



Canadian Council of Professional Psychology Programs  
Conseil canadien des programmes de psychologie professionnelle


## CCPPP NEWSLETTER

*2011 CCPPP Pre-Convention Workshop*

*Wednesday June 1, 2011*

**PROFESSIONAL TRAINING ISSUES IN CANADA:  
DEBATE AND DIALOGUE BETWEEN  
GRADUATE PROGRAMMES AND INTERNSHIPS**

### 2010-2011 Executive

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## President's Message

### Dr. Ian R. Nicholson

As the spring (finally) arrives, a psychologist's heart turns to planning for the CPA convention.

For me, this convention has been the highlight of my year as an internship director. Most of the year, I am surrounded by kind, thoughtful, knowledgeable psychologists who are involved with training and care about our future colleagues. However, they don't really understand what I do in my role as training director. They don't appreciate the intersection of many of the larger professional issues, the local administrative issues, the personal issues of the residents, and the pressures that develop as these mix with the psychology staff as we work through another year of training. For one day a year, I get to meet with my colleagues who actually understand what I do for a living and with whom I can share stories and learn from. This one meeting per year has always invigorated me to go back to it for another year.

The central part of this renewal has been the CCPPP Annual pre-convention workshop. I started attending in 1996 and have gone every year since. This year, our President-Elect, Mike Teschuk, has put together the type of day that focuses on our being able to "Debate and Dialogue" some of the important issues that affect the training that we provide. While we likely won't come up with "the answers" to the issues, the ongoing dialogue moves us ever-forward on our appreciation of how they impact our students and our programs. The hope of our CCPPP Executive is that this can be used as a starting point to advance, not only the work of the members who participate, but also the efforts of CCPPP.

I look forward to seeing everyone in Toronto!



## 2011 CCPPP Pre-convention Workshop June 1, 2011 Toronto, Ontario

**Dr. Michael Teschuk**  
President-Elect

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### *PROFESSIONAL TRAINING ISSUES IN CANADA: DEBATE AND DIALOGUE BETWEEN GRADUATE PROGRAMMES AND INTERNSHIPS*

The Canadian Council of Professional Psychology Programs (CCPPP) is pleased to announce this pre-convention workshop at this year's CPA Annual Convention in Toronto.

This workshop is sponsored jointly by the CCPPP and the Taylor Study Method, an online EPPP preparation program.

Wednesday, June 1, 8:30 – 2:30  
Sheraton Centre Toronto Hotel  
Simcoe/Dufferin Room, Second Floor

5.5 CE Credits

Registration can be completed on the CPA website  
Members (\$65 + HST)  
Students (\$25 + HST)  
Non-CCPPP Members (\$75 + HST)

8:30-9:00

Registration and continental breakfast (included)

9:00-10:30

Topic #1

*Internship Selection and  
Graduate Student Preparation*

Dr. Ian Nicholson (London Health Sciences Centre)  
Dr. Dale Stack (Concordia University)  
Ms Jessica Dere (Concordia University)

10:50-12:10

Topic #2

*Core Training and Curriculum*

Dr. Bob McIlwraith (University of Manitoba)  
Dr. Susan Jerrott (IWK Health Centre, Halifax)  
Ms Teresa Dever Fitzgerald (University of Regina)

12:15-1:15

Lunch (included)

1:15-2:30

CCPPP Executive:

*Discussion, Synthesis, Solutions,  
and Strategic Planning*

3:00-6:00

*CCPPP Annual General Meeting*

followed by a Wine & Cheese Reception

All are welcome to attend

The purpose of this workshop is to bring together members of the professional psychology training community (graduate program faculty, internship supervisors, and students) to discuss issues of mutual concern.

During the first half of the morning, Drs. Nicholson and Stack, and Ms Dere (a current graduate student), will give brief presentations and then help to lead a discussion on the broad topic of the internship selection process. The goal will be to bring to the forefront what internships are looking for in applicants to their programs, and how best graduate programs can prepare their students to be competitive in the internship match.

During the second half of the morning, we will turn our attention to questions of core training requirements and curriculum (in graduate school and internship). Drs. McIlwraith and Jerrott will address questions regarding specialization (when should it occur?) and core curriculum (what skills should we be training to prepare students for the jobs of the future?). Ms Dever Fitzgerald, the CCPPP Student-Liaison, will offer the perspective of a clinical graduate student in the final months of her internship year.

After lunch, the CCPPP Executive will attempt to integrate the discussion from the morning sessions into a strategic plan for the coming year, with opportunity for further “debate and dialogue” amongst the workshop participants.

We hope that you can join us for what promises to be an informative and stimulating discussion.

The CCPPP Annual General Meeting will be held 3:00 to 6:00, immediately following the workshop. Registration is required *only* for the workshop.

The workshop is open to anyone who is interested in professional training, such as training directors, supervisors, students, faculty, administrators, and legislators. **The CCPPP highly values the participation of students and especially would like to encourage them to attend.**

For 2011 CPA Convention registration, and more information on the national convention, please go to: <http://www.cpa.ca/convention/>



## **The Association of Psychology Postdoctoral and Internship Centers (APPIC) Liaison Report**

**Dr. Ian Nicholson  
President**

APPIC has made a successful transition to their new Executive Director, Dr. Jeff Baker who is a former APPIC Board Member and had been the Chair of the APA Committee on Accreditation. He assumed the role following the December 2010 retirement of Connie Hercey, MPA who had been the APPIC ED for over 20 years.

APPIC is very proud with the enhancements to the 2011 centralized application service, based on feedback from internship and graduate school training directors as well as student applicants. They are now working closely with their vendor, Liaison International, to refine the application for the 2012 Match based on continuing feedback, and are grateful to the leadership of Dr. Jason Williams, the AAPI Online Coordinator, with extensive support from an able team.

As you know, APPIC have moved to a new Phase 2 process and eliminated “*the Clearinghouse*”. The hope is that this new approach will resolve much of the angst and chaos previously experienced by everyone involved.

APPIC is in the process of developing a policy about Supplemental Materials, as these program requests seem to increase each year, making it even harder for applicants (and altering the goal for the AAPI Online to serve as a “universal” application – based on requests and feedback from constituents over many years).

They have also starting work toward development of an online system for graduate students to track hours so that translating this information to the AAPI Online will be simplified.

APPIC will soon move to a new website design that they hope will be user friendly and easy to navigate. At the same time, they will update the Directory Online as well.

APPIC will host their annual Business Meeting during the 2011 APA Convention in Washington, DC. The meeting is from 3:00-5:00 pm on Thursday, August 4, followed by a reception from 5:00-6:00 pm.



## CPA Convention Session of Interest to CCPPP Members

### *“A Perfect Match ... Or A Perfect Storm?”*

Training directors from across Canada and other interested persons are invited to a conversation session at the annual meeting of the Canadian Psychological Association concerning internship and training needs. The initial focus will be a presentation of data collected by the Task Force on Internship and Training Issues for Ontario. However this is an issue for all concerned parties from across Canada, with the data presented serving as a jumping off point for broader discussion and problem solving.

The session will be from **11:00 to 12:25 to Thursday June 2 in the Kenora Room, Level 2.**

The Abstract follows below.

For several years, academic and internship directors across Canada have monitored the match statistics from APPIC, concerned over training opportunities for students in professional psychology.

In the match for the 2010-2011 year, 25% of students versus 9% of positions in Canada found themselves unmatched on Match Day. Applicants and positions in Ontario accounted for about half of these respective participants. In recent years, Ontario universities have been encouraged to accept additional graduate students and additional clinical programmes have developed.

In December 2010, individuals from concerned stakeholder groups in Ontario, with logistical support from the College of Psychologists of Ontario, formed a Task Force to gain a better perspective for Ontario on training needs, training settings, and the supports and challenges in maintaining a balance between academic training programs and internship positions. Academic and internship programme directors in Ontario responded to surveys, generating both quantitative and qualitative data, the aggregate data from which will be presented.

The Task Force invites interested parties to join in discussing the results of these surveys, sharing perspectives from across Canada, and brainstorming for the future towards a sufficient number of internships in appropriate areas to train psychologists in Canada.

Task Force members:

MaryAnn Evans (presenter) , University of Guelph;  
Jane Ledingham, University of Ottawa;  
Adrienne Perry, York University;  
Sharon Guger, Hospital for Sick Children;  
Ian Nicholson , London Health Sciences Centre;  
Dorothy Cotton, Correctional Services Canada;  
Catherine Yarrow, College of Psychologists of Ontario



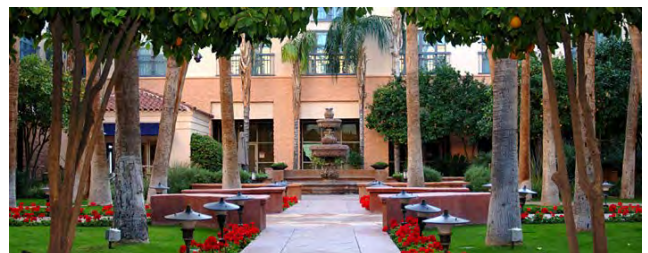
## APPIC 2012 Conference

### *“Quality Training = Quality Psychologists”*

April 26-28, 2012  
Tempe Mission Palms Hotel  
Tempe, Arizona

There is a current *“Call for Posters”*.

The form is available at:  
<http://www.appic.org/downloads/2012APPICConferencePosterProposalForm.doc>



## **Proposed CCPPP Membership Criteria: Doctoral Psychology Programmes**

Professional psychology programs offer didactic and experiential education and training in psychology that qualifies their graduates to provide psychological services to the general public, in areas such as health and human development.

Any Canadian university-based academic programme or Canadian internship programme in Clinical Psychology, Counselling Psychology, Clinical Neuropsychology, or School Psychology will be considered.

We will also review applications from programmes in other substantive or emerging areas of professional psychology where the programme makes a convincing argument of their appropriateness for membership in a professional psychology training organization (e.g., supporting publications are referenced).

**EDUCATIONAL NOTE:** A programme's adherence to the CCPPP membership criteria does not guarantee that the trainees in the program will meet individual state, provincial, or territorial licensing requirements.

The following criteria are used to evaluate membership applications from university-based programmes:

1. The programme is a regionally-accredited in that it is provided in or through a Canadian degree-granting institution that is chartered by a province or territory.
2. The programme is publicly identified as a psychology programme that leads to a doctoral-level professional psychology degree. Public disclosure is reflected in programme brochures and websites.
3. The programme has clearly articulated mission, values, and goals.
4. There is a core group of doctoral-level licensed, certified, or registered (for supervised or autonomous practice) professional psychology faculty members who are responsible for the development and governance of all aspects of the programme to ensure its integrity and quality. There is one psychologist who has primary responsibility for the programme. The faculty members are experienced and productive and demonstrate their commitment to the intellectual,

scientific, and applied aspects of psychology in its teaching, research, and other professional activities.

5. The programme must require at least 3 years full-time or equivalent of resident graduate study. "*Resident graduate study*" means that the students are physically present in the institution so that they can have direct personal face-to-face participation in a variety of academic and professional training activities.

6. The programme has an integrated and organized plan of study that reflects a breadth of exposure in psychology.

7. The plan of study includes academic and practical training that is provided in a sequential fashion, is cumulative, and increases in complexity over the course of the programme to prepare the students for advanced professional training such as doctoral internships, post-doctoral fellowships, and post-doctoral employment.

8. The curriculum in the plan of study must include the following:

- a. Five core content areas that include biological bases of behaviour, cognitive-affective bases of behaviour, social bases of behaviour, individual behaviour, and historical and scientific foundations of general psychology,
- b. Foundation of professional practice in psychology that include scientific and professional standards and ethics, research design and methodology, statistics, and test construction and psychological measurement,
- c. Specific professional skills that include psychological assessment, intervention, consultation, program development and evaluation, and clinical supervision,
- d. Empirically-supported interventions,
- e. Training in more than one therapeutic modality (individual, couple, family, group), and
- f. Field experiences in the form of practica and internships that provide sequential training of increasing complexity in the application of psychological principles and skills to human problems.

9. There is clear and explicit protocol for addressing academic, practice, and/or interpersonally-related difficulties in students such as a remediation plan.

10. There is a clear and explicit protocol available to students to lodge a complaint against the programme, to grieve an action, or to appeal a decision /evaluation made by the programme.

11. There are facilities and resources available to support the programme's goals. The facilities and resources include teaching and research space, computer access, library, office space for the faculty and students, materials and supplies related to the teaching and training in assessment, and practicum and internship facilities.

Submitted by J. Tan, 16 April 2011



## Student Liaison Report

**Ms Theresa Dever Fitzgerald**  
**Student Representative**

Attention Students!

The CCPPP is pleased to co-host with CPA a workshop and internship fair at the CPA Convention in Toronto (June 2011). This joint workshop and internship fair will be held on **Thursday, June 2, 2011 at 2:00pm-4:25pm in the City Hall Room (second level)**. Students applying to internship are *strongly* encouraged to attend this informative workshop to receive tips, helpful suggestions, and advice regarding the application process. This presentation gives students (at all levels of graduate training) the opportunity to hear first-hand from Directors of Clinical Training from an internship and an academic site as well as a student who has been through the application process. Following the presentation, Directors of Training from a variety of internship programs will be present to speak with students about their site and opportunities for internship training.

The CPA Student Section will be hosting their annual Student Social Night at CPA providing students an opportunity to socialize and network. This year the Student Social Night will be held on **Thursday, June 2, 2011 at the RAQ (739 Queen Street West) at 9pm**. Students interested in attending can also convene in the lobby of the Sheraton Hotel at 8:50pm.

The CPA Student Section also invites students to attend their annual Student Section Business Meeting, being held on **Thursday June 2<sup>nd</sup> from 2:00-2:55pm at the Sheraton Hotel York Room**.

The CCPPP is still looking for someone to fill the role of student representative beginning in June, 2011. This two-year position should be filled by a senior Ph.D. (*i.e., students not yet on their pre-doctoral internship*) in psychology. Responsibilities include interacting with the CPA Student Section, attending the CCPPP midwinter meeting, and the Annual General Meeting held at CPA each year, writing newsletter submissions, being involved in the pre-convention workshop held by the CCPPP at CPA, and acting as an advocate for the needs of Canadian students in psychology.

I would strongly recommend this opportunity to students. This experience as the Student Liaison for the last few years has been an extremely valuable one. It has allowed me to make excellent connections with training directors and psychologists across the country. Furthermore, it allowed me to learn about important training issues faced by Canadian programs, internships, and students and to give a voice to students going through the internship process.

Interested applicants should forward a cover letter and CV to Dr. Ian Nicholson, CCPPP President, at [Ian.Nicholson@LHSC.ON.CA](mailto:Ian.Nicholson@LHSC.ON.CA).

I would like to sincerely thank the executive for the opportunity to represent Canadian students as a member of the CCPPP Executive. My time as the student representative has been an excellent opportunity, and one that I am grateful for.



### **CALL FOR NOMINATIONS:**

#### **CCPPP President-Elect**

CCPPP invites nominations, including self-nominations, of members for the Executive Council position of President-Elect.

Please forward nominations to current president, Dr. Ian R. Nicholson, at [ian.nicholson@lhsc.on.ca](mailto:ian.nicholson@lhsc.on.ca). Nominations will be accepted up till the AGM.



## CCPPPP Website & Listserv

**Dr. Sandra Clark**

As you all know, our new website has been up and running since last fall. The feedback so far has been very positive and that the look and navigation through the website is much improved. The executive continues to work on developing the French language translation as well as updating some of the CCPPPP documentation. We will also be discussing the internship and doctoral programs setting information for the directory to ensure students have complete and updated information to review.

In terms of the listserv, this continues to be a useful and timely avenue for DCT's and TD's to communicate regarding issues related to professional psychology. Draft guidelines (included in this newsletter) will be circulated to the membership and will be discussed at the June 2011 AGM.

As a reminder...

If you have a change of DCT or TD, please e-mail me directly as the Web Editor (sclark@cw.bc.ca) and cc Rebecca Mills who looks after the membership list and directory (we try to keep these two sources of information as consistent as possible). When you send this information, please remember to include the e-mail address of the outgoing DCT or TD that was used when they first became a member of the list serve (e-mail addresses do change over time).

You can post a message directly to the list serve using ccpppp-list@ccpppp.ca, but you must be a TD or DCT member that is identified by the list serve members list. You can also set your e-mail to receive a digest option.

If you have a very large e-mail to send or want to include an attachment, please be sure to cc the Web Editor (sclark@cw.bc.ca) otherwise your e-mail will not go through.

Although we discourage the use of attachments, for particularly relevant information for the membership as a whole, these can be forwarded by the Web Editor.

If you have any questions about the website and/or list serve, please do not hesitate to contact me at sclark@cw.bc.ca



## Proposed Guidelines for Use of the CCPPPP Listserv

1. The listserv is open to the Training Directors of CCPPPP member programs (henceforth referred to as "members") and to the CCPPPP Executive.
2. The listserv is provided as a service to facilitate communication among members on issues and inquiries that are of shared interest or relevance.
3. The listserv is not to be used for most commercial purposes. The only exceptions are postings for psychology jobs and psychology post-doctoral positions. Members can contact specific individuals directly if they believe that certain products or service information might be useful to those individuals.
4. Do not post any materials that are considered defamatory, offensive, illegal, threatening, or abusive.
5. Do not post any information or materials that are copyrighted unless it is with the permission of the copyright owner.
6. Do not send administrative messages such as "remove me from the listserv" to the entire list.
7. Do include a signature tag on your messages (e.g., your name, affiliation, email address).
8. Do include a clear and concise subject line.
9. When replying to a message, include only relevant portions of the original message and delete the rest.
10. Do send a message to the entire list only if the message is of interest or relevance to the entire list. Otherwise, please communicate backchannel with the individual(s) of interest.
11. All messages which contain attachments or that are overly lengthy will require approval by the listserv moderator.
12. If you are in a hurry, do keep your messages short and to the point. Instead of sending files as attachments, direct your message recipient to a weblink instead if one is available.

Submitted by J. Tan, 1 April 2011

## 2011 Match Results

**Dr. Ian R. Nicholson**  
**President**

This year, the Association of Psychology Postdoctoral and Internship Centers (APPIC) began a new Phase II of the match. The purpose of this second Phase is to provide a more equitable, organized, and humane process of placing unmatched applicants into internship positions that were unfilled from Phase I.

Last year, APPIC had 278 unfilled positions BUT 846 unmatched applicants. Approximately 3.0 applicants for every one open position in the Clearinghouse.

This year, the disparity was even worse. APPIC had 3166 positions in Phase I of the Match and 2910 were filled on the first Match day. This left 256 unfilled positions BUT 937 unmatched applicants. Over 3.6 applicants for every one open position entering into the new Phase II. Fewer open positions and more unmatched applicants.

In Phase II, only 631 applicants submitted applications and, of these 185 were matched, leaving 446 participating applicants not matched.

Going into Phase II, there were only 200 positions identified. It is interesting to note that the range of applications received by sites in Phase II ranged from 1 to 396, with an average of 110 and a median of 82.

In Canada, the numbers were different for us this year than in any year previous. Last year, there were 134 applicants and 121 positions. There were 100 matched applicants and 34 left unmatched on Match Day. There were 110 filled positions and 11 unfilled positions on Match Day. Ten applicants went from Canadian doctoral programmes to the US and Canadian internship programmes were matched to 20 applicants from US programmes (both US citizens and Canadians trained in the US). In 2010, there were 3.1 applicants for every unmatched position.

However, this year things changed substantially in the results of the first Phase of the Match. This year, there were 161 applicants and 132 positions. There were 123 matched applicants and 38 left unmatched on Match Day. There were 119 filled positions and 13 unfilled positions on Match Day. Fourteen applicants went from Canadian doctoral programmes to the US and Canadian internship programmes were matched to 10 applicants from US programmes. This year, there were 2.9 applicants for every unmatched position.

In Phase II, only 22 individuals from Canadian programmes participated in that phase of the Match. Rankings were submitted for 11 positions by Canadian internships for Phase II and all were filled by students from Canadian doctoral programmes.

This continues to be a “hot button” issue that is warming up and not cooling down on both sides of the border. Time will be devoted at the AGM for discussion of this year’s results.



### **CPA Convention Round Table Session of Interest to Senior Graduate Students and Interns**

*“An Overview of the Examination for  
Professional Practice in Psychology”*

**Friday 3 June  
12:30 pm – 1:25 pm  
City Hall Room  
Second Floor**

John Hunsley, University of Ottawa  
Ian R Nicholson, London Health Sciences Centre  
Carole Sinclair, The Hincks-Dellcrest Treatment Centre

The Examination for Professional Practice in Psychology (EPPP) is required for licensure/certification/registration as a psychologist in most jurisdictions in Canada and the United States. Despite having been a central component in determining readiness for practice for over 40 years, many candidates are still unsure about the purpose and nature of the exam. In this session the presenters (all of whom have been actively involved with the EPPP for many years) will discuss the history of the EPPP and the information it provides regulatory/ licensing boards with respect to the knowledge needed for the autonomous practice of psychology. The framework of the current exam will be described, along with the process of developing exam items (via the Item Development Committee) and setting forms of the EPPP (via the Examination Committee). The results of a recent practice analysis will be used to describe the validation process of the exam content and specifications. Opportunities will be provided to raise questions and comment on all aspects of the development and use of the EPPP.



## Notice of 2011 Annual General Meeting

The Annual General Meeting of the CCPPP will be held from 3:00 p.m. to 6:00 p.m. on June 1, 2011, at the Canadian Psychological Association Convention in Toronto, Ontario in the Sheraton Centre Toronto Hotel, Simcoe/Dufferin Room, Second Floor

This meeting follows the CCPPP Preconvention Workshop entitled, *Professional Training Issues in Canada: Debate and Dialogue Between Graduate Programmes and Internships*.

Please submit agenda items to:  
[ian.nicholson@lhsc.on.ca](mailto:ian.nicholson@lhsc.on.ca)



## CCPPP Post-Match Service

### Dr. Josephine Tan, Past President

Every year, the CCPPP holds a Post-Match Service on APPIC Match Day. It begins after the APPIC Match results have been announced.

CCPPP member programs that still have unmatched students and unfilled internship positions contact the CCPPP Past President to participate in CCPPP Post-Match Service. Information about the number of unmatched students, unfilled positions, contact information, and other relevant details are forwarded

to the Past President. The Past President acts as an information channel to inform doctoral programs about unfilled positions so that unmatched students can inquire into those positions and follow through with an application if appropriate. Follow-up contacts are subsequently made with member programs that access the Post-Match service to determine the outcome.

This year, APPIC introduced a 2-phase match process instead of their usual 1-phase. The APPIC Phase I took place on February 25. The APPIC Phase II occurred on March 28 for students and internship positions that were unmatched in Phase I and for those who did not participate in Phase I.

The 2011 CCPPP Post-Match Service commenced at 11 am on Monday March 28 for CCPPP member programs that did not match in APPIC Phase II.

Four doctoral programs with a total of 5 unmatched clinical students and one internship program with 2 unfilled counselling positions participated in the service. Both positions were subsequently filled. Feedback from the programs that used the Post-Match Service found it to be useful.

Unfortunately, there were not enough positions to accommodate the 2 unmatched applicants who were deemed to be of very high caliber.

When this year's CCPPP Post-Match Service statistics are compared with statistics from last year that showed 9 doctoral programs with 15 unmatched students and 4 internship programs with 6 unfilled positions, it seems that there is an improvement in the supply-demand problem.

It is likely that the improvement is, in part, linked to the implementation by APPIC of a Phase II Match. Still, there was a need for the CCPPP Post-Match Service.

The CCPPP Post-Match Service is restricted to CCPPP member programs. We did receive a couple of inquiries from non-member programs about accessing our service which were politely clarified and declined.

The supply-demand problem is one that CCPPP will continue to monitor and work with its membership and psychological organizations to address it.

