging interviews only and for no other purpose.

e. Any ranking information that is communicated between applicants and internship programs, even though such communication is a violation of these policies, is non-binding and may be changed at any time prior to the Rank Order List submission deadline. The only binding rankings are the confidential Rank Order Lists that are submitted to the APPIC Match.

f. Internship programs may choose to provide applicants with information about the size of the applicant pool.

g. Internship programs that conduct on-site or telephone interviews must make a reasonable effort to notify every applicant who submits a complete set of application materials as to his/her interview status. Such notification must occur no later than the interview notification date that appears in the program's APPIC Directory Online listing and/or other publicity materials, and
may be communicated via e-mail, telephone, regular mail (to be received no later than the interview notification date), or other means. Sites that conduct open houses to which all applicants are invited and conduct no other interviews are exempt from this requirement (this process should be clearly stated in the APPIC Directory Online and/or sites' publicity materials).
Ranking
How many should I rank and How do I decide which site should be a #1 and which should be a #2?

According to former APPIC Chair Nadine Kaslow, Ph.D., a recent study looked at how the number of programs ranked affected applicants chances of matching. Listing fewer than 8 sites on the match form significantly reduced the chance of a match. Listing more than 12 did not significantly increase chances of a match.

Keep these thoughts in the back of your mind as your rank:

1. ONLY RANK THE PLACES THAT YOU COULD SEE YOURSELF LIVING / WORKING AT FOR THE NEXT YEAR.

2. YOU HAVE THE ADVANTAGE.

3. RANK BASED ON YOUR PREFERENCES, NOT BASED ON HOW YOU THINK OTHER PLACES PERCEIVED YOU!
Description of the Matching Process from APPIC and the National Matching Services

The matching process uses the preferences stated on the Rank Order Lists submitted by applicants and internship programs to place individuals into positions.

The process starts with an attempt to place an applicant into the program that is most preferred on the applicant's list. If the applicant cannot be matched to this first choice program, an attempt is then made to place the applicant into the second choice program, and so on, until the applicant obtains a tentative match, or all the applicant's choices have been exhausted.

An applicant can be tentatively matched to a program in this process if the program also ranks the applicant on its Rank Order List, and either:

• the program has an unfilled position available for the applicant. In this case there is room in the program to make a tentative match between the applicant and program.

• the program does not have an unfilled position, but the applicant is more preferred by the program to another applicant who is currently tentatively matched to the program. In this case the applicant who is the least preferred current match in the program is removed from the program to make room for a tentative match with the more preferred applicant.

Matches are referred to as tentative because an applicant who is matched to a program at one point in this process may later be removed from the program, to make room for an applicant more preferred by the program, as described in the second case above. When an applicant is removed from a previous tentative match, an attempt is then made to re-match this applicant, starting from the top of this applicant's list.
This process is carried out for all applicants, until each applicant has either been tentatively matched to the most preferred choice possible, or all choices submitted by the applicant have been exhausted. When all applicants have been considered, the matching process is complete and tentative matches become final.

In summary, each applicant's Rank Order List is traversed "downwards", from most preferred program to least preferred, until the first program is reached at which the applicant can be tentatively matched, or until the applicant's list of choices is exhausted. Each program accepts applicants "upwards" on its Rank Order List, continually removing less preferred matches in favor of more preferred applicants, until the program is matched to the most preferred applicants who wish to be matched to the program.

Example

An example of the matching process involving three applicants and three programs is shown below. The Rank Order Lists submitted by programs and applicants in this example are as follows:

**Programs' Rank Order Lists**

<table>
<thead>
<tr>
<th>Program A</th>
<th>Program B</th>
<th>Program C</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2 Positions)</td>
<td>(1 Position)</td>
<td>(1 Position)</td>
</tr>
<tr>
<td>2. Baker</td>
<td>2. Charles</td>
<td></td>
</tr>
<tr>
<td>3. Able</td>
<td>3. Able</td>
<td></td>
</tr>
</tbody>
</table>

**Applicants' Rank Order Lists**

<table>
<thead>
<tr>
<th>Able</th>
<th>Baker</th>
<th>Charles</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Program C</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Match Process

The actual matching is done on a computer. However, the matching process itself could be completed as effectively by hand; the computer serves only to expedite the process. The computer is set up to process the lists in the following manner.

It first attempts to place Able into his first choice, Program B. Since Program B has an available position, Able is tentatively matched to Program B. Next an attempt is made to place Baker into Program A. Since Program A has an available position, Baker is tentatively matched to Program A.

The computer then attempts to place Charles into Program B. Program B’s position is currently filled, but Program B prefers Charles to its current match with Able. Able is therefore removed from Program B, and Charles is tentatively matched into Program B.

Since Able has just been removed from a tentative match with Program B, an attempt is made to re-match Able. The computer first tries to place Able into Program B; however, this is unsuccessful because Program B’s position is now filled with Charles, who is preferred by Program B. Next an attempt is made to place Able into his second choice, Program A. Since Program A still has an available position, Able is tentatively matched to Program A.

The matching process is now complete as each applicant’s list has been processed, and each applicant is tentatively matched to the most preferred choice possible. Tentative matches now become final.

Note that in the matching process, no applicant or program can be forced into a final match until all applicant Rank Order Lists have been considered for the best possible tentative matches.

Preparing Your Rankings of Programs

Strategy

After you have evaluated all the programs to which you have applied that are participating in the Match, you must determine your order of preference for these programs. Rank your most preferred program first, your next most preferred program second, and so on.

Your order of preference for programs should reflect the true desirability of each program to you, regardless of how you think the programs will rank you. Applicants need not make prior commitments to programs or submit to inappropriate pressures in constructing their Rank
Order Lists (e.g., "I'll rank you high only if you rank me high"). Because of the way the matching process works, your best strategy is to rank your choices in order of preference, without consideration for how you expect to be ranked by any program.

You may rank as many programs as you wish. There are generally more applicants than there are positions available, therefore there is strong competition for most positions. By submitting a longer list of programs you may reduce the likelihood of being left unmatched. Regardless of the number of programs you rank, you will be matched to the most preferred program on your list of choices that ranks you and does not fill all its positions with applicants it prefers.

Do not rank any program that you consider unacceptable (i.e. you would not want to be matched to the program, even if it was the only position available to you in the Match). As noted in the Terms of the Applicant Agreement that you signed and in the APPIC Match Policies, the results of the Match are binding. If you are matched to a program you have ranked on your list, you must accept your Match result. Violations of the policies of the Match will be reported to the APPIC Standards and Review Committee. The APPIC Board may decide to impose penalties on those who violate the policies.

**What to do after submitting your Rank List and Waiting for Match day....**

The waiting game...
You have probably been so busy working on your applications (engaging in action focused coping) that you may find yourself at a loss when all the ranking information is submitted. You may think that there is nothing for you to do but wait.

But wait a second! There’s a lot for you to do!

You could...
• Catch up on all the sleep, work, socializing etc. you missed while on interviews.
• Work on your dissertation, which has probably fallen by the wayside during this process.
• Focus on achievements.
• Work on your dissertation.
• Manage stress.
• Work on your dissertation.
• Share your insight! Hold a workshop for other students in your program who will be applying for internships in the future.
• Work on your dissertation.
• Praise yourself for working hard to make a decision!
• Work on your dissertation.
• Use positive self talk (“I will have a good year no matter where I end up”)
• Work on your dissertation.
• Thank your loved ones for being patient during this difficult process.
• Work on your dissertation.
• Relax. Watch a movie, listen to music, call a friend, read the paper etc…
• And last, but not least, work on your dissertation!!! (Yeah, you get the idea).

Matching
Match Day

If you Matched...

If you Don’t Match... (IT’s OK!)
If you didn’t match, It’s O.k., and here are some reasons why you may not have matched:

It is becoming harder with each year for students to match given the disproportionate numbers of sites and applicants. Here is an email from Greg Keilin, Ph.D. about the reasons as to why students don’t match:

1. Without a doubt, the biggest issue here is the increasing number of graduate students that are being produced without a similar increase in available internship positions. This, by definition, means that in recent years many highly qualified students haven't been matched.

2. As Julie noted, students with significant geographic limitations on their internship searches are less likely to match. Not only do such limitations tend to limit the number of sites to which one applies, it also potentially means that one isn't necessarily as good of a "fit" with some of the sites to which they apply.

3. Students who apply primarily or exclusively to highly-competitive sites also generally have a harder time getting placed. I heard from more students in that situation this past year than ever before. Of course, it's fine to apply to competitive sites, but you should also balance that with applying to less-competitive sites as well. Similarly, applicants who apply primarily to highly-desirable locations (e.g., NY City) can have a harder time.

4. In a survey of unmatched applicants conducted last year, APPIC asked "What factor(s) do you believe contributed to your remaining unmatched in the APPIC Match?" Here are the most common responses (note that most respondents provided multiple factors):

- 83% – Imbalance between applicants and positions
- 40% – Applied to too many competitive sites
- 39% – Random factors / Bad luck
38% – Applied to a limited geographic area
23% – Applied to too few internship sites
22% – Lack of support from academic program
19% – Inability to relocate due to family or other obligations
19% – Discrimination/bias based on personal characteristics
17% – Not enough practicum hours / experience
15% – Bias against program type (clinical / counseling / school)
14% – Applied to sites that were not a good fit
12% – Academic program not well known
11% – Interviewing skills weak
11% – Not far enough along on dissertation
11% – Not enough sites to apply to in my area of specialization

Clearinghouse

CLEARINGHOUSE OVERVIEW

Following is a general overview of the Clearinghouse process from an applicant’s perspective. The process begins at 11:00 am EST on APPIC Match Day, Monday, February 26, 2007.

1. Applicants locate information about unfilled positions (see "Accessing Information about Unfilled Positions", below).

2. Applicants apply to the positions in which they are interested (see "Submitting your Application," below, for specific guidelines about how to apply).

3. Programs that are interested in your application will contact you, possibly requesting additional information or an interview.

4. A program may make you an offer of an internship position, which you may accept or decline. Sites may establish deadlines (often very short) for you to make a decision.

It should be noted that the above process moves very quickly, and many positions are filled in a matter of a few hours or days.
ACCESSING INFORMATION ABOUT UNFILLED POSITIONS

If you are an internship applicant who was not matched to an internship position, here are specific instructions for accessing information about available positions:

1. Be sure that you have reviewed the general description of the APPIC Clearinghouse.

2. Beginning at 11:00 am EST on Monday, February 26, 2007, you may review a list of unfilled positions from the Match on the NMS web site. Please note that some Training Directors may have chosen not to include their unfilled positions on this list. Remember that this list will not be updated after the initial release of the Match results, and will be removed from the web site after 10 days.

3. Subscribe to the APPIC Clearinghouse e-mail list by sending a blank e-mail message (from the address where you want to receive e-mailed information) to:

   subscribe-clearinghouse@lyris.appic.org

   You will subsequently receive an e-mail message (with the subject line, "Your confirmation is needed") that contains instructions for you to follow in order to confirm your subscription. Once your subscription is confirmed, you will receive a "Welcome" e-mail in response. This "Welcome" e-mail confirms that you are successfully subscribed to the list (please note that you are NOT subscribed to the list until you have received the "Welcome" e-mail).

   You may subscribe to this list at any time, although no vacancy postings will be distributed to the list until 11:00 am EST on Monday, February 26, 2007. Once you have successfully subscribed, you will receive notices of subsequent vacancy postings via e-mail. You may then contact the sites directly as described in each e-mail message. Please note that applicants cannot post messages to the Clearinghouse e-mail list; they can only receive messages posted by internship Training Directors.

4. If you subscribe to the Clearinghouse e-mail list after 11:00 am EST on Monday, February 26, 2007, we suggest searching the Clearinghouse e-mail list archives for previous postings.

SUBMITTING YOUR APPLICATION

NOTE: This section describes important application submission procedures. All applicants who participate in the Clearinghouse are asked to carefully read and
follow these guidelines. Violating these guidelines may lead Internship Training Directors to discard your application.

APPIC implemented these guidelines due to extensive feedback from previous years’ Clearinghouse participants. For example, Training Directors reported being overwhelmed with lengthy application materials, while applicants reported frustration with being unable to send their materials due to clogged fax machines and e-mailboxes. These guidelines limit the amount of information that you may submit unless the internship program authorizes you to do otherwise.

Before reading this section, be sure you are familiar with the General Description of the APPIC Clearinghouse and that you understand the two methods used to inform applicants about unfilled positions: (1) the List of Unfilled Positions, and (2) the Clearinghouse e-mail list.

Application submission guidelines and restrictions for 2007:

1. These guidelines apply ONLY if you have not received any information from a program about how to submit an application. A common example of this situation is when you learn of a position from the "List of Unfilled Positions" that is posted to the NMS web site on Match Day (since that list includes only very basic contact information for the program and does not include specific instructions on submitting an application).

These guidelines do NOT apply if you have received instructions from the program about how to submit an application, such as: (a) you receive a message from the Clearinghouse e-mail list that provides specific application instructions, and/or (b) you are contacted directly by the program and asked to submit additional materials. In these situations, you should follow the program's instructions rather than these guidelines.

2. The strongly preferred method of submitting your materials is via e-mail. You may obtain the program's e-mail address from the "List of Unfilled Positions" or from the program's listing in the APPIC Directory Online (for APPIC-member programs).

If there is no e-mail address listed, or if you are unable to submit your materials via e-mail, then an alternate method is via fax. Fax numbers, when available, may be obtained from the APPIC Directory Online (for APPIC-
member programs).

You may also submit materials via regular mail or overnight mail, but keep in mind that these methods are much less effective for sites that make quick decisions.

3. The materials submitted may ONLY consist of: (a) an optional cover letter, and (b) a vita. You may not submit your AAPI, letters of recommendation, transcripts, or any other materials unless authorized by the program (see paragraph #1 above for examples of such authorization).

4. Your application materials (i.e., optional cover letter and vita) should be no longer than TEN PAGES TOTAL (not including the cover page if submitting via fax). You should not exceed this ten page limit. You may not include any materials other than a cover letter and vita, even if those two items total less than ten pages.

5. When submitting via e-mail, you should create a single document in your word processor that contains BOTH your optional cover letter and vita. Use your name as the document name (e.g., "Smith.doc" or "MarySmith.doc"). Attach this document to your e-mail message when submitting it to the program.

6. In order to assist programs in identifying your application, the subject line of your e-mail should include your name, as follows: "Application: Firstname Lastname" (e.g., "Application: Mary Smith").

As previously mentioned, the guidelines and restrictions above apply only if a program has not provided instructions about how to submit an application. If you receive application instructions from a program, or if a program asks you to submit additional materials, the above guidelines and restrictions do not apply and you should follow the program's directions.

CLEARINGHOUSE TIPS FOR APPLICANTS

Below are some tips and recommendations for applicants and their Directors of Clinical Training about how to best use the APPIC Clearinghouse. Most of these suggestions were
provided by unmatched applicants from previous years, and we would like to extend our sincere appreciation to those individuals for their time and energy in helping us to prepare this information.

1. Upon learning that you are unmatched, consult with your Director of Clinical Training (DCT), advisor, other faculty members, family, and friends about possible options and strategies. Remember that faculty can play a key role in assisting you in this process. Unmatched applicants in the past have told us that they have learned about many vacant positions from their DCTs or other faculty members, and have received valuable emotional support and encouragement as well.

In particular, spend some time considering and discussing the following questions:

- Am I willing to consider a broader range of internship options than I was before (e.g., different training emphases, different settings, other geographical locations)?
- Am I willing to accept a non-APA accredited and/or non-APPIC member internship position (if permitted to do so by my doctoral faculty)? Discuss the ramifications of accepting such a position with your advisor and other faculty members, and familiarize yourself with the licensing and future employment issues and risks that may be related to this decision. Click here for more information about this important issue.
- Can I afford to take an unfunded position? If not, how low of a stipend am I willing to consider?
- Am I willing to take almost any position offered to me? At what point should I decide to wait until next year and try again?

Many Clearinghouse participants from prior years have strongly emphasized the importance of considering these issues prior to the opening of the Clearinghouse.

2. It cannot be over-emphasized that THE PROCESS OF FILLING UNFILLED POSITIONS MOVES VERY RAPIDLY. Thus, it is important that you act quickly when you learn of a vacancy in which you are interested. We suggest that you clear your schedule for at least the first few days of the process, if not
longer, as you will be very busy. Many positions are posted and filled in a very short period of time – sometimes in a matter of A FEW HOURS. Other positions are filled over a longer period of time, such as several days or weeks, as some Training Directors take their time in collecting and reviewing applications and conducting interviews. Some sites may stop accepting applications prior to their announced deadline, particularly if they receive a large number of applications.

3. Please re-read the previous paragraph until it sinks in. Participating in the Clearinghouse can be compared to being on an emotional roller-coaster. You will likely experience both the excitement of new opportunities as well as frustrations and disappointments along the way. Keep in mind that most unmatched applicants eventually do find positions.

4. In order to get ready for the Clearinghouse process, you will need to prepare your application materials in advance. First, in accordance with the guidelines described above under "Submitting your Application," you will need to create a single document in your word processor that includes both a cover letter (optional) and your vita. This document must be no longer than ten pages (if it's longer, you will need to edit it so that it conforms to the ten page limit).

While the cover letter is optional, it is probably a good idea to include it, even if it is relatively brief. Since you will only be submitting a cover letter and vita to many sites, the cover letter is your opportunity to highlight the important aspects of your experiences and background. We suggest that you develop a "generic" cover letter (i.e., one that will work for all sites). Alternatively, you could create two versions of your cover letter (e.g., one applicable to medical settings and one applicable to child settings), however this will involve extra effort. It is definitely not necessary for you to customize a cover letter for each site, as sites won't expect that nor will you have time to do so.

While you may choose to revise your vita, don't feel that you need to expand it dramatically in order to be competitive (even if you are well below the ten page limit). In other words, don't feel like you need to take all the information from your AAPI and squeeze it into your vita! Sites will greatly appreciate your being succinct, and will ask for more information if needed.

Be sure to include your contact information somewhere in these materials, particularly phone numbers and e-mail addresses where you can be reached quickly.
In addition to sending this document as an e-mail attachment, you may also need to send it to some sites via fax. Thus, be sure to have one or more printed copies available for this purpose. You may also wish to prepare some fax "cover sheets" (with spaces to write in the recipient's name, fax number, etc.) in advance. Please remember, though, to fax materials only if (a) your attempts to e-mail your application have been unsuccessful, or (b) a site specifically asks you to fax them.

Please do NOT send your materials via multiple methods (e.g., both e-mail and fax), as that simply frustrates the staff at the training site and jams up the system for everyone.

5. As noted in the section, "Submitting your Application," some sites will request more extensive application materials from you. Thus, you should be prepared to either fax or e-mail a cover letter, vita, AAPI, and transcripts. Again, most sites are willing to accept "generic" versions of these materials — i.e., ones that are not specifically tailored to each site.

You should also talk with your DCT and the individuals who wrote your letters to determine how best to send out copies of your "Verification of Internship Eligibility and Readiness" form and your letters of recommendation. Some may be willing to give you generic copies of these materials to send to sites; others may want to send that information themselves (in which case they should understand the importance of sending the materials out quickly). Some sites may prefer to speak to your DCT, advisor, and/or other recommenders rather than have you submit their letters.

6. You should ensure that you have direct and essentially unlimited access to e-mail and a telephone. Having a cell phone available to receive incoming calls is a definite plus, particularly if your computer will tie up your phone line. Since e-mail is now the primary method used to submit applications in the Clearinghouse, the amount of faxing required of you may be limited. However, it is a very good idea to arrange for quick access to a fax machine if needed.

You can expect fax and telephone lines at internship sites to be quite busy at times. And, you can expect that, on occasion, a site will unexpectedly stop accepting applications or fill their positions while you are still preparing or sending your application. This can be very frustrating! If you are having difficulty e-mailing or faxing your application (e.g., due to busy fax machines or full e-mailboxes), let the site know that you are trying to get your application...
through to them.

You may wish to obtain some next-day express envelopes and labels, in case you need to send application materials via a next-day delivery service. However, feedback in recent years suggests that this option is used infrequently.

Due to the fact that sites often receive a large number of applications, most will not be able to acknowledge receipt of your application. Don't assume that the lack of acknowledgement means that they haven't received your application. When a position is filled, sites will often post a message to that effect to the Clearinghouse e-mail list, rather than send individual notifications to all applicants. It can be very frustrating not to receive personalized acknowledgements of your applications or of your status with sites, but please understand that sites are often overwhelmed by the volume of work required to review applications and conduct interviews.

7. We strongly recommend that you recruit a support system – friends or family to provide emotional and logistical support (maybe to help you with submitting materials, to assist you in looking through lists of available positions, or simply to cook you a good meal). Many applicants have told us that having a "team" working with them has been very helpful, particularly during the first day or two of the Clearinghouse.

8. Remember that the APPIC Clearinghouse consists of two different sources of information:

   o The "Listing of Unfilled Positions" that will be posted at the NMS web site.

   o The Clearinghouse e-mail list that Training Directors will use to post notices about available positions.

Both the Listing of Unfilled Positions and the Clearinghouse e-mail list will be available beginning at the specified time on APPIC Match Day. These two sources will differ significantly, as some positions will be included in one but not the other (and some positions will appear in both).

9. **Listing of Unfilled Positions**: This list contains all unfilled positions from the Match except those that Training Directors opted to exclude. The list is sorted by state, and then by city within each state, and will be quite lengthy.
Some Training Directors will choose to exclude their vacant positions from this list and instead use the Clearinghouse e-mail list to advertise their positions. For example, they might do this in order to provide specific application procedures that they want applicants to follow.

You should be aware that this list provides only very basic information (i.e., program name and address, e-mail address, type and number of vacancies, name of Training Director, phone, e-mail, APA/CPA accreditation status, APPIC membership status, and a link to the program's APPIC Directory information). Thus, you will need to consult other sources, such as the APPIC Directory Online or a copy of the printed Directory (which includes the web site address for many programs) or other sources of information to find out more about these programs.

You may also wish to use the APPIC Directory Online in advance to generate printed lists of sites in which you are interested (e.g., sites that offer a specific rotation or focus of training). Having this list available may help you sort through position openings more quickly.

10. Clearinghouse E-Mail List: As soon as you learn that you are unmatched, subscribe to the Clearinghouse e-mail list immediately. Don't wait until just before the Clearinghouse opens to subscribe in case you experience problems receiving e-mail from APPIC's server. You may subscribe to this e-mail list at any time, even though messages will not be distributed to the list until the Clearinghouse begins operating. Do NOT set your subscription to DIGEST mode, as this will delay the delivery of messages to you (since DIGEST mode delays sending each day's messages until midnight). Expect to check your e-mail very frequently during the first few days (based on past experience, we expect that approximately 100 messages will be posted on Match Day).

Messages will arrive in your e-mailbox as they are posted by Training Directors and approved by the APPIC Clearinghouse coordinator. You will notice that many (but not all) postings to the Clearinghouse e-mail list will be from sites that are listed in the "Listing of Unfilled Positions." Many Training Directors will use the Clearinghouse e-mail list to provide more information about their vacant position(s), as well as provide information about how to apply, what they are looking for in applicants, etc. Some Training Directors will also post messages to the Clearinghouse e-mail list once their vacant position(s) are filled or if they are no longer accepting applications.
11. Don't forget other sources of information about unfilled positions, including: (a) your advisor or other faculty members, who may have contacts at internship sites that have openings; (b) classmates who are currently on internship, as they can let you know about unfilled positions at their sites and potentially put in a good word for you with their Training Directors. In addition, other organizations in psychology operate post-Match Day Clearinghouses, such as ACCTA (for positions in University Counseling Centers).

12. If you discover that a site to which you previously applied has a position available in the Clearinghouse, it is perfectly acceptable to apply there. Some sites may actually prefer applicants who previously applied, even if they weren't previously offered an interview or matched to a position.

13. It is important to understand that some internship programs that participate in the Match and/or Clearinghouse are not APA- or CPA-accredited nor APPIC members. These non-member programs have simply paid a fee to participate and have not been screened or approved by APPIC in any way. If you are considering attending a non-accredited and/or non-APPIC member internship, you should carefully consider the potential risks in doing so (click here for more information).

Some programs may tell you that they are planning to apply (or have already applied) for accreditation or APPIC membership, have a site visit scheduled, etc. While these are important steps in the process, you should be aware that these steps are not guarantees that the program will ultimately achieve accreditation or APPIC membership.

14. It is important to remember that e-mail can be prone to delivery problems and delays, and we have found that approximately 5% of messages from the Clearinghouse list do not get delivered to applicants in a timely manner.

For example, some e-mail systems have "spam" or "junk mail" filters that can mistakenly consider Clearinghouse messages to be "junk mail" and deleted without your knowledge.

In addition, a few universities appear to have difficulty receiving e-mail from APPIC's server. As of December, 2006, we noted consistent delivery problems (including significant delays and undeliverable messages) to addresses from the following domains (if your e-mail address falls in one of these domains, we highly recommend using one of the alternatives discussed below):
One solution to these issues is to use the web interface to review the archives of the Clearinghouse e-mail list on a regular basis. This approach allows you to ensure that you have received all of the Clearinghouse e-mails (or to view the ones that you haven't received). Instructions for using the web interface are provided below.

A second approach is to sign up for a free e-mail account at Yahoo or one of the many other free internet-based e-mail providers, and to subscribe that e-mail address to the Clearinghouse e-mail list (thus, you would have two separate subscriptions to the Clearinghouse list -- one for your regular e-mail address and one for your Yahoo or other e-mail address). However, this approach may not be the best solution given that these free e-mail services are not fool-proof and can be subject to the same glitches, delays, and "junk mail filters" described above.

In addition, if your e-mail system uses filters for "spam" or "junk mail," you should turn off or adjust such filtering, or at least regularly check your "junk mail folder" for Clearinghouse messages that were improperly discarded as "spam."

15. Develop a system to keep track of available positions (as well as ones that have been filled). Specifically, it is important to have a system that allows you to organize and combine the information from the "Listing of Unfilled Positions" (which won't be updated once it is posted) with the information contained in the messages from the Clearinghouse e-mail list. (One applicant suggested printing out the Listing of Unfilled Positions, then making updates to this paper copy as new Clearinghouse e-mail messages arrive).

16. In deciding where to apply, prioritize the positions that are the best fits for you in terms of your experiences and interests. Training Directors receive many applications for unfilled positions, and APPIC often receives feedback that programs receive many applications from individuals who are clearly not qualified for the available positions. Thus, you should review position announcements and programs' web sites in order to determine whether or not your background and interests fit well with those positions. If you clearly aren't qualified for a position, we suggest that you focus your energies on other programs as you will likely be wasting your time and theirs.
17. Since computer viruses can be accidentally sent to others via e-mail attachments, you should ensure that your computer is virus-free before sending attachments. (Sending a computer virus to a Training Director is NOT a recommended Clearinghouse strategy!). It would be a good idea to have full-time anti-virus software on your computer that is updated to use the latest virus definitions, and to scan any file before sending it as an attachment.

SPECIAL NOTE FOR AOL USERS: AOL users may have particular difficulties in sending e-mail attachments to others. AOL users should only include one attachment per e-mail message, as multiple attachments are sometimes processed by AOL in such a way that many other e-mail programs are unable to read them. Similarly, we have found that sending attachments from an AOL address to a non-AOL address, or from a non-AOL address to an AOL address, may sometimes result in the recipient being unable to read the attachment.

18. If you wish to send an e-mail attachment to a Training Director, and the Training Director has not specified the format of the file to send, we suggest using the "SAVE AS" command in your word processor to convert the file into a "Word 6" document (be sure to save this version under a different name than your original document). Doing so will increase the likelihood that the site will be able to read the attachment, particularly if you use a different word processor than they do.

19. The process that sites use to fill their unfilled positions will vary dramatically. Each site will have its own application and interview process and timeline. Some sites want to get the process of filling their unfilled positions over with as quickly as possible, while others will take their time in reviewing applications and interviewing candidates. Most will conduct telephone interviews; however, a small number of sites may want you to fly out for an interview as soon as possible. Of course, it is up to you as to whether or not you want to bear the expense of such travel (check the APPIC Travel Links and Discounts for various travel options). Some of these sites may be willing to negotiate and allow you to interview via telephone instead.

20. When a site decides on their top candidate, they generally contact the candidate via telephone and make a verbal offer of an internship position. If you receive an offer for a position, you may be asked to make a very quick decision about whether or not to accept the offer. APPIC recommends that sites allow applicants a minimum of four hours to make a decision, but it is ultimately up to each site to determine how long they are willing to wait.
You may ask for more time to make a decision, and a site may or may not agree to provide extra time. Thus, you may find yourself in the uncomfortable position of having to accept or reject an offer even though you have applications pending at more-preferred sites. Of course, you are welcome to contact sites at any time to inquire about the status of their selection processes.

You should prepare a list of questions to ask once a site has made you an offer, as this will ensure that you don't neglect to inquire about important issues in the excitement of the moment. Some areas to inquire about may include salary, benefits, insurance, leave time, starting date, child care issues, accreditation and APPIC membership status, specific rotations and responsibilities, etc.

You should remember Match Policy 6e that states, "An offer (verbal or written) that has been tendered by an internship program and accepted by an applicant constitutes a binding agreement between the program, the applicant, and APPIC that may not be reversed without APPIC's consent."

21. WEB INTERFACE: You may use your web browser at any time to access the message archives for the Clearinghouse e-mail list.

To access the archives, CLICK HERE. Then, choose the "Clearinghouse" list by clicking on it. You will then need to login by entering your e-mail address and a blank password (you must be subscribed to the Clearinghouse list in order to access the archives). Once logged in, click on the "Messages" tab to view the archived messages. Note that you can sort messages (such as by author or date) by clicking on the arrows at the top of each column. Sorting by the author's name will display all messages posted by a single Training Director (assuming they were sent from the same e-mail address), and can be handy because Training Directors will often post follow-ups to their original messages. Also, if the number in the "Replies" column is greater than zero, that means the Training Director has posted a follow-up to her/his original message (which you can view by clicking directly on that number).

You may also use the handy "Search" feature (by clicking on the "Search" tab near the top of the page) to search for a particular keyword, site name, Training Director name, etc. This feature allows you to search for your keyword(s) within the entire text of all posted Clearinghouse e-mail messages. For example, if you are looking for sites in a particular location or with a particular focus, you could search on such keywords as "Counseling Center,"
"Hospital," "California," "Neuropsychology," "Assessment," etc. Please note that matches occur for exact words only; thus, a search for the single keyword "assessment" would NOT find messages that contain the word "assessments". However, using a "*" as a "wild card" designator allows you to search for similar words; for example, searching for "assess*" would find messages that contained "assessment," "assessments," "assessing," etc.

22. It is important to remember Match Policy 6d which states, "Applicants may not accept an offer if they have been matched or have already accepted an offer from another internship program."

23. If you have any questions or difficulties with the Clearinghouse, please contact Dr. Greg Keilin, the APPIC Clearinghouse Coordinator, at gkeilin@mail.utexas.edu or (512) 475-6949.
Internship…
Making Your Predoctoral Internship a Success: Tips for New Interns

Sawsan Jreisat & Arcella Trimble

As thousands of new students begin their predoctoral internships, we thought that it would be beneficial for those interns to obtain some information from those students (now professionals) who have completed their predoctoral internship year. This information is intended to help make your internship year an educational as well as pleasurable experience.

Speak with interns who are currently at the site you will be attending. Get as much information as possible about the site (e.g., rotations, working hours, politics, or anything you want to know).

Complete as much of your dissertation before starting the internship. The internship experience is very demanding and it is often difficult to find time or motivation to devote to the dissertation. Additionally, being dissertation-free can make for a more relaxed, enjoyable, and productive internship year.

Get to know the other interns around you. They can be a great support during the year as well as wonderful professional contacts in the future.

Do not be afraid to ask for help while on internship. At times, one may feel that s/he should know everything. In reality, you are still learning and it is important to ask questions, as needed.

If you come across useful information or references, consider sharing them with your colleagues. Often, one of the nice aspects of having interns at a site is the energy and the fresh perspective they bring to the site.

Take advantage of professional development opportunities available to you during the internship year. These can be great learning opportunities as well as a good way to meet other professionals in the field.

Maintain detailed records of all your internship activities and hours. This documentation is helpful for internal documentation (i.e., some sites require monthly statistics of the number of clients seen, reports written, consultations, new referrals, etc.) as well as external documentation (i.e., for licensure).
Keep organized files. You will receive a lot of new information during the internship year that will be useful in your future career. A good filing system will help in accessing this information quickly.

Revise your vita on a regular basis. Start thinking of potential job opportunities early in the year and begin planning the application process.

If you have a position that involves carrying many heavy materials around, consider using small luggage with wheels. This can help with potential strain to your back, shoulders, etc.

Remain involved with professional organizations during your internship year. Consider joining local professional organizations, in addition to those at the national level, in order to remain connected with professional happenings and relevant literature.

Take advantage of recreational, cultural, or other fun activities available in your city or region. All work and no play makes for a dull year. So, enjoy your surroundings.

Take advantage of student discounts while you still can (i.e., books, professional associations, and journals). In addition, consider asking about student discounts for other things such as movies, art events, and travel.

Think of ways that you might be able to help future students who will attend your particular internship site. For example, create a list of helpful tips/survival hints for interns at your site, encourage creation and/or revisions of intern handbooks, communicate with incoming interns to help facilitate their transition to your internship, etc.

Explore ways of communicating information with others about the internship process (i.e., publications in professional newsletters or journals, presentations at conferences, research on internships).

Take time to reflect on some of your experiences as an intern. For instance, occasionally jot down your thoughts and emotions. This is an important year in your professional development and it may be interesting to capture, in writing, some of the experiences that influence your development as a psychologist.

It is very important that you be aware that what you do now as an intern may reflect on others after you (i.e., you may be leaving impressions about your particular discipline within psychology, university program, or geographical region).

Maintain empathy for students now and throughout your career. Think of ways in which you can help other students now and in the future. For instance, you could serve as a contact for
applicants to your site, help with transportation and/or housing during interviews, or provide tours of internship facilities. In the future, if you're ever in a position to select interns, think of ways to make this process less stressful and expensive for applicants. For example, you may be able to encourage local businesses to provide discounts on hotel rooms, shuttles to the internship site, etc. You could also provide information about the surrounding area (city) for applicants. Additionally, it would also be useful to consider ways in which you could expand the supply of APA internships (i.e., help to develop or finance new internship sites, collaborate with other agencies in forming consortia, etc.).

We hope that these tips will be useful in making your predoctoral internship year a success.

*This article first appeared in the Summer 1999 Edition of the APAGS Newsletter, Vol. 11(3)*

**Where are they NOW?**

As the program continues to grow, I thought it would be great to start a list of where everyone is so that in the future if people have questions about specific sites, they can look up where others have gone and see if they can help with the internship process. Please continue this and add to the list I’ve started below!

<table>
<thead>
<tr>
<th>Internship Year</th>
<th>Student</th>
<th>Internship Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004 – 2005</td>
<td>Jake Nelson</td>
<td>KU Medical Center</td>
</tr>
<tr>
<td>2004 – 2005</td>
<td>Mark Conard</td>
<td>St. James Hospital and Health Centers in Olympia Fields, Illinois</td>
</tr>
<tr>
<td>2005 – 2005</td>
<td>Kelly Laura Horrigan</td>
<td>Missouri Health Sciences Psychology Consortium, Columbia, MO</td>
</tr>
<tr>
<td>2006 – 2007</td>
<td>Buddy Poje</td>
<td>KU Medical Center</td>
</tr>
<tr>
<td>2006 – 2007</td>
<td>Mary Sheridan</td>
<td>Minnesota Neurorehabilitation Hospital</td>
</tr>
<tr>
<td>2007 – 2008</td>
<td>Amy Goetzinger</td>
<td>Duke University School of Medicine</td>
</tr>
<tr>
<td>2007 – 2008</td>
<td>Megan Pinkston-Camp</td>
<td>University of Maryland School of Medicine / Baltimore VA Consortium</td>
</tr>
<tr>
<td>2007 – 2008</td>
<td>Shani Stewart</td>
<td>Missouri Health Sciences Psychology Consortium, Columbia, MO</td>
</tr>
<tr>
<td>???</td>
<td>YOU</td>
<td>???</td>
</tr>
</tbody>
</table>
Appendices
2007 Match Results Statistics
(from www.appic.org)

We are pleased to report that 2,588 applicants were successfully matched to internship positions. A total of 45% of all matched applicants received their top-ranked choice of internship site, approximately two-thirds (67%) received one of their top two choices, and four-in-five (80%) received one of their top three choices.

A total of 842 applicants were not matched to an internship position, while 296 positions remained unfilled.

Following are the changes in numbers of applicants and positions as compared to the 2006 APPIC Match:

Applicants:
- Registered for the Match: +219
- Withdrawn or did not submit ranks: -1
- Matched: +109
- Unmatched: +111

Positions:
- Offered in the Match: +105
- Filled: +109
- Unfilled: -4

Following is a five year comparison of the 2002 and 2007 Match statistics:

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2007</th>
<th>5-Year Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participating Sites</td>
<td>610</td>
<td>640</td>
<td>+30 (+5%)</td>
</tr>
<tr>
<td>Positions Offered</td>
<td>2,752</td>
<td>2,884</td>
<td>+132 (+5%)</td>
</tr>
<tr>
<td>Positions Filled</td>
<td>2,410</td>
<td>2,588</td>
<td>+178 (+7%)</td>
</tr>
<tr>
<td>Positions Unfilled</td>
<td>342</td>
<td>296</td>
<td>-46 (-13%)</td>
</tr>
<tr>
<td>Registered Applicants</td>
<td>3,073</td>
<td>3,698</td>
<td>+625 (+20%)</td>
</tr>
</tbody>
</table>
Withdrawn Applicants 231 268 +37 (+16%)
Matched Applicants 2,410 2,588 +178 (+7%)
Unmatched Applicants 432 842 +410 (+95%)

INTERNSHIP PROGRAMS

PARTICIPATION

<table>
<thead>
<tr>
<th>Training Sites Participating in the Match</th>
<th>640</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs Participating in the Match</td>
<td>1,048</td>
</tr>
<tr>
<td>Positions Offered in the Match</td>
<td>2,884</td>
</tr>
</tbody>
</table>

NOTE: Remember that a "training site" can offer more than one "program" in the Match. Each "program" was identified in the Match by a separate 6-digit code number.

MATCH RESULTS

<table>
<thead>
<tr>
<th>Positions:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Filled in the Match</td>
<td>2,588 (90%)</td>
</tr>
<tr>
<td>Remaining Unfilled</td>
<td>296 (10%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Programs:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Filled in the Match</td>
<td>898 (86%)</td>
</tr>
<tr>
<td>With Unfilled Positions</td>
<td>150 (14%)</td>
</tr>
</tbody>
</table>

NOTE: 24 programs at 23 sites submitted fewer ranks than the number of positions available. As a result, no ranks were submitted for 46 positions, which remained unfilled.

RANKINGS

| Programs Filling All Positions | 8.1 |
| Programs With Unfilled Positions | 3.0 |
| All Programs                   | 7.3 |

Each Registered Applicant Was Ranked by an Average of 5.0 Different Programs.

APPLICANTS

PARTICIPATION

| Applicants Registered in the Match | 3,698 |
| Applicants Who Withdrew or Did Not Submit Ranks | 268 |
| Applicants Participating in the Match (includes 40 individuals who participated in the Match as 20 "couples") | 3,430 |
### Match Results

<table>
<thead>
<tr>
<th>Applicants Matched</th>
<th>2,588</th>
<th>(75%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participating Applicants Not Matched</td>
<td>842</td>
<td>(25%)</td>
</tr>
</tbody>
</table>

### Match Results by Rank Number on Applicant's List

(Percentages may not total to 100 due to rounding errors):

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number of Applicants</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1,170</td>
<td>(45%)</td>
</tr>
<tr>
<td>2</td>
<td>556</td>
<td>(21%)</td>
</tr>
<tr>
<td>3</td>
<td>338</td>
<td>(13%)</td>
</tr>
<tr>
<td>4</td>
<td>197</td>
<td>(8%)</td>
</tr>
<tr>
<td>5</td>
<td>128</td>
<td>(5%)</td>
</tr>
<tr>
<td>6</td>
<td>61</td>
<td>(2%)</td>
</tr>
<tr>
<td>7</td>
<td>39</td>
<td>(2%)</td>
</tr>
<tr>
<td>8</td>
<td>39</td>
<td>(2%)</td>
</tr>
<tr>
<td>9</td>
<td>15</td>
<td>(1%)</td>
</tr>
<tr>
<td>10 or higher</td>
<td>45</td>
<td>(2%)</td>
</tr>
<tr>
<td>Total</td>
<td>2,588</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

### Rankings

<table>
<thead>
<tr>
<th>Average Number of Rankings Submitted Per Applicant:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matched Applicants</td>
</tr>
<tr>
<td>Unmatched Applicants</td>
</tr>
<tr>
<td>Overall</td>
</tr>
</tbody>
</table>

Each Position was ranked by an average of 8.1 Applicants.
Summary of Program Rankings

The following report contains additional statistics on how successful programs were, on average, in matching with applicants.

There are several important issues that must be considered in attempting to analyze program success based on the rank numbers of matched applicants.

DEFINITIONAL PROBLEMS: Because each applicant submitted a single Rank Order List in order to match to a single position, it is easy to identify his or her "first choice," "second choice," etc. However, for an internship program, determining first or second choice applicants is a far more difficult and complex task. First, many programs attempt to fill several positions; if a program has three positions to fill, an applicant ranked third by that program can in effect be considered a "first choice" for purposes of the Match. Furthermore, a significant number of sites submitted multiple Rank Order Lists for a single program, sometimes ranking the same applicant on different Lists with different rank numbers. Also, the reversion of unfilled positions between lists adds a further complication to this analysis.

We worked closely with National Matching Services in an attempt to resolve these difficulties and to develop a reasonable method of presenting this data.

STANDARDIZED RANKINGS: For the purposes of this analysis, we converted each site's rankings to a "standardized rank."
This is best explained by example: if the number of positions to be filled from a Rank Order List was three, then the first three applicants on this List were considered to be "first choice" applicants and given a standardized rank of 1. The next three applicants on that List were defined as "second choice" applicants and given a standardized rank of 2. And so on.

**MATCH RESULTS BY STANDARDIZED RANK NUMBER ON INTERNSHIP PROGRAM LIST**
**PERCENTAGES MAY NOT TOTAL TO 100 DUE TO ROUNDED ERRORS:**

<table>
<thead>
<tr>
<th>Standardized Rank</th>
<th># of Applicants Matched</th>
<th>% of Applicants Matched</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>909</td>
<td>(38%)</td>
</tr>
<tr>
<td>2</td>
<td>732</td>
<td>(28%)</td>
</tr>
<tr>
<td>3</td>
<td>420</td>
<td>(16%)</td>
</tr>
<tr>
<td>4</td>
<td>219</td>
<td>(8%)</td>
</tr>
<tr>
<td>5</td>
<td>102</td>
<td>(4%)</td>
</tr>
<tr>
<td>6</td>
<td>65</td>
<td>(3%)</td>
</tr>
<tr>
<td>7</td>
<td>31</td>
<td>(1%)</td>
</tr>
<tr>
<td>8</td>
<td>11</td>
<td>(0%)</td>
</tr>
<tr>
<td>9</td>
<td>6</td>
<td>(0%)</td>
</tr>
<tr>
<td>10 or higher</td>
<td>13</td>
<td>(1%)</td>
</tr>
<tr>
<td>Total</td>
<td>2,588</td>
<td>(100%)</td>
</tr>
</tbody>
</table>

To interpret this chart: of all positions that were filled in the Match, 38% were filled with "first choice" applicants (as defined above), 28% with "second choice" applicants, and so on.

Furthermore, 66% were filled with "first" or "second" choice applicants, while 83% were filled with "third choice" applicants or better.

Of course, comparing these numbers to applicants’ Match statistics should be done with extreme caution, given the significantly different ways in how "first choice", "second choice", etc. were defined in each analysis.
CLEARINGHOUSE STATISTICS:

1. In 2006, 286 (95%) of the 300 unfilled internship positions from the APPIC Match were included in the Clearinghouse "List of Unfilled Positions" (note that Training Directors had the option of excluding their positions from this list). These 286 positions were located at 133 internship sites.

A total of 60 positions (21%) on this list were located in APA-accredited programs, while one position was located in a CPA-accredited program. A total of 258 positions (90%) were located in APPIC-member programs.

2. An APPIC study of the 2006 Clearinghouse found that approximately 23% of unfilled positions were filled on the FIRST DAY of the Clearinghouse, while 53% were filled within the first week.

3. This study also found that approximately 60% of unmatched applicants were able to secure an internship site after Match Day. Of those who found positions, 34% were placed at APA- or CPA-accredited sites, while 68% were placed at APPIC-member sites.

A total of 13% accepted an unpaid position through the Clearinghouse, while 46% found a position with standard benefits (e.g. medical insurance).

4. The amount of effort that an unmatched applicant put into the Clearinghouse process appeared to have had a dramatic effect on the likelihood of getting placed:

<table>
<thead>
<tr>
<th>Amount of Effort</th>
<th>Percent who Found an Internship</th>
</tr>
</thead>
<tbody>
<tr>
<td>No effort at all</td>
<td>0 %</td>
</tr>
<tr>
<td>Little effort</td>
<td>22 %</td>
</tr>
<tr>
<td>Moderate effort</td>
<td>41 %</td>
</tr>
<tr>
<td>Quite a bit of effort</td>
<td>57 %</td>
</tr>
<tr>
<td>A great deal of effort</td>
<td>72 %</td>
</tr>
</tbody>
</table>

5. Applicants who participated in the 2006 Clearinghouse process reported submitting an average of 18 applications (sd=16, median=12) to internship programs on or after Match Day. Furthermore, applicants reported hearing back (e.g., acknowledgement of application, notification of rejection, request for an interview) from about 35% of programs to which they applied (in other words, on average, applicants were never contacted by about two-thirds of the sites to which they submitted materials).
6. The 2006 APPIC study found that, of those applicants who found a position after Match Day, 56% reported that they learned about the position via the APPIC Clearinghouse. Some of the other ways in which unmatched applicants learned about the positions that they eventually accepted were via: their Director of Clinical Training (20%), their own investigative efforts (6%), CAPIC (5%), another person (5%), the ACCTA Clearinghouse (0.5%), or another method (7%).

7. In 2006, a total of 168 e-mail messages were sent by Training Directors to the Clearinghouse e-mail list within the first week of operation (February 27 to March 5), including 103 messages on Match Day. These numbers include both announcements of vacancies as well as other messages (e.g., announcements that positions were filled). The number of messages decreased significantly thereafter, with a total of 22 posted between March 6 and March 31, 24 in April, eight in May, two in June, six in July, and nine more between August and October.
2006 APPIC Match: Survey of Internship Applicants
May 20, 2006

This survey of applicants who were registered for the 2006 APPIC Match was conducted via the internet between February 27 and March 29, 2006. All 3,479 applicants who registered for the APPIC Match were sent an e-mail message (along with two reminder e-mails) about the availability of the survey at a specific internet address. A total of 2,337 internship applicants (67%) completed some or all of the survey.

Results of the survey are presented below. Missing data and "Not Applicable" responses were eliminated, and percentages do not necessarily total 100% due to rounding. Some survey items requested open-ended comments that were not included below.

Some of the more interesting findings from this survey include:

1. Approximately 78% of internship applicants in the 2006 Match were female (see question 25). Questions 20–28 provide additional demographic information.

2. Applicants submitted an average of 12.9 internship applications (see question 9). The means reported by applicants in previous years were:

   - 2005 Match – 12.4 applications
   - 2004 Match – 12.4 applications
   - 2003 Match – 12.1 applications
   - 2002 Match – 13.1 applications
   - 1999 Match – 13.8 applications

3. Twelve percent of applicants reported being unable to participate in one or more interviews because of scheduling conflicts (see question 12).

4. Despite APPIC’s instructions that applicants should use only their true preferences when developing their Rank Order Lists, 5% of applicants reported doing otherwise (see question 16).
6. Fifteen percent of applicants reported completing an online version of the AAPI for at least one site (see question 17).

7. Applicants endorsed the adoption of a "Centralized Application Service," but only if the cost is kept to a minimum (see question 19a–e).

8. The cost of participating in the selection process varied dramatically across applicants. While the average applicant spent $1,508 (median = $1,120, SD = $1,348), many applicants spent considerably less while many spent considerably more (see question 18).

9. A total of 377 applicants (16.1%) believed that they experienced some form of discrimination during the selection process (see question 29).

10. Questions 34 and 35 provide the median numbers of practicum hours reported by applicants. APPIC recommends that applicants interpret these numbers cautiously. Applicants should NOT assume that the numbers of practicum hours reported are necessary to successfully obtain an internship, as many Training Directors have told us that they consider these raw numbers to be one of the less important aspects of an application.

11. Fifty-five percent of applicants had at least one publication at the time of submitting their applications, while 77% had at least one professional presentation (see questions 38 and 39).

<table>
<thead>
<tr>
<th>Type of Doctoral Program</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical</td>
<td>1793</td>
<td>77 %</td>
</tr>
<tr>
<td>Counseling</td>
<td>328</td>
<td>14 %</td>
</tr>
<tr>
<td>School</td>
<td>107</td>
<td>5 %</td>
</tr>
<tr>
<td>Combined</td>
<td>80</td>
<td>3 %</td>
</tr>
<tr>
<td>Other</td>
<td>23</td>
<td>1 %</td>
</tr>
</tbody>
</table>

INTERPRETATION NOTE: A "combined" program could mean: (a) a doctoral program that defines itself as a "combined" program (e.g., clinical–school), or (b) an arrangement negotiated by a student in which he/she integrates the curricula of two separate doctoral programs at his/her school.

<table>
<thead>
<tr>
<th>Degree Sought</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ph.D.</td>
<td>1407</td>
<td>60 %</td>
</tr>
<tr>
<td>Psy.D.</td>
<td>913</td>
<td>39 %</td>
</tr>
<tr>
<td>Ed.D.</td>
<td>4</td>
<td>0 %</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>0 %</td>
</tr>
<tr>
<td>3.</td>
<td>Is your doctoral program APA- or CPA-accredited?</td>
<td></td>
</tr>
<tr>
<td>----</td>
<td>-------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>2150</td>
<td>93 %</td>
</tr>
<tr>
<td>No</td>
<td>158</td>
<td>7 %</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4.</th>
<th>Is your program housed within a religiously-affiliated institution?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>321</td>
</tr>
<tr>
<td>No</td>
<td>1999</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5.</th>
<th>Please check the item that applies to you (Please respond even if you withdrew from the Match or did not submit a Rank Order List):</th>
</tr>
</thead>
<tbody>
<tr>
<td>This is my FIRST time participating in the match</td>
<td>2182</td>
</tr>
<tr>
<td>This is my SECOND time participating in the Match</td>
<td>135</td>
</tr>
<tr>
<td>This is my THIRD time participating in the Match</td>
<td>7</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>6.</th>
<th>Were you matched to an internship program by the APPIC Match? (i.e., did your official notification from National Matching Services [NMS] indicate that you were successfully matched to an internship program?)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1849</td>
</tr>
<tr>
<td>No</td>
<td>406</td>
</tr>
<tr>
<td>Withdrew / No rankings submitted</td>
<td>70</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>7a.</th>
<th>The materials and instructions provided by National Matching Services (NMS) were clear and comprehensive.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>1376</td>
</tr>
<tr>
<td>Agree</td>
<td>820</td>
</tr>
<tr>
<td>Neutral</td>
<td>52</td>
</tr>
<tr>
<td>Disagree</td>
<td>26</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>52</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>7b.</th>
<th>The registration process with NMS went smoothly.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>1623</td>
</tr>
<tr>
<td>Agree</td>
<td>580</td>
</tr>
<tr>
<td>Neutral</td>
<td>44</td>
</tr>
</tbody>
</table>
### 7c.
The submission of my Rank Order List to NMS went smoothly.

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>1711</td>
<td>76%</td>
</tr>
<tr>
<td>Agree</td>
<td>456</td>
<td>20%</td>
</tr>
<tr>
<td>Neutral</td>
<td>28</td>
<td>1%</td>
</tr>
<tr>
<td>Disagree</td>
<td>14</td>
<td>1%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>46</td>
<td>2%</td>
</tr>
</tbody>
</table>

### 7d.
NMS was responsive to my questions and concerns (choose "N/A" if you never contacted NMS).

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>262</td>
<td>55%</td>
</tr>
<tr>
<td>Agree</td>
<td>140</td>
<td>29%</td>
</tr>
<tr>
<td>Neutral</td>
<td>43</td>
<td>9%</td>
</tr>
<tr>
<td>Disagree</td>
<td>18</td>
<td>4%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>18</td>
<td>4%</td>
</tr>
</tbody>
</table>

### 7e.
I am satisfied with the Match result that I received from the Matching Program.

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>1137</td>
<td>51%</td>
</tr>
<tr>
<td>Agree</td>
<td>444</td>
<td>20%</td>
</tr>
<tr>
<td>Neutral</td>
<td>173</td>
<td>8%</td>
</tr>
<tr>
<td>Disagree</td>
<td>151</td>
<td>7%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>321</td>
<td>14%</td>
</tr>
</tbody>
</table>

### 7f.
Overall, I am satisfied with the APPIC Matching Program.

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>860</td>
<td>37%</td>
</tr>
<tr>
<td>Agree</td>
<td>740</td>
<td>32%</td>
</tr>
<tr>
<td>Neutral</td>
<td>363</td>
<td>13%</td>
</tr>
<tr>
<td>Disagree</td>
<td>215</td>
<td>9%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>177</td>
<td>8%</td>
</tr>
</tbody>
</table>

### 8a.
In your judgement, did you experience any violation(s) of APPIC Match Policies by any site?

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>199</td>
<td>9%</td>
</tr>
<tr>
<td>No</td>
<td>1923</td>
<td>83%</td>
</tr>
<tr>
<td>Unsure</td>
<td>203</td>
<td>9%</td>
</tr>
</tbody>
</table>
NOTE: Results of this question from previous years:

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>8 %</td>
<td>85 %</td>
<td>7 %</td>
</tr>
<tr>
<td>2004</td>
<td>8 %</td>
<td>86 %</td>
<td>7 %</td>
</tr>
<tr>
<td>2003</td>
<td>11 %</td>
<td>77 %</td>
<td>12 %</td>
</tr>
<tr>
<td>2002</td>
<td>11 %</td>
<td>78 %</td>
<td>12 %</td>
</tr>
<tr>
<td>2001</td>
<td>10 %</td>
<td>76 %</td>
<td>14 %</td>
</tr>
<tr>
<td>2000</td>
<td>15 %</td>
<td>74 %</td>
<td>12 %</td>
</tr>
<tr>
<td>1999</td>
<td>12 %</td>
<td>77 %</td>
<td>11 %</td>
</tr>
</tbody>
</table>

NOTE: It should be noted that Match Policy changes over the years may have influenced responses to this item.

8b. Did you reveal any ranking information (e.g. You are my first choice") to any site?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>17</td>
<td>2293</td>
<td>13</td>
</tr>
</tbody>
</table>

8c. Did you experience inappropriate pressure from any site to reveal your rankings?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>57</td>
<td>2214</td>
<td>45</td>
</tr>
</tbody>
</table>

8d. Did any site reveal ranking information to you (e.g. "You are our first choice")?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>62</td>
<td>2210</td>
<td>44</td>
</tr>
</tbody>
</table>

9. To how many internship sites did you apply (i.e., how many separate internship applications did you submit)?

- Mean = 12.9
- Median = 13
- Mode = 15
- SD = 5.2

10. Considering ALL of the sites to which you applied, how many did NOT notify you of your interview status (e.g., received an interview, no longer under consideration) on or before the "interview notification date" listed in their APPIC Directory information? For example, if all of your sites notified you in a timely manner, choose "0".

- Mean = 1.2
Median = 1
Mode = 0
SD = 1.8

11. How many interviews (telephone or on-site) were you offered?

Mean = 6.4
Median = 6
Mode = 4
SD = 3.6

12. At how many sites were you offered an interview, but no interview took place (either via telephone or in-person) solely due to scheduling conflicts?

<table>
<thead>
<tr>
<th>None</th>
<th>2006</th>
<th>88 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 site</td>
<td>210</td>
<td>9 %</td>
</tr>
<tr>
<td>2 sites</td>
<td>49</td>
<td>2 %</td>
</tr>
<tr>
<td>3 sites</td>
<td>16</td>
<td>1 %</td>
</tr>
<tr>
<td>4 sites</td>
<td>2</td>
<td>0 %</td>
</tr>
<tr>
<td>5 or more sites</td>
<td>3</td>
<td>0 %</td>
</tr>
</tbody>
</table>

13. How many programs did you include on your final Rank Order List (i.e., how many program code numbers were listed)?

Mean = 6.8
Median = 6
Mode = 8
SD = 4.1

NOTE: Use caution when comparing these numbers with the results from questions 9–11, since some sites used multiple program code numbers.

14. What was the rank of the program that you were matched to?

(Please see the 2006 APPIC Match statistics for this information)

15. Did you participate in the Match with another person as a "couple" (i.e., by using special Match procedures to submit pairs of rankings?)

| Yes | 33 | 1 % |
16. For the Match, applicants were instructed to construct their Rank Order Lists based only on their TRUE preferences, and to ignore such things as how they thought they were ranked by programs, programs' popularity, number of positions offered by programs, etc.

Did the Rank Order List that you submitted to NMS reflect ONLY your TRUE preferences? (Please skip this question if you did not submit a Rank Order List)

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>2161</th>
<th>95 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>107</td>
<td></td>
<td>5 %</td>
</tr>
</tbody>
</table>

17. How many sites asked you complete an online version of the AAPI (APPIC Application for Psychology Internships) via the internet?

For example, a site might have asked you to enter some information from your AAPI into an online form. (Please do NOT include times in which you sent your AAPI to a site as an e-mail attachment)

<table>
<thead>
<tr>
<th></th>
<th>None</th>
<th>1957</th>
<th>85 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 site</td>
<td>214</td>
<td>9 %</td>
<td></td>
</tr>
<tr>
<td>2 sites</td>
<td>44</td>
<td>2 %</td>
<td></td>
</tr>
<tr>
<td>3 sites</td>
<td>21</td>
<td>1 %</td>
<td></td>
</tr>
<tr>
<td>4 sites</td>
<td>9</td>
<td>0 %</td>
<td></td>
</tr>
<tr>
<td>5 or more sites</td>
<td>65</td>
<td>3 %</td>
<td></td>
</tr>
</tbody>
</table>

19a. APPIC is considering the adoption of a "Centralized Application Service" that would allow you to create and update your AAPI entirely through the internet. In other words, instead of using your word processor, you would enter your application information into APPIC's web site and, when ready to submit your applications, you would have them transmitted directly to selected internship sites via the internet.

We imagine that many sites would be excited at the option of receiving your AAPI online. There may continue to be some sites that would prefer to receive your AAPI by regular mail, and for those sites you would be able to print a copy and mail it to them.

Keeping in mind how much you spent this year in preparing and submitting your applications, please let us know whether or not you believe that APPIC should adopt such a system, based on the various cost options listed below.

APPIC should adopt this system if there was NO COST to the applicant.

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>1710</td>
<td>74 %</td>
</tr>
<tr>
<td>Agree</td>
<td>409</td>
<td>18 %</td>
</tr>
<tr>
<td>Neutral</td>
<td>128</td>
<td>6 %</td>
</tr>
<tr>
<td>Disagree</td>
<td>44</td>
<td>2 %</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>29</td>
<td>1 %</td>
</tr>
</tbody>
</table>
### 19b. APPIC should adopt this system if there was a cost of $25 to the applicant.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Tally</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>741</td>
<td>32%</td>
</tr>
<tr>
<td>Agree</td>
<td>833</td>
<td>36%</td>
</tr>
<tr>
<td>Neutral</td>
<td>282</td>
<td>12%</td>
</tr>
<tr>
<td>Disagree</td>
<td>203</td>
<td>9%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>251</td>
<td>11%</td>
</tr>
</tbody>
</table>

### 19c. APPIC should adopt this system if there was a cost of $50 to the applicant.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Tally</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>361</td>
<td>16%</td>
</tr>
<tr>
<td>Agree</td>
<td>508</td>
<td>22%</td>
</tr>
<tr>
<td>Neutral</td>
<td>454</td>
<td>20%</td>
</tr>
<tr>
<td>Disagree</td>
<td>439</td>
<td>19%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>541</td>
<td>23%</td>
</tr>
</tbody>
</table>

### 19d. APPIC should adopt this system if there was a cost of $75 to the applicant.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Tally</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>170</td>
<td>7%</td>
</tr>
<tr>
<td>Agree</td>
<td>272</td>
<td>12%</td>
</tr>
<tr>
<td>Neutral</td>
<td>386</td>
<td>17%</td>
</tr>
<tr>
<td>Disagree</td>
<td>587</td>
<td>26%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>683</td>
<td>38%</td>
</tr>
</tbody>
</table>

### 19e. APPIC should adopt this system if there was a cost of $100 to the applicant.

<table>
<thead>
<tr>
<th>Agreement Level</th>
<th>Tally</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>137</td>
<td>6%</td>
</tr>
<tr>
<td>Agree</td>
<td>147</td>
<td>6%</td>
</tr>
<tr>
<td>Neutral</td>
<td>319</td>
<td>14%</td>
</tr>
<tr>
<td>Disagree</td>
<td>481</td>
<td>21%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>1218</td>
<td>53%</td>
</tr>
</tbody>
</table>

### DEMOGRAPHIC INFORMATION

### 20. What is your age?

<table>
<thead>
<tr>
<th>Measurement</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>30.6</td>
</tr>
<tr>
<td>Median</td>
<td>29</td>
</tr>
<tr>
<td>Mode</td>
<td>28</td>
</tr>
<tr>
<td>SD = 6.2</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td></td>
</tr>
<tr>
<td>Range = 23 to 65</td>
<td></td>
</tr>
<tr>
<td>N = 2272</td>
<td></td>
</tr>
</tbody>
</table>

21. **How many dependent children are living with you?**

| None | 1905 | 84 % |
| 1 | 212 | 9 % |
| 2 | 104 | 5 % |
| 3 | 36 | 2 % |
| 4 | 8 | 0 % |
| 5 | 3 | 0 % |
| 6 | 1 | 0 % |
| 7 | 1 | 0 % |

22. **How many adult dependents are currently living with you, or for whom you are responsible? (DO include other relatives or individuals, i.e., mother, father, grandparent, ward. DO NOT include an able-bodied spouse/partner).**

| None | 2149 | 95 % |
| 1 | 95 | 4 % |
| 2 | 7 | 0 % |
| 3 | 0 | 0 % |
| 4 | 1 | 0 % |
| 5 | 1 | 0 % |

23. **What is your current marital or relationship status?**

| Married / Partnered | 1258 | 55 % |
| Not Married or Partnered | 1013 | 45 % |

24. **What is your country of citizenship?**

| U.S. | 2040 | 90 % |
| Canada | 104 | 5 % |
| Other | 129 | 6 % |

25. **What is your gender?**

| Male | 489 | 22 % |
| Female | 1773 | 78 % |
| Other (e.g., trans, intersex) | 3 | 0 % |
26. **What is your racial/ethnic identification? Check all that apply.**

<table>
<thead>
<tr>
<th>Racial/Ethnicity</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American/Black</td>
<td>115</td>
<td>5%</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>22</td>
<td>1%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>147</td>
<td>6%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>141</td>
<td>6%</td>
</tr>
<tr>
<td>White (Non-Hispanic)</td>
<td>1026</td>
<td>81%</td>
</tr>
<tr>
<td>Other</td>
<td>78</td>
<td>3%</td>
</tr>
</tbody>
</table>

27. **What is your sexual orientation?**

<table>
<thead>
<tr>
<th>Orientation</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>2114</td>
<td>94%</td>
</tr>
<tr>
<td>Gay</td>
<td>37</td>
<td>2%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>40</td>
<td>2%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>58</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>9</td>
<td>0%</td>
</tr>
</tbody>
</table>

28. **What types of disability(ies) do you have? Please check all that apply. (If none, please skip this question)**

<table>
<thead>
<tr>
<th>Disability</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blind/Visually Impaired</td>
<td>9</td>
<td>0%</td>
</tr>
<tr>
<td>Deaf/Hard of Hearing</td>
<td>6</td>
<td>0%</td>
</tr>
<tr>
<td>Physical/Orthopedic Disability</td>
<td>25</td>
<td>1%</td>
</tr>
<tr>
<td>Learning Disability/Cognitive</td>
<td>36</td>
<td>2%</td>
</tr>
<tr>
<td>Chronic Health Condition</td>
<td>59</td>
<td>3%</td>
</tr>
<tr>
<td>Mental Illness</td>
<td>36</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>22</td>
<td>1%</td>
</tr>
</tbody>
</table>

**NOTE:** Percentages were calculated based on the entire subject pool of 2,337 applicants.

29. **If you believe that you have experienced some form of discrimination during the selection process, please designate the category(ies) for which this occurred (if you did not experience discrimination, please skip this question).**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>89</td>
<td>23%</td>
</tr>
<tr>
<td>Gender</td>
<td>47</td>
<td>12%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>84</td>
<td>22%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>14</td>
<td>4%</td>
</tr>
<tr>
<td>Religion</td>
<td>45</td>
<td>12%</td>
</tr>
<tr>
<td>Disability</td>
<td>12</td>
<td>3%</td>
</tr>
<tr>
<td>Marital/Relationship Status</td>
<td>34</td>
<td>9%</td>
</tr>
<tr>
<td>Parental Status (i.e., having or expecting children)</td>
<td>61</td>
<td>16%</td>
</tr>
<tr>
<td>Other</td>
<td>116</td>
<td>31%</td>
</tr>
</tbody>
</table>
NOTE: A total of 377 applicants (16.1%) responded affirmatively to one or more categories.

30. Open Ended Question

31. Did you have any geographic restrictions on your internship search that EITHER (a) reduced the number of sites to which you applied, or (b) kept you from applying to sites in which you were interested?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>1295</td>
<td>970</td>
</tr>
<tr>
<td>%</td>
<td>57%</td>
<td>43%</td>
</tr>
</tbody>
</table>

32. IF YOU ANSWERED "YES" TO QUESTION 31: Which of the following best describes the reason for your geographic restriction:

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I could only apply in a particular geographic area because of significant family, financial, and/or health considerations</td>
<td>579</td>
<td>44%</td>
</tr>
<tr>
<td>I chose to restrict my search to particular geographic area(s) due to personal preference (e.g., preferred place to live, to be near family or friends)</td>
<td>609</td>
<td>52%</td>
</tr>
<tr>
<td>Other</td>
<td>49</td>
<td>4%</td>
</tr>
</tbody>
</table>

33. IF YOU ANSWERED "YES" TO QUESTION 31: Which of the following best describes your geographic restriction?

<table>
<thead>
<tr>
<th>Restriction</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>A single city or town, or within a 100-mile radius of a city/town</td>
<td>447</td>
<td>34%</td>
</tr>
<tr>
<td>State / Province</td>
<td>156</td>
<td>12%</td>
</tr>
<tr>
<td>Region of the Country</td>
<td>546</td>
<td>41%</td>
</tr>
<tr>
<td>Other</td>
<td>169</td>
<td>13%</td>
</tr>
</tbody>
</table>

QUESTIONS ABOUT YOUR AAPI

We would like to know the TOTAL NUMBER OF PRACTICUM HOURS that you reported on your AAPI. This includes ALL of your practicum hours, including hours from a terminal masters program and doctoral hours both before and after November 1.

34. In Section 3, Item 4, "Summary of Practicum Hours," please look in the right-most column, TOTAL HOURS INCLUDING ESTIMATED HOURS, and enter the hours listed for:

<table>
<thead>
<tr>
<th>Category</th>
<th>Median</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Intervention and Assessment:</td>
<td>928</td>
<td>1638</td>
</tr>
<tr>
<td>b. Support:</td>
<td>846</td>
<td>1632</td>
</tr>
<tr>
<td>c. Supervision:</td>
<td>412</td>
<td>1631</td>
</tr>
<tr>
<td>TOTAL HOURS</td>
<td>2274</td>
<td>1631</td>
</tr>
</tbody>
</table>

INTERPRETATION NOTE: These hours INCLUDE "Estimated" hours to be completed after November 1. "Total Hours" were calculated by summing the hours provided by each respondent. The "Total Hours" reported reflects a 4% increase as compared to the 2005 applicant survey.
APPIC advises applicants to interpret these numbers cautiously. Applicants should NOT assume that the numbers of practicum hours listed above are necessary to successfully obtain an internship, as many Training Directors have told us that they consider these numbers to be one of the less important aspects of an application.

35. Now, looking at the same table on your AAPI, please provide us with the numbers in the center column, under TOTAL COMPLETED HOURS. These are your practicum hours completed through November 1, excluding estimated hours.

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Intervention and Assessment:</td>
<td>759</td>
<td>1624</td>
</tr>
<tr>
<td>b. Support:</td>
<td>717</td>
<td>1619</td>
</tr>
<tr>
<td>c. Supervision:</td>
<td>352</td>
<td>1619</td>
</tr>
<tr>
<td>TOTAL HOURS</td>
<td>1911</td>
<td>1619</td>
</tr>
</tbody>
</table>

INTERPRETATION NOTE: These hours EXCLUDE "Estimated" hours to be completed after November 1.

36. For each of the following populations, what was the total number of supervised integrated psychological reports that you reported on your AAPI? This information can be found in Section 4 of the AAPI ("Test Administration"), item 3.

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Adults:</td>
<td>7</td>
<td>1659</td>
</tr>
<tr>
<td>b. Children / Adolescents:</td>
<td>5</td>
<td>1623</td>
</tr>
</tbody>
</table>

NOTE: Only medians were reported, as means and standard deviations were greatly affected by a few applicants who reported an extremely large number of reports.

37. Please provide the MONTH and YEAR that you designated on your AAPI that you completed or expected to complete each stage of your dissertation or doctoral research project.

(Results for this question are not included in this report)

38. How many publications were listed on the Curriculum Vitae that you submitted to internship sites? (Please estimate if you don't know the exact number)

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>839</td>
<td>45 %</td>
</tr>
<tr>
<td>1</td>
<td>310</td>
<td>17 %</td>
</tr>
<tr>
<td>2</td>
<td>202</td>
<td>11 %</td>
</tr>
<tr>
<td>3</td>
<td>135</td>
<td>7 %</td>
</tr>
<tr>
<td>4</td>
<td>119</td>
<td>6 %</td>
</tr>
<tr>
<td>5 to 9</td>
<td>202</td>
<td>11 %</td>
</tr>
<tr>
<td>10 to 14</td>
<td>26</td>
<td>1 %</td>
</tr>
<tr>
<td>15 to 19</td>
<td>6</td>
<td>0 %</td>
</tr>
</tbody>
</table>
39. How many presentations were listed on the Curriculum Vitae that you submitted to internship sites? (Please estimate if you don’t know the exact number)

<table>
<thead>
<tr>
<th>None</th>
<th>427</th>
<th>23 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>200</td>
<td>11 %</td>
</tr>
<tr>
<td>2</td>
<td>182</td>
<td>10 %</td>
</tr>
<tr>
<td>3</td>
<td>172</td>
<td>9 %</td>
</tr>
<tr>
<td>4</td>
<td>135</td>
<td>7 %</td>
</tr>
<tr>
<td>5 to 9</td>
<td>410</td>
<td>22 %</td>
</tr>
<tr>
<td>10 to 14</td>
<td>185</td>
<td>10 %</td>
</tr>
<tr>
<td>15 to 19</td>
<td>81</td>
<td>4 %</td>
</tr>
<tr>
<td>20 or more</td>
<td>72</td>
<td>4 %</td>
</tr>
</tbody>
</table>

40. Upon conclusion of your internship, do you currently plan to apply to formal postdoctoral training programs?

<table>
<thead>
<tr>
<th>Yes</th>
<th>943</th>
<th>49 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>136</td>
<td>7 %</td>
</tr>
<tr>
<td>Unsure</td>
<td>830</td>
<td>43 %</td>
</tr>
</tbody>
</table>
Important Websites:

National Matching Services Website: http://www.natmatch.com/psychint/

APPIC website: http://www.appic.org/


How to de-identify reports that you are submitting with your application:
http://www.appic.org/downloads/HIPAA_De-Identifying_10-29-03.html

Stress Management websites:
- Get your very own “Stress Eraser” at: www.stresseraser.com 😊
Advice for Applicants from Internship Faculty and Training Directors

Dr. Robert Kerns, Chief of Psychology Service
VACT Healthcare System: West Haven Campus

Let me begin by acknowledging the intensity and stressfulness of the process of selecting a predoctoral psychology internship program. Please know that the faculty making the decisions appreciate the efforts that students put forth and their thoughtfulness in arriving at a decision about where to train.

Ultimately, the decision about where to obtain internship training comes down to finding the optimal "match". Throughout the entire process, and especially during interviews, "to thine self be true", that is, be yourself! No good is served by trying to misrepresent yourself in a way that you think those making the selections would find attractive. Know what you want in an internship experience, and be active in a process that is designed to find the right program for you.

From my perspective, the key to success in this process is to be as clear as possible about a few primary factors. Clarity about personal goals for training in the context of early career aspirations and expectations should be a top priority. Ongoing and focused consultation with academic advisors is critical in the process of contemplating these decisions. As examples, it is important to decide how strong one's academic and research interests are (i.e., are you interested in an academic career), how important a specialty focus is (e.g., clinical health psychology, clinical neuropsychology), what kinds of special populations one is interested in working with (e.g., children, women, elderly), what theoretical and clinical orientations one is interested in [i.e., sole interest and commitment to a specific orientation versus an interest in exploring new approaches or a diversity of approaches], and what kind of setting one is interested in working in (e.g., medical setting, community mental health setting). Answers to these questions go a long way in narrowing the playing field and in helping to focus the search.

Geography is a second major consideration. In this context, ongoing negotiations with a spouse, partner, or important others is critical to ensuring confidence and satisfaction with the choice of an internship site. Don't apply to sites that are located in places where you wouldn't want to live, even for a year. It is important to appreciate that, although the predoctoral internship is only one year long, many graduates decide to stay in the same
geographic location, or even specific training setting, for postdoctoral training and first professional positions.

Key to this outcome often relates to the answers to several additional questions. Are you someone who prefers to focus on one challenge at a time or are you a "juggler" who enjoys multiple ongoing challenges? How confident are you in your time-management and organizational skills? Do you feel you are ready to function relatively autonomously in a diversity of clinical settings, or do you believe that your training needs would be better served by a program that offers training in more closely supervised settings? Answers to these questions may help you decide on a training program that is organized into multiple, single training rotations, versus a program that demands an ability to manage multiple ongoing clinical responsibilities across a range of settings. Programs vary in terms of the availability of formal seminars and courses. How important is this to you? Frequency, type and availability of clinical supervision are other key concerns. What kind of supervisory relationship is important to you? All in all, the process of selecting an internship is as exciting as it is challenging. Clarity about goals for training and the answers to some of the questions noted above, among others, should go a long way toward maintaining confidence in yourself, the process, and the outcome.

Best wishes for a successful match!!
Primed to shine

What’s the best way to land—and max—an internship interview? Here’s advice from those who consider your application and do the interviewing.

By Jamie Chamberlin
Monitor Staff
Print version: page 50

Internship training directors across the board emphasize that much of the internship application process boils down to fit between site and student.

The interview, many say, helps determine that fit—of personalities, training goals, supervision styles and other factors—for both sides.

And because many competitive training sites invite half or fewer of their applicants for an onsite or phone interview, students first need a strong application to get their foot in the door. Once they land the interview, it’s equally important for them to make a good impression, whether it’s a one-on-one Q and A with the training director, a short phone interview or a daylong marathon of meetings with rotation supervisors and current interns.

In this roundtable, the Monitorpolls five training directors on winning and making the most out of interviews.

The training directors are:

Pamela J. Epps, PhD, associate director for training, Emory University Student Counseling Center, Atlanta.
Jeanette Hsu, PhD, training director at the Veterans Affairs Palo Alto Health Care System in Palo Alto, Calif.

Ian R. Nicholson, PhD, director of clinical training, London Health Sciences Centre, Ontario.

Barry A. Schreier, PhD, coordinator of training, counseling and psychological services, Purdue University, and president of the Association of Counseling Center Training Agencies (ACCTA).

Patricia Weger, PhD, director of internship training, Houston Independent School District.

Q. What makes a candidate’s application stand out?

Hsu: The personal essay is really important to us. Some students get advice that they shouldn’t include anything personal on their application, but we actually want to see who you are, how you are integrating your interests, what is valuable to you and what led you to psychology. You should show in your essays that you’ve cultivated some specific interests in psychology and are thinking about how internship fits with your career goals. When people are not as coherent in their essays, we think “Who are you?”

Nicholson: Good writing. Some applicants don’t put enough thought into the writing; they lose sight of the fact that this is the best writing example we have for them. We have had applications filled with grammatical errors and typos, and it undermines the piece. Also, follow the 500-word limit. After having read dozens of essays each year, we know what qualifies as over the limit. Trust that you can show who you are within the limit, because more is not always better.

Epps: I like to see an application letter that highlights for me what to look for in the other pages in their application, that is a road map for all their materials. Also, if you have done a practicum at a site similar to the site you are applying to, it’s very important to have a letter of recommendation from that site. If you don’t, it raises eyebrows—they want to know how you function at a site like theirs.

Q. How important is an applicant’s practicum hour count?

Schreier: When ACCTA surveyed its membership in 2003, training directors ranked the number of practicum hours low: It was ranked on average 15th out of 39 criteria they were looking for in an intern. Practicum hours can be important, but they can also be a meaningless measure because a good, efficient student may not need as many hours as another one who needs more time.
Hsu: It's not the number as much as the quality and the kind of hours. We want to know how many of those hours are supervised and about the quality of their supervision. We take people with low hours, but we would ask them more about their case conceptualization and treatment experiences in their interviews. When they have too many hours, we wonder how they could have done this along with all the other graduate school tasks they need to do well.

Epps: We have a minimum—400 hours—and we get some applicants each year who think we don’t mean that. But even if you are the most wonderful candidate in the world, if you don’t meet the minimum for us, we won’t read your application.

Q. What sort of qualities or responses are you looking for during the interview?

Epps: We like to hear how they worked with a certain client and specifically what problems they had. Don’t just share what you did that was great, but the areas you feel like you need to grow in. I really am impressed when someone says, “I wish I had done such and such.” That gives us a sense of what you will be like to supervise, and that you will be insightful and reflective.

Hsu: We watch how they connect with us and the current interns, and it’s an opportunity for us to see how they manage a stressful situation and will function on a team.

Some people have negative interactions with other candidates that we pick up on. If they seem really competitive, they might not be a very good member of the intern class. We don’t want someone who can’t share and work well with others.

Q. What are the best—and worst—questions students can ask during the interview?

Nicholson: The best questions are those that are thoughtful and indicate that you have an understanding of our program and want to see that you would fit in during the training year. Two types of questions are problematic: Those meant as a way to show off and those that indicate that you haven’t read our manual or that we don’t stand out for you.

Epps: I really like questions that flow from the conversation, that show that the applicant has really been thinking about the dialogue and the questions we’re asking them.

Schreier: We do phone interviews, and “Where is Purdue?” is our least favorite question. We want candidates to know our site and to ask specific questions about the nature of certain rotations. We also often get good questions about how we handle conflict, which cues to me that they are also thinking about a fit.
Weger: We appreciate when they seem interested in what life is like in the Houston area, because that gives us an idea that they might really want to come to Houston for internship.

Q. Should a candidate share details about their dissertation status in their application or on the interview?

Hsu: I like to make sure they are in progress with their dissertation, because it makes a difference for their experience if they are well on their way versus just starting. If they are still collecting data, it can be very hard on them during internship, especially if they are trying to work with their data and adviser long distance.

Weger: Applicants should definitely discuss their dissertation status and their research topic because it may be on something about which one of the staff has a particular interest or the setting may have a need for that particular area of expertise. And the interviewers need to know how the completion or noncompletion of the dissertation will affect the intern’s workload. Interns should also check the program’s requirements. Some programs require that the dissertation be completed prior to internship; others may require that the proposal be approved and data collected.

Q. Anything else students should keep in mind throughout the application process?

Nicholson: If you don’t get an interview, it’s not necessarily because we think you’re a bad candidate. We may have 40 excellent applicants, and we can only interview 20. And sometimes the difference between candidates 19 and 21 is awfully small.

Weger: Students should also look at the interview process as way to meet other colleagues through contact with other intern candidates and internship administrators; they are establishing their own colleague network at this point. It’s also an opportunity to learn about a variety of service models and job settings, whether they end up at the site or not.

Schreier: When I was an intern candidate, the advice from the current interns I met at one site was to just be yourself because if it’s a fit, it’s a fit. It’s very decent advice, because if you are yourself, the fit will become obvious.
GOOD LUCK!

Created winter 2007 by Megan Pinkston