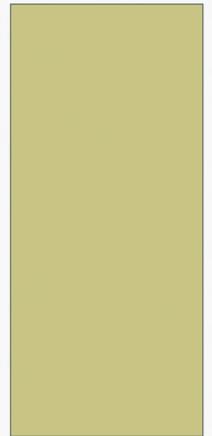




STUDENT PERSPECTIVES ON POSTDOCTORAL RECRUITING AND THE MATCH

DONNA L MURDAUGH, PHD

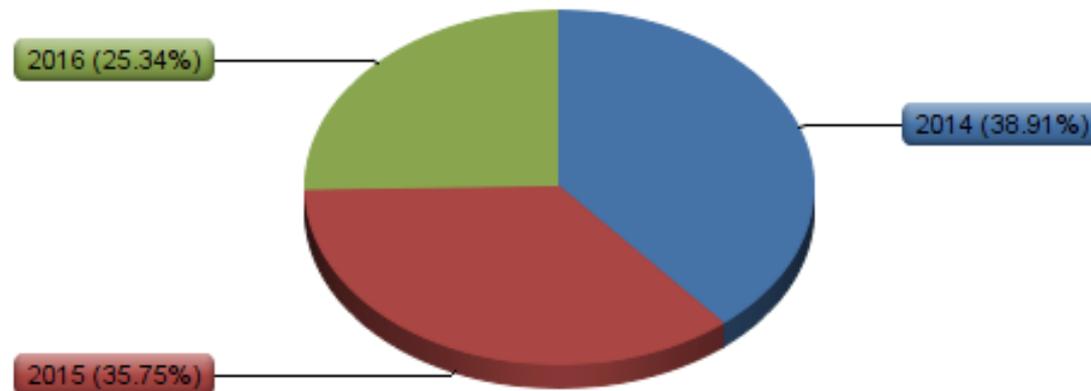


SURVEY DEMOGRAPHICS

- 2014 survey (Block, Lacy, & Bodin, 2016, *in prep*) used as a starting point for 2016 survey to expand examination of applicant perspectives on postdoctoral recruitment
- 234 respondents, 74% completion mean
- Average age: 30.36, range 26-54
- 22% male, 73% female

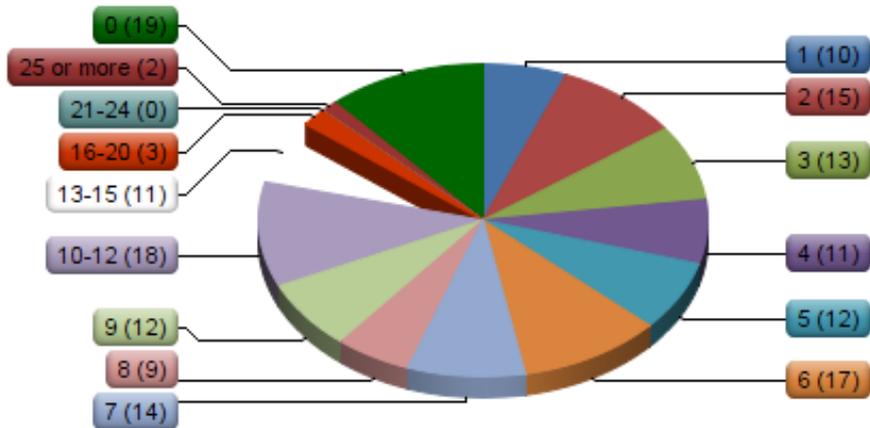
PhD	163	73%
PsyD	58	26%
EdD	1	0%
Total	222	100%

YEAR APPLIED FOR POSTDOCTORAL FELLOWSHIP

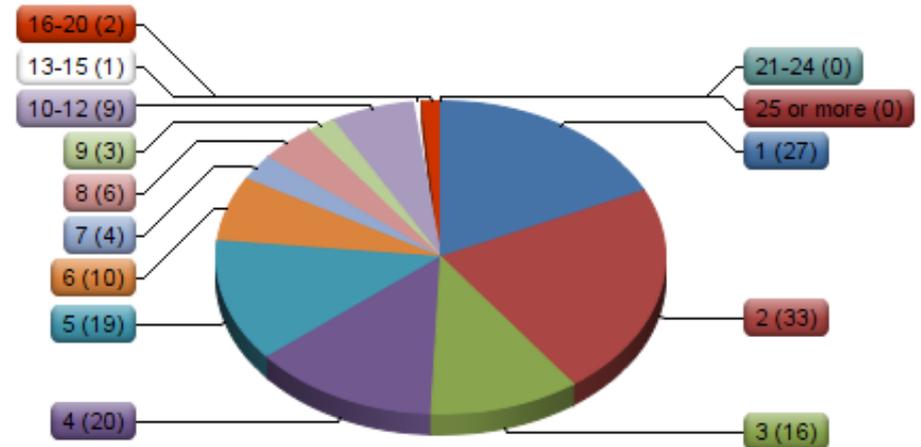


NUMBER OF PROGRAMS TO WHICH APPLICANTS APPLIED

To how many programs did you apply that were IN THE MATCH? (n=166)

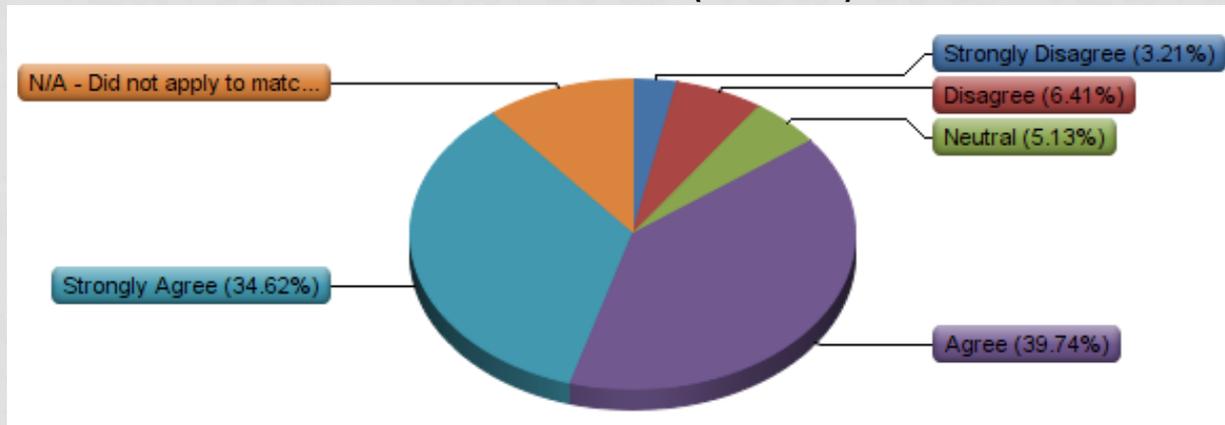


To how many NON-MATCH programs did you apply PRIOR TO THE MATCH? (n=150)

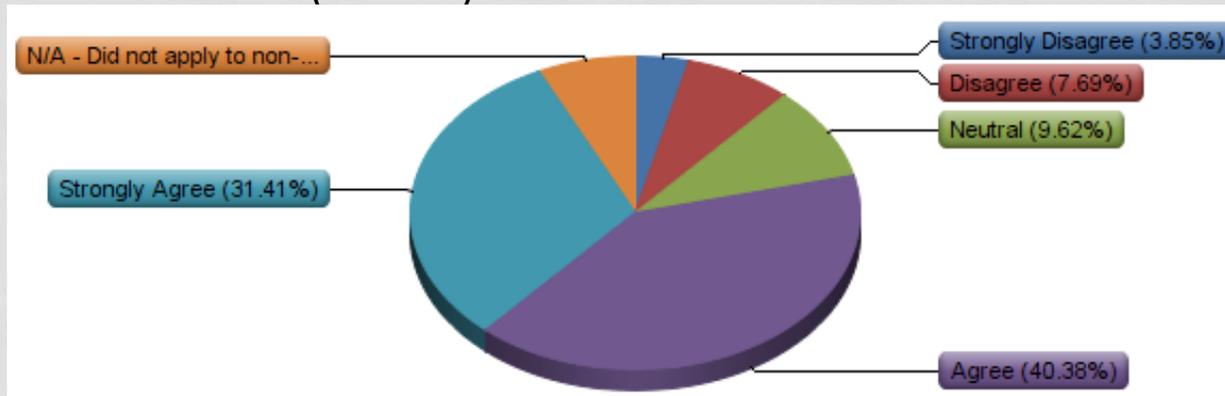


INTERVIEW NOTIFICATION

Programs in the match informed me in a timely manner (e.g., before INS) whether or not I would be interviewed. (n=156)

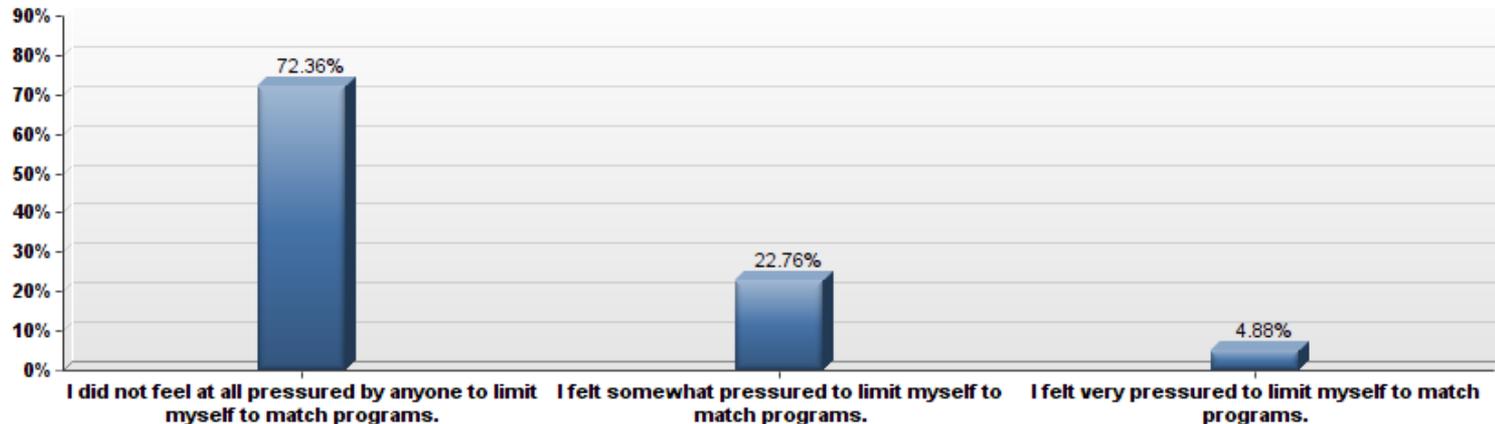


Non-match programs informed me in a timely manner whether or not I would be interviewed. (n=156)



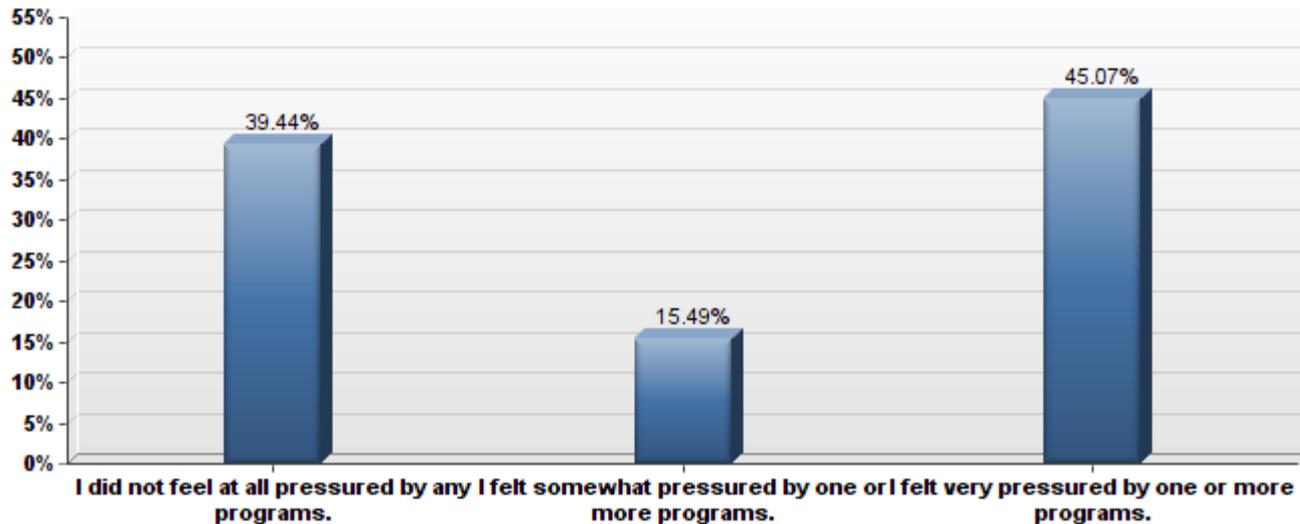
PRESSURE FELT BY APPLICANTS

Did you feel pressure from anyone affiliated with any programs IN THE MATCH to only apply to or consider programs in the match? (n=123)



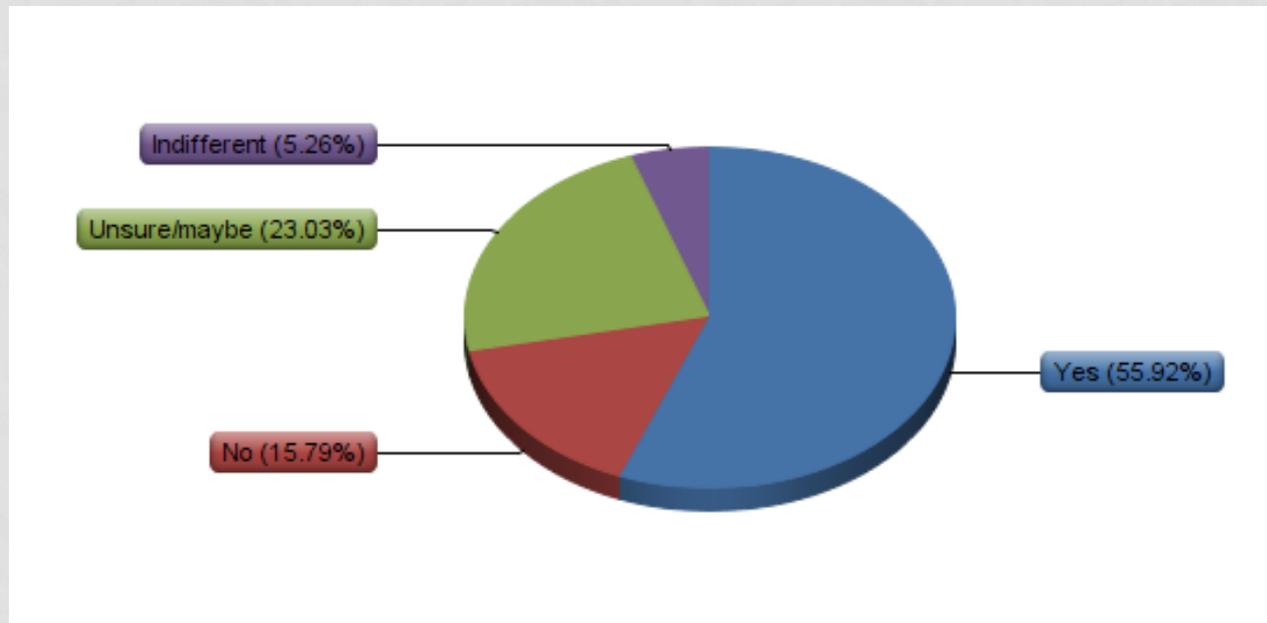
PRESSURE FELT BY APPLICANTS

If you were offered a position from a NON-MATCH program, did you feel pressured by one or more NON-MATCH PROGRAMS to accept or decline a position prior to the match? (n=71)



TIME TO CONSIDER RANKINGS

Do you think this is enough time to consider rankings and whether or not to remain in the match? (n=152)

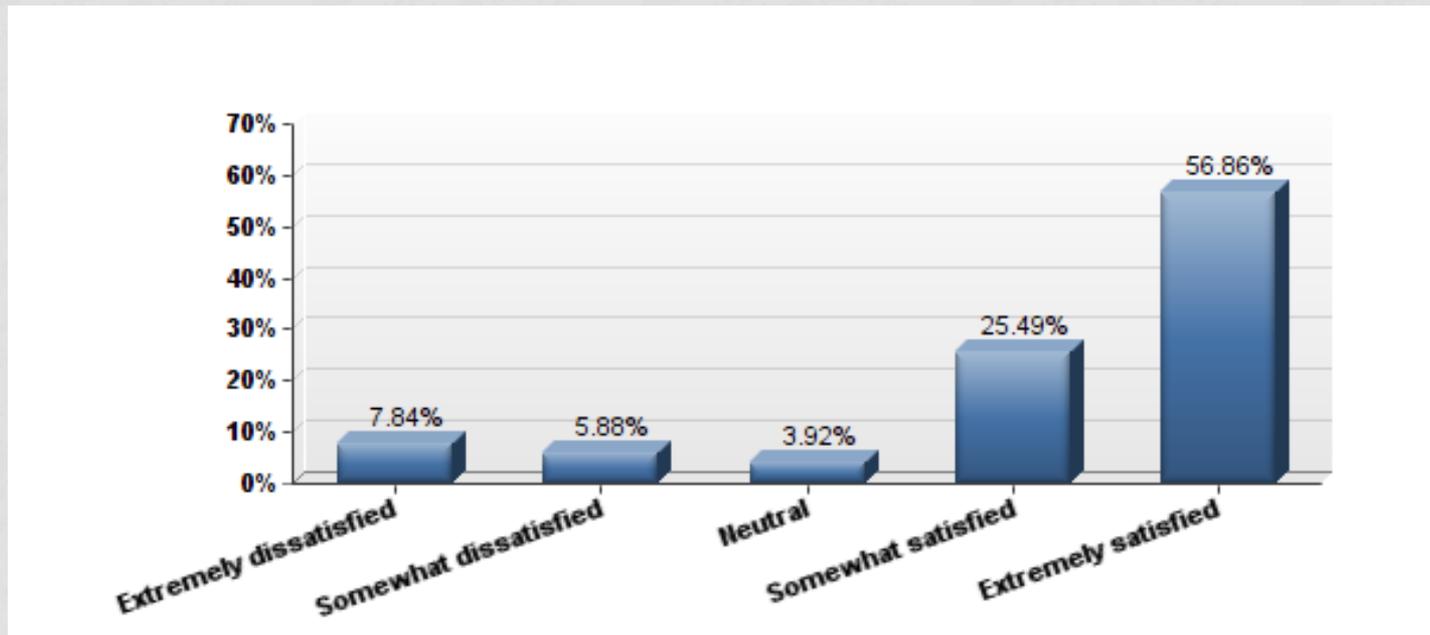


WHAT FACTORS AFFECTED APPLICANTS POSTDOCTORAL SELECTION PROCESS?

- **Range/extent of clinical opportunities:**
 - 40% ranked as #1 reason
 - 71% ranked in the top 3 reasons
- **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)**
 - Or –
- **I could only apply in a particular geographic area because of significant family, financial, and/or health considerations.**
 - 37% ranked as #1 reason
 - 58% ranked in the top 3 reasons

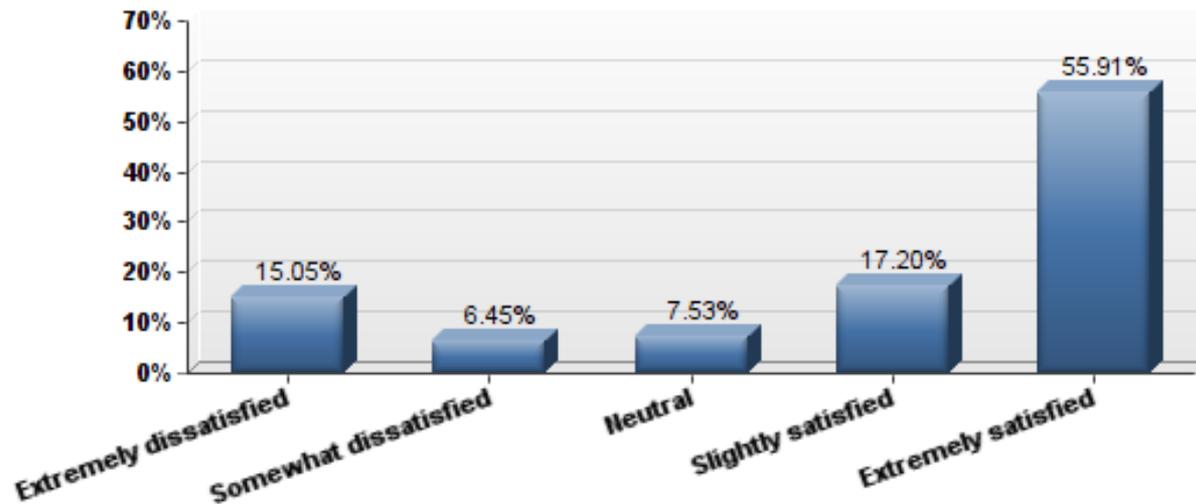
APPLICANT SATISFACTION WITH RESULTS

If you accepted a NON-MATCH position PRIOR TO THE MATCH, how satisfied are you with the outcome of your postdoc selection process? (n = 51)



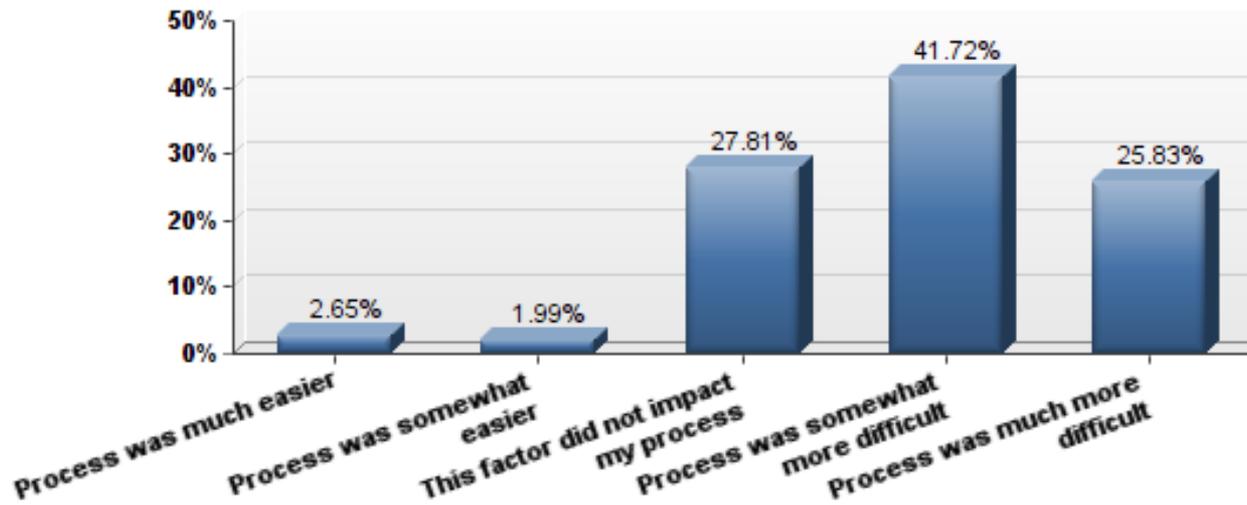
APPLICANT SATISFACTION WITH RESULTS

If you went through the APPCN match process, how satisfied are you with the outcome of your postdoc selection process? (n = 93)



SELECTION PROCESS

How was your application/selection process impacted by some programs participating in the match and others not participating?
(n=151)



STUDENT PERSPECTIVES
COMMENT SECTION

UNIVERSAL SYSTEM

I wish the postdoc process was all match or no match - it's very frustrating to deal with navigating both.

I would prefer a process where ALL programs must be part of the same Match. However, juggling BOTH Match and Non-Match programs felt more stressful than having either all Match or no Match.

We need one system. The match only works if it is like internship and ALL programs must adhere. If that is not realistic, then the match should be terminated.

I would really have preferred if all sites participated in the APPCN match.

This process was extremely stressful. Either all programs must be IN the match or OUT of the match. The fact that not all programs participate places an undue burden on the applicant.

TIMELINES

I was forced to accept or decline a non-match offer before the match process occurred. This worked out well for me, but might have been a problem for others.

the job market, not for application to training positions. Non-match sites should be prevented from making offers until after INS.

Having neuropsychology programs split between match and non-match programs created an extremely cumbersome, confusing, and stressful process. Though I accepted an offer at one of my top sites prior to INS, I did not appreciate being effectively prevented from even interviewing other potential excellent options at INS.

The process might be somewhat easier if non-match programs followed a timeline that's more similar to the match timeline. I was offered a nonmatch position the week before INS interviews and given the weekend to decide, thus I couldn't elicit specific ranking info from match sites because they hadn't completed interviews.

Unfortunately, this means those students are taking spots mainly rated by other candidates away from them, and denying

In general, the major issue I had with the current (split) system was that I felt incredible pressure to accept an offer (or lose it) before having the opportunity to finish the interview process.

SUMMARY

- Factors that go into student perspectives on the process:
 - Personal experience and personal factors
 - Feelings of discontinuity in the process
 - Satisfaction with the outcomes
- Student comments indicate specific concerns with:
 - Juggling programs participating in the match and programs not participating
 - Differing deadlines and timelines among programs

THANK YOU!