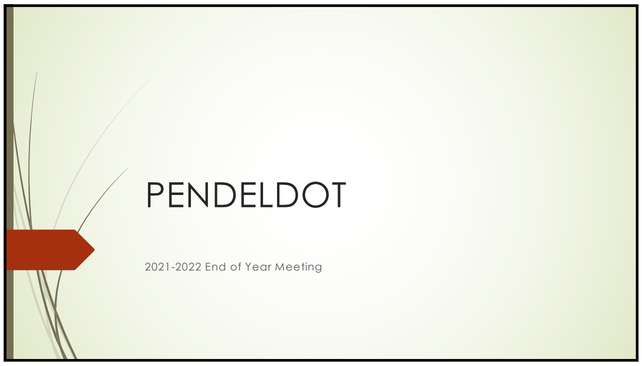
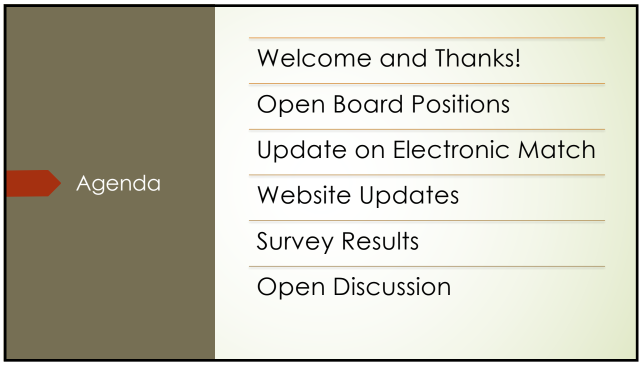


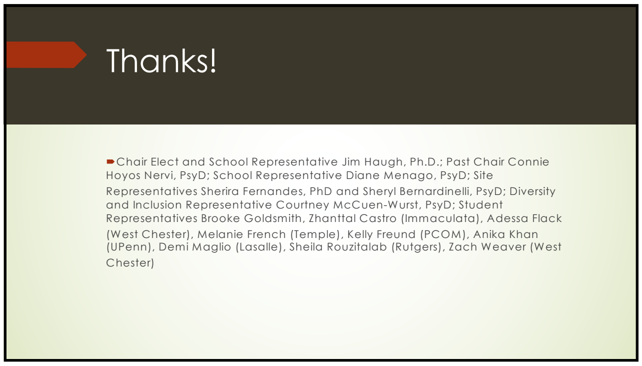
PENDELDOT

2021-2022 End of Year Meeting



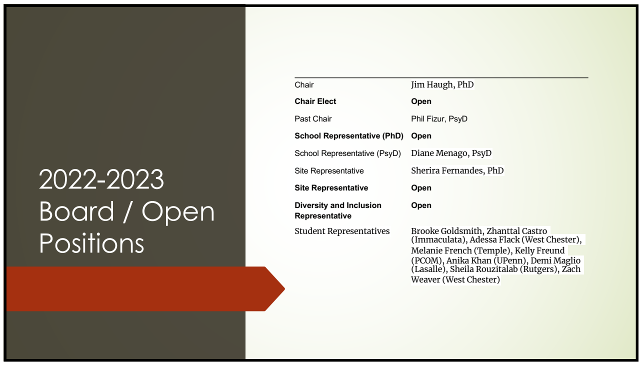
Agenda

- Welcome and Thanks!
- Open Board Positions
- Update on Electronic Match
- Website Updates
- Survey Results
- Open Discussion



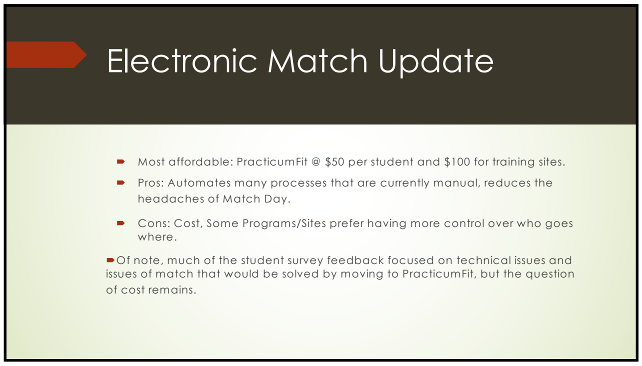
Thanks!

- Chair Elect and School Representative Jim Haugh, Ph.D.; Past Chair Connie Hoyos Nervi, PsyD; School Representative Diane Menago, PsyD; Site Representatives Sherira Fernandes, PhD and Sheryl Bernardinelli, PsyD; Diversity and Inclusion Representative Courtney McCuen-Wurst, PsyD; Student Representatives Brooke Goldsmith, Zhanttal Castro (Immaculata), Adessa Flack (West Chester), Melanie French (Temple), Kelly Freund (PCOM), Anika Khan (UPenn), Demi Maglio (Lasalle), Sheila Rouzitalab (Rutgers), Zach Weaver (West Chester)



2022-2023 Board / Open Positions

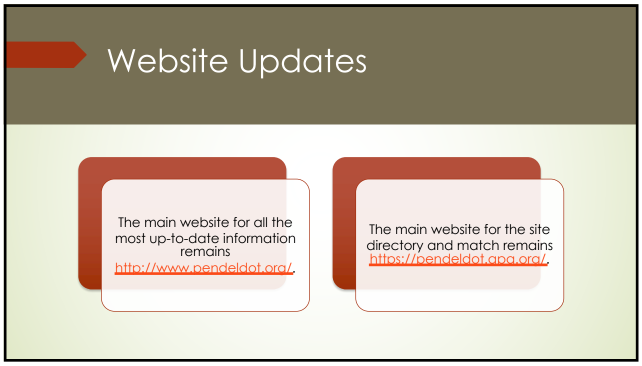
Chair	Jim Haugh, PhD
Chair Elect	**Open**
Past Chair	Phil Fizur, PsyD
School Representative (PhD)	**Open**
School Representative (PsyD)	Diane Menago, PsyD
Site Representative	Sherira Fernandes, PhD
Site Representative	**Open**
Diversity and Inclusion Representative	**Open**
Student Representatives	Brooke Goldsmith, Zhanttal Castro (Immaculata), Adessa Flack (West Chester), Melanie French (Temple), Kelly Freund (PCOM), Anika Khan (UPenn), Demi Maglio (Lasalle), Sheila Rouzitalab (Rutgers), Zach Weaver (West Chester)



Electronic Match Update

- Most affordable: PracticumFit @ $50 per student and $100 for training sites.
- Pros: Automates many processes that are currently manual, reduces the headaches of Match Day.
- Cons: Cost, Some Programs/Sites prefer having more control over who goes where.

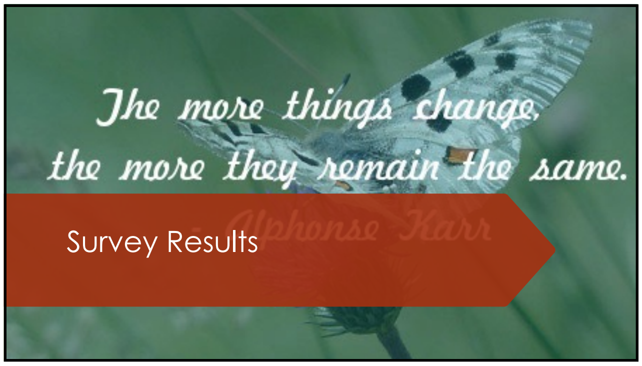
Of note, much of the student survey feedback focused on technical issues and issues of match that would be solved by moving to PracticumFit, but the question of cost remains.



Website Updates

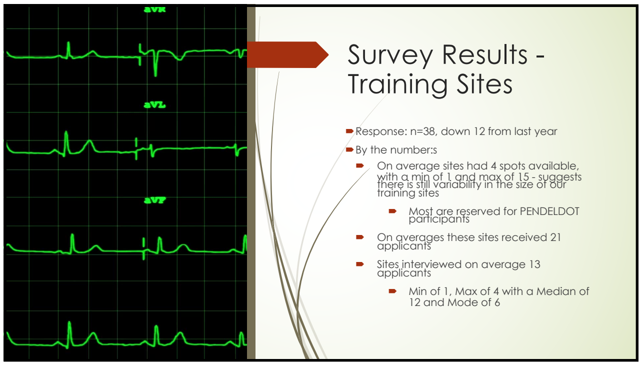
The main website for all the most up-to-date information remains http://www.pendeldot.org/.

The main website for the site directory and match remains https://pendeldot.apa.org/.


The more things change, the more they remain the same.
Alphonse Karr

Survey Results

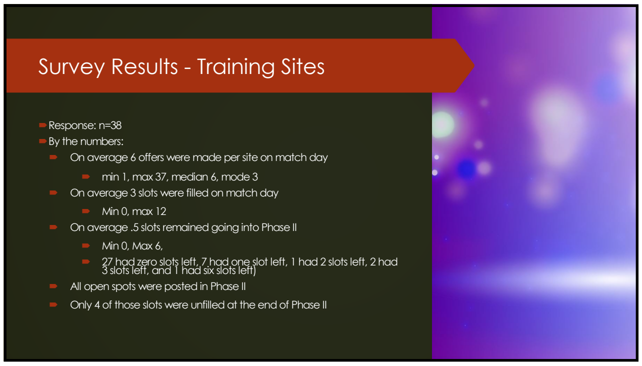
7



Survey Results - Training Sites

- Response: n=38, down 12 from last year
- By the number:s
  - On average sites had 4 spots available, with a min of 1 and max of 15 - suggests there is still variability in the size of our training sites
    - Most are reserved for PENDELDOT participants
  - On averages these sites received 21 applicants
  - Sites interviewed on average 13 applicants
    - Min of 1, Max of 4 with a Median of 12 and Mode of 6

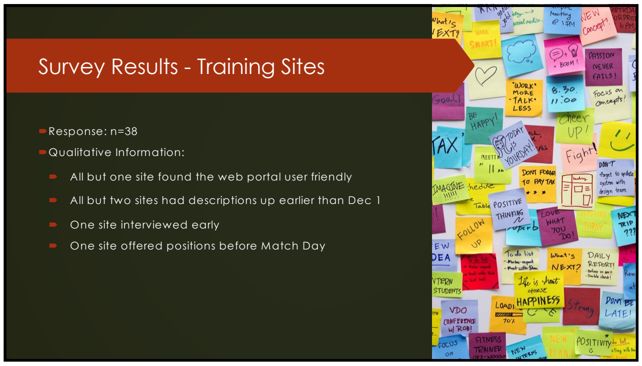
8



Survey Results - Training Sites

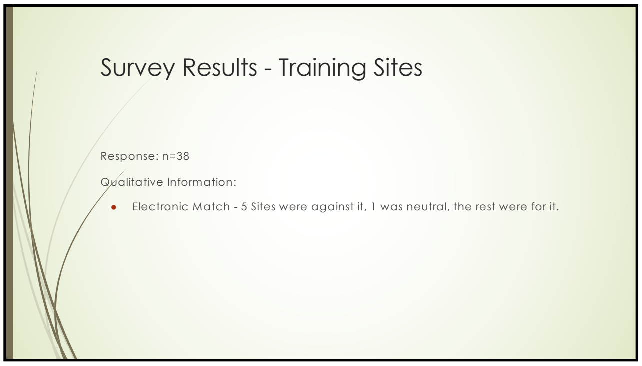
- Response: n=38
- By the numbers:
  - On average 6 offers were made per site on match day
    - min 1, max 37, median 6, mode 3
  - On average 3 slots were filled on match day
    - Min 0, max 12
  - On average .5 slots remained going into Phase II
    - Min 0, Max 6,
    - 27 had zero slots left, 7 had one slot left, 1 had 2 slots left, 2 had 3 slots left, and 1 had six slots left)
  - All open spots were posted in Phase II
  - Only 4 of those slots were unfilled at the end of Phase II

9



Survey Results - Training Sites

- Response: n=38
- Qualitative Information:
  - All but one site found the web portal user friendly
  - All but two sites had descriptions up earlier than Dec 1
  - One site interviewed early
  - One site offered positions before Match Day

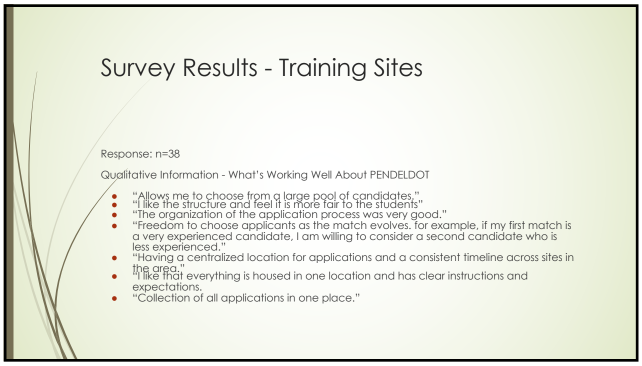


Survey Results - Training Sites

Response: n=38

Qualitative Information:

- Electronic Match - 5 Sites were against it, 1 was neutral, the rest were for it.

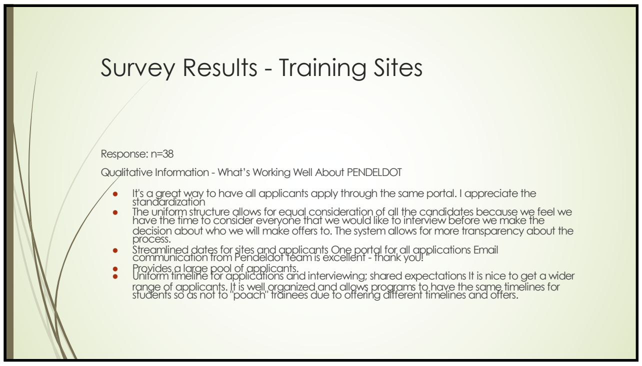


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Working Well About PENDELDOT

- "Allows me to choose from a large pool of candidates."
- "I like the structure and feel it is more fair to the students"
- "The organization of the application process was very good."
- "Freedom to choose applicants as the match evolves. for example, if my first match is a very experienced candidate, I am willing to consider a second candidate who is less experienced."
- "Having a centralized location for applications and a consistent timeline across sites in the area."
- "I like that everything is housed in one location and has clear instructions and expectations.
- "Collection of all applications in one place."

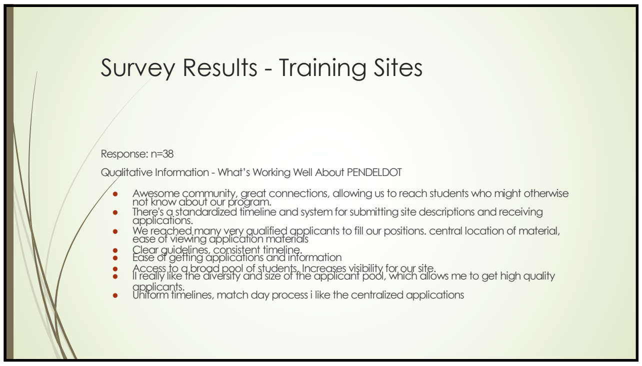


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Working Well About PENDELDOT

- It's a great way to have all applicants apply through the same portal. I appreciate the standardization
- The uniform structure allows for equal consideration of all the candidates because we feel we have the time to consider everyone that we would like to interview before we make the decision about who we will make offers to. The system allows for more transparency about the process.
- Streamlined dates for sites and applicants One portal for all applications Email communication from Pendeldot team is excellent - thank you! "
- Provides a large pool of applicants.
- Uniform timeline for applications and interviewing; shared expectations It is nice to get a wider range of applicants. It is well organized and allows programs to have the same timelines for students so as not to "poach" trainees due to offering different timelines and offers.

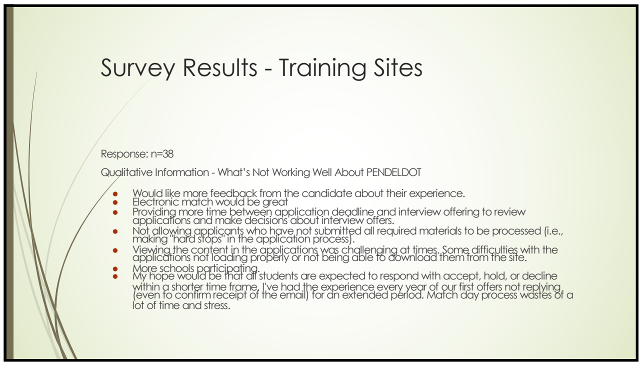


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Working Well About PENDELDOT

- Awesome community, great connections, allowing us to reach students who might otherwise not know about our program.
- There's a standardized timeline and system for submitting site descriptions and receiving applications.
- We reached many very qualified applicants to fill our positions. central location of material, ease of viewing application materials
- Clear guidelines, consistent timeline.
- Ease of getting applications and information
- Access to a broad pool of students. Increases visibility for our site.
- II really like the diversity and size of the applicant pool, which allows me to get high quality applicants.
- Uniform timelines, match day process i like the centralized applications

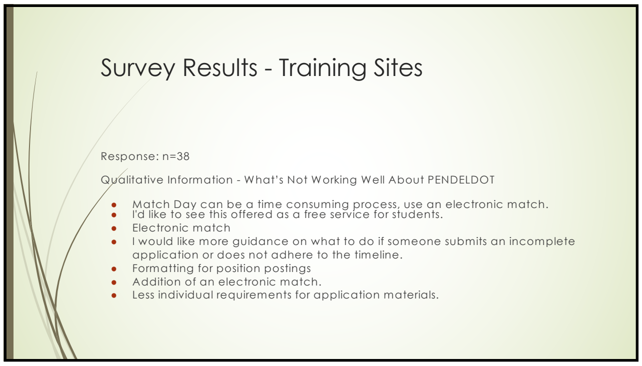


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Not Working Well About PENDELDOT

- Would like more feedback from the candidate about their experience.
- Electronic match would be great
- Providing more time between application deadline and interview offering to review applications and make decisions about interview offers.
- Not allowing applicants who have not submitted all required materials to be processed (i.e., making "hard stops" in the application process).
- Viewing the content in the applications was challenging at times. Some difficulties with the applications not loading properly or not being able to download them from the site.
- More schools participating.
- My hope would be that all students are expected to respond with accept, hold, or decline within a shorter time frame. I've had the experience every year of our first offers not replying (even to confirm receipt of the email) for an extended period. Match day process wastes of a lot of time and stress.

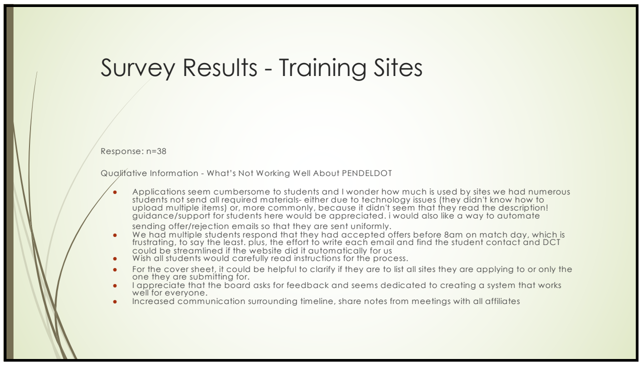


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Not Working Well About PENDELDOT

- Match Day can be a time consuming process, use an electronic match.
- I'd like to see this offered as a free service for students.
- Electronic match
- I would like more guidance on what to do if someone submits an incomplete application or does not adhere to the timeline.
- Formatting for position postings
- Addition of an electronic match.
- Less individual requirements for application materials.

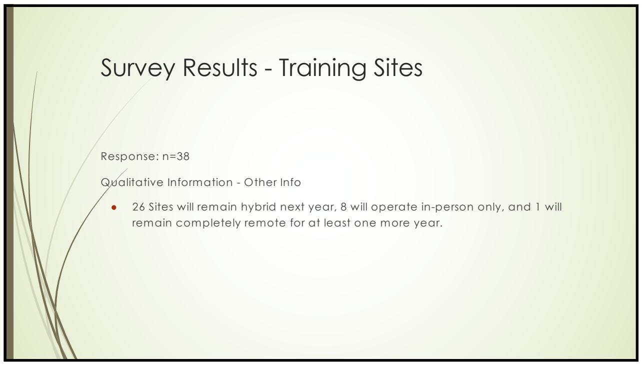


Survey Results - Training Sites

Response: n=38

Qualitative Information - What's Not Working Well About PENDELDOT

- Applications seem cumbersome to students and I wonder how much is used by sites we had numerous students not send all required materials- either due to technology issues (they didn't know how to upload multiple items) or, more commonly, because it didn't seem that they read the description! guidance/support for students here would be appreciated. i would also like a way to automate sending offer/rejection emails so that they are sent uniformly.
- We had multiple students respond that they had accepted offers before 8am on match day, which is frustrating, to say the least. plus, the effort to write each email and find the student contact and DCT could be streamlined if the website did it automatically for us
- Wish all students would carefully read instructions for the process.
- For the cover sheet, it could be helpful to clarify if they are to list all sites they are applying to or only the one they are submitting for.
- I appreciate that the board asks for feedback and seems dedicated to creating a system that works well for everyone.
- Increased communication surrounding timeline, share notes from meetings with all affiliates



Survey Results - Training Sites

Response: n=38

Qualitative Information - Other Info

- 26 Sites will remain hybrid next year, 8 will operate in-person only, and 1 will remain completely remote for at least one more year.

Survey Results - Academic Programs

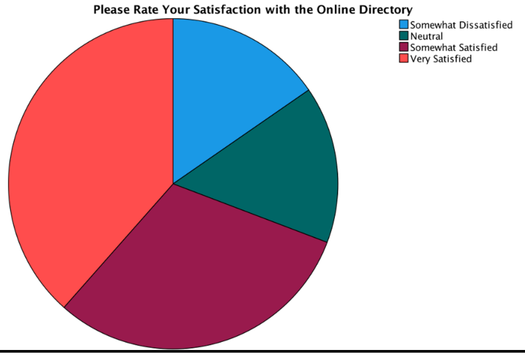
- Programs
  - 8 Psyd, 5 PhD
  - On averages there are 63 students in any given program, with a minimum of 16 and max of 165
  - On average, 34 students per program were seeking placements, with a min of 10 and max of 71 and 75% offering in-house training
    - 53% of programs allowed 1st year and above applicants, 30% allowed second year and above, and 15% allowed third year and above
- Were Student Surveys Sent?
  - 11 Sent, 1 did not receive the survey, 1 chose not to forward for unknown reasons

19

Survey Results - Academic Programs

- Match Statistics
  - An average of 34 students per school were seeking placements and each applied, on average, to 6 sites.
  - We saw an increase in those applying to PENDELDOT and NYNJADOT, with about the same applying to sites outside of both systems
  - Of reporting schools, 80% of the total pool match in Phase I and 98% by the end of Phase II, with 4 students entering the clearing house phase, all from one program.

20



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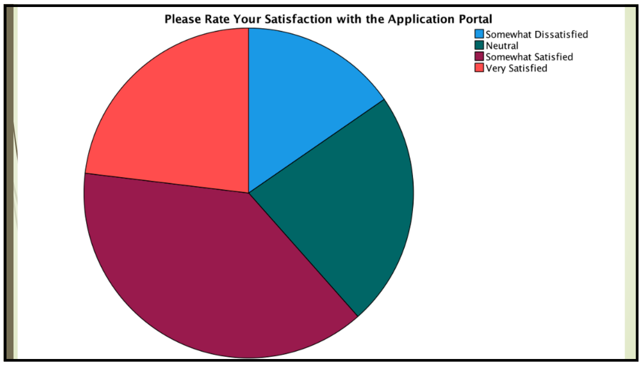
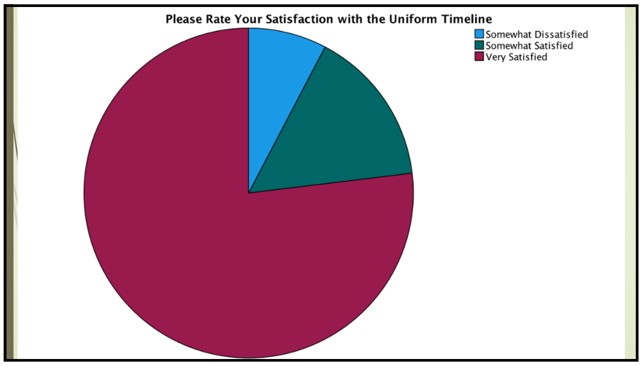
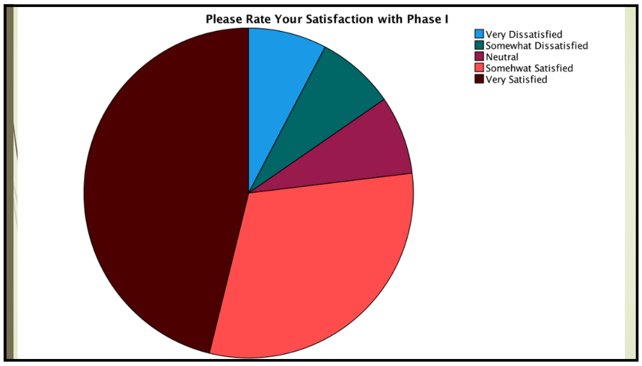
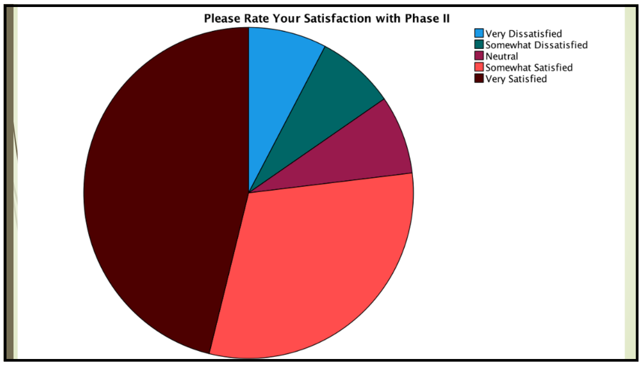
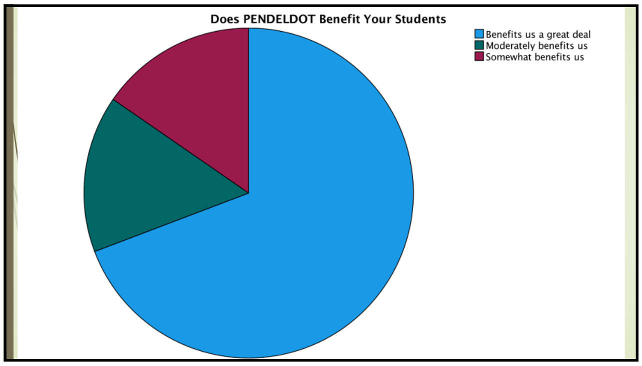

Please Rate Your Satisfaction with the Application Portal
Somewhat Dissatisfied
Neutral
Somewhat Satisfied
Very Satisfied


Please Rate Your Satisfaction with the Uniform Timeline
Somewhat Dissatisfied
Somewhat Satisfied
Very Satisfied

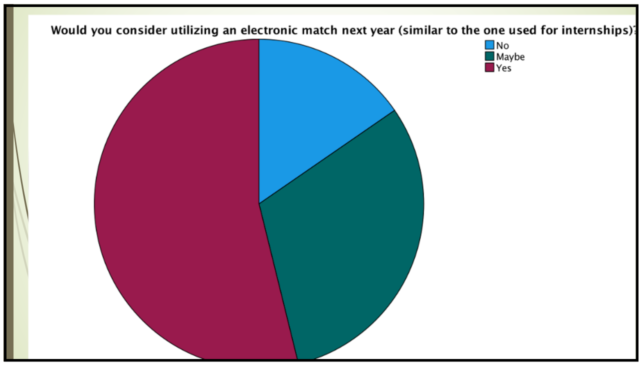

Please Rate Your Satisfaction with Phase I
Very Dissatisfied
Somewhat Dissatisfied
Neutral
Somehwat Satisfied
Very Satisfied



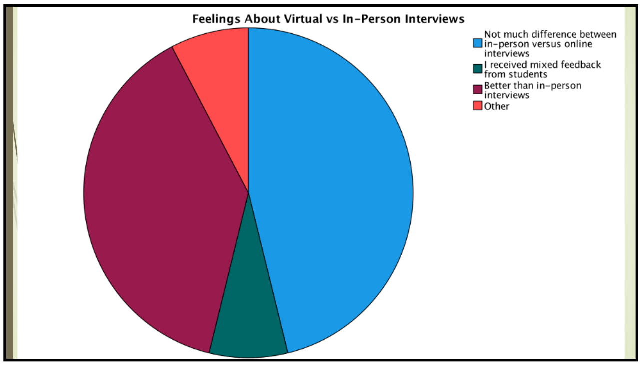
Please Rate Your Satisfaction with Phase II

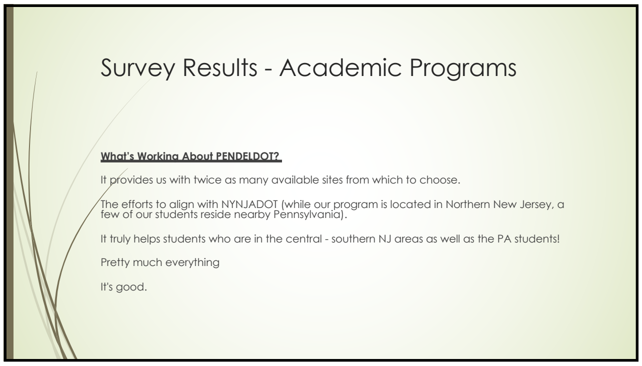


Does PENDELDOT Benefit Your Students



Would you consider utilizing an electronic match next year (similar to the one used for internships)





Survey Results - Academic Programs

What's Working About PENDELDOT?

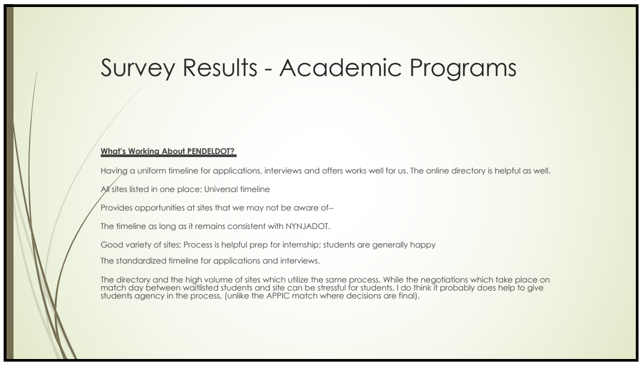
It provides us with twice as many available sites from which to choose.

The efforts to align with NYNJADOT (while our program is located in Northern New Jersey, a few of our students reside nearby Pennsylvania).

It truly helps students who are in the central - southern NJ areas as well as the PA students!

Pretty much everything

It's good.



Survey Results - Academic Programs

What's Working About PENDELDOT?

Having a uniform timeline for applications, interviews and offers works well for us. The online directory is helpful as well.

All sites listed in one place; Universal timeline

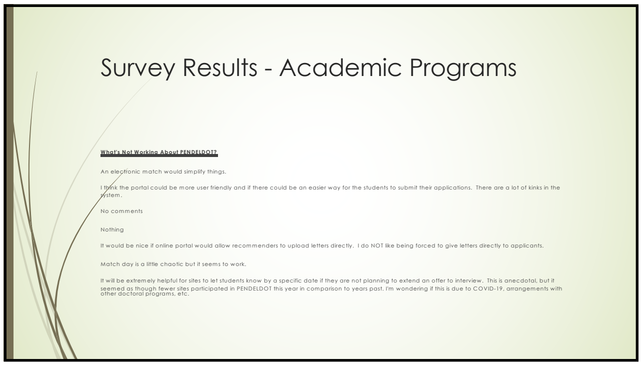
Provides opportunities at sites that we may not be aware of--

The timeline as long as it remains consistent with NYNJADOT.

Good variety of sites; Process is helpful prep for internship; students are generally happy

The standardized timeline for applications and interviews.

The directory and the high volume of sites which utilize the same process. While the negotiations which take place on match day between waitlisted students and site can be stressful for students, I do think it probably does help to give students agency in the process, (unlike the APPIC match where decisions are final).



Survey Results - Academic Programs

What's Not Working About PENDELDOT?

An electronic match would simplify things.

I think the portal could be more user friendly and if there could be an easier way for the students to submit their applications. There are a lot of kinks in the system.

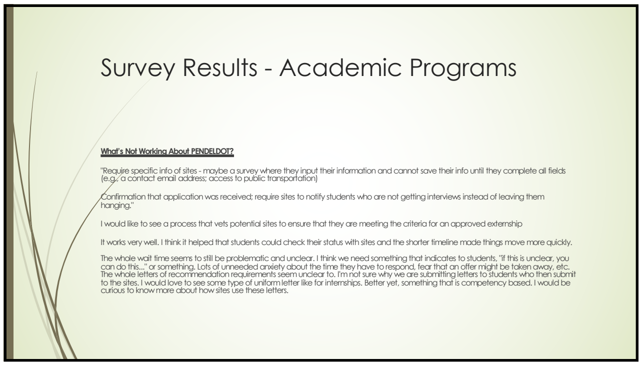
No comments

Nothing

It would be nice if online portal would allow recommenders to upload letters directly. I do NOT like being forced to give letters directly to applicants.

Match day is a little chaotic but it seems to work.

It will be extremely helpful for sites to let students know by a specific date if they are not planning to extend an offer to interview. This is anecdotal, but it seemed as though fewer sites participated in PENDELDOT this year in comparison to years past. I'm wondering if this is due to COVID-19, arrangements with other doctoral programs, etc.



Survey Results - Academic Programs

What's Not Working About PENDELDOT?

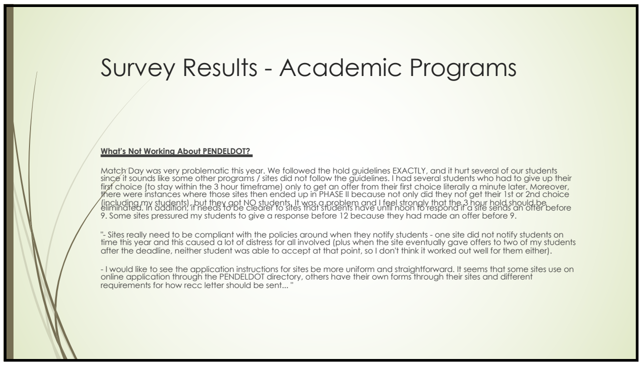
"Require specific info of sites - maybe a survey where they input their information and cannot save their info until they complete all fields (e.g., a contact email address; access to public transportation)

Confirmation that application was received; require sites to notify students who are not getting interviews instead of leaving them hanging."

I would like to see a process that vets potential sites to ensure that they are meeting the criteria for an approved externship

It works very well. I think it helped that students could check their status with sites and the shorter timeline made things move more quickly.

The whole wait time seems to still be problematic and unclear. I think we need something that indicates to students, "if this is unclear, you can do this..." or something. Lots of unneeded anxiety about the time they have to respond, fear that an offer might be taken away, etc. The whole letters of recommendation requirements seem unclear to. I'm not sure why we are submitting letters to students who then submit to the sites. I would love to see some type of uniform letter like for internships. Better yet, something that is competency based. I would be curious to know more about how sites use these letters.



Survey Results - Academic Programs

What's Not Working About PENDELDOT?

Match Day was very problematic this year. We followed the hold guidelines EXACTLY, and it hurt several of our students since it sounds like some other programs / sites did not follow the guidelines. I had several students who had to give up their first choice (to stay within the 3 hour timeframe) only to get an offer from their first choice literally a minute later. Moreover, there were instances where those sites then ended up in PHASE II because not only did they not get their 1st or 2nd choice (including my students), but they got NO students. It was a problem and I feel strongly that the 3 hour hold should be eliminated. In addition, it needs to be clearer to sites that students have until noon to respond if a site sends an offer before 9. Some sites pressured my students to give a response before 12 because they had made an offer before 9.

"- Sites really need to be compliant with the policies around when they notify students - one site did not notify students on time this year and this caused a lot of distress for all involved (plus when the site eventually gave offers to two of my students after the deadline, neither student was able to accept at that point, so I don't think it worked out well for them either).

- I would like to see the application instructions for sites be more uniform and straightforward. It seems that some sites use on online application through the PENDELDOT directory, others have their own forms through their sites and different requirements for how recc letter should be sent... "

Survey Results - Academic Programs

Other Comments

Earlier update of site descriptions would help. Students begin shopping for sites in October.

Great job at communicating with relevant information without flooding inbox. Thanks for being responsive.

Keep up the good work!!!

Thank you for all that you do to support clinical training!

There seemed to be several sites this year that did not respond to students - even when the students reached out to inquire about their status during the application/interview process. This is just unprofessional and left a lot of students feeling frustrated. (I know PENDELDOT cannot control what sites do, but perhaps PENDELDOT can emphasize the need to respond to students throughout the process.)

More consideration needs to be given to disabled students. For example, sites should be required to list whether they are accessible by public transportation.

Thank you, Phil! Phil was so helpful and responsive every step of the way!

Dr Fizur was a great support this year! I was amazed at his level of responsiveness - even when I knew he was likely fielding many last minute concerns!! I really appreciated his help! This worked out well for our students this year - I was worried because it was a large cohort - but they all matched!

34

Survey Results - Students (n=119)

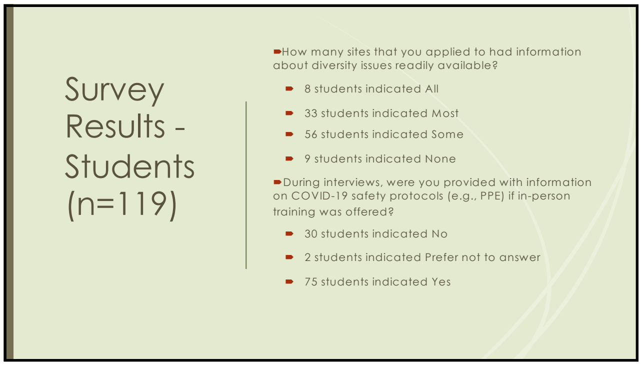
- PENDELDOT vs non-PENDELDOT Breakdown
  - 5 students applied only to non-PENDELDOT (NYNJADOT)
  - 50 students applied to both PENDELDOT and non-PENDELDOT
  - 64 students applied to PENDELDOT Only
- In-Person vs Telehealth vs Hybrid Breakdown
  - 8 Telehealth Only
  - 36 In-Person Only
  - 75 Hybrid

35

Survey Results - Students (n=119)

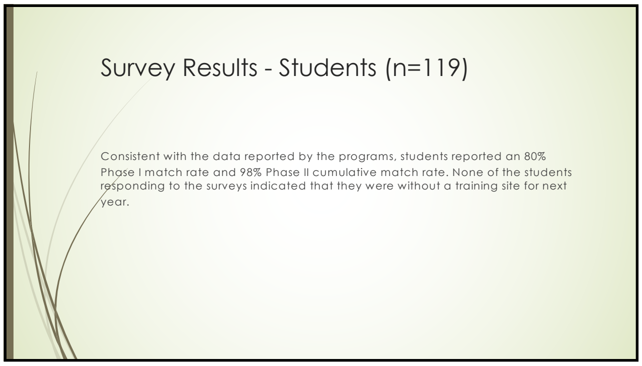
- Did you feel like the sites you applied to had enough information about their COVID-19 guidelines and safety protocols shared on their site description?
  - 18 No
  - 2 Prefer Not to Answer
  - 94 Yes
- Did the site share information with you regarding its parental leave policy?
  - 96 No
  - 1 Prefer Not to Answer
  - 6 Yes

36



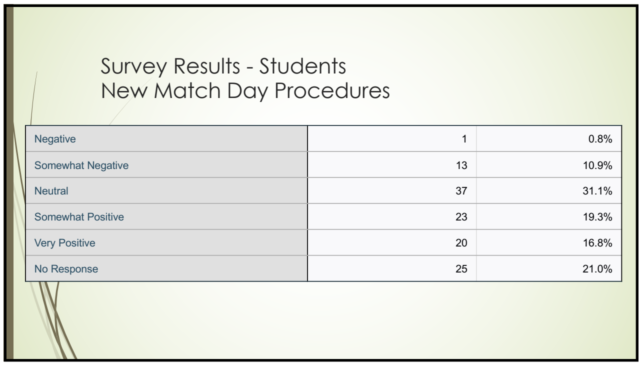
Survey Results - Students (n=119)

- How many sites that you applied to had information about diversity issues readily available?
  - 8 students indicated All
  - 33 students indicated Most
  - 56 students indicated Some
  - 9 students indicated None
- During interviews, were you provided with information on COVID-19 safety protocols (e.g., PPE) if in-person training was offered?
  - 30 students indicated No
  - 2 students indicated Prefer not to answer
  - 75 students indicated Yes



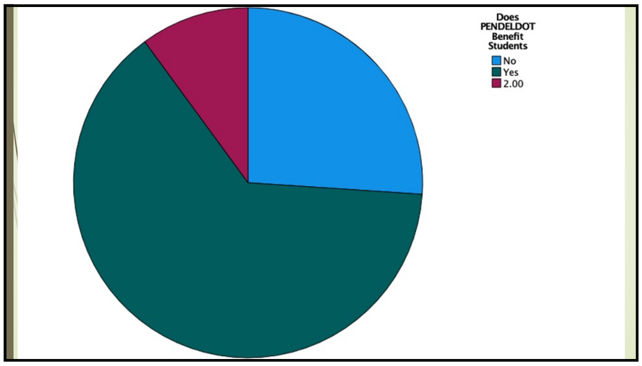
Survey Results - Students (n=119)

Consistent with the data reported by the programs, students reported an 80% Phase I match rate and 98% Phase II cumulative match rate. None of the students responding to the surveys indicated that they were without a training site for next year.



Survey Results - Students
New Match Day Procedures

Negative	1	0.8%
Somewhat Negative	13	10.9%
Neutral	37	31.1%
Somewhat Positive	23	19.3%
Very Positive	20	16.8%
No Response	25	21.0%


Does PENDELDOT Benefit Students
No
Yes
2.00

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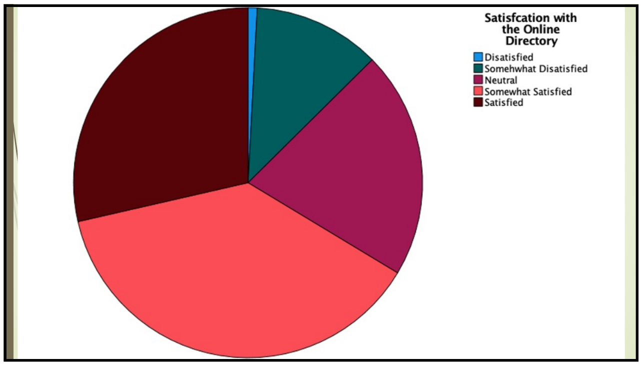
Satisfcation with the Online Directory
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Somehwhat Disatisfied
Neutral
Somewhat Satisfied
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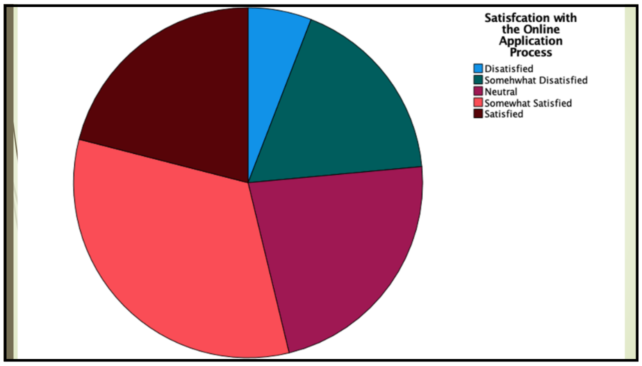
Satisfcation with the Online Application Process
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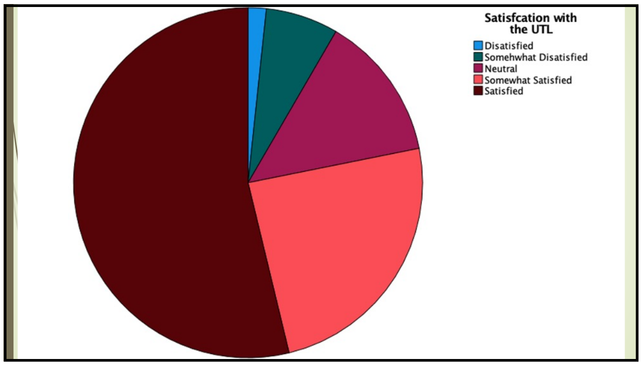
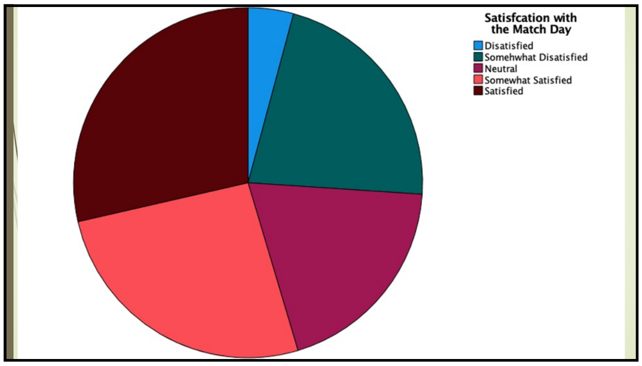
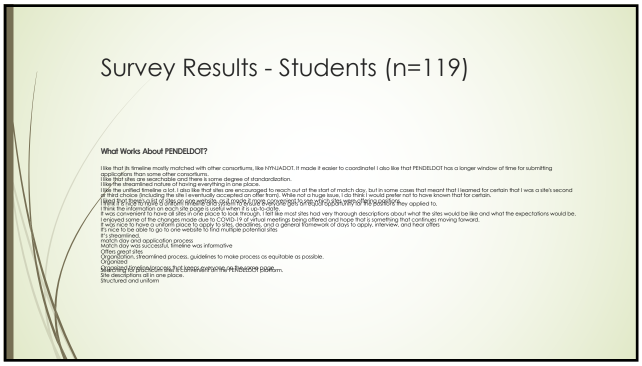




Survey Results - Students (n=119)

What Works About PENDELDOT?

-Central location for information about externship sites
-Ease of uploading application materials
All of the participating sites are listed clearly within one database. There are clear expectations for sites and applicants.
All sites have to follow the same protocol
Availability of options in one single locations
Clearer and more robust communication than it had been in the past
diverse range of sites
Easy to apply as it is a standard procedure and I like the timeline. The timeline worked will with me also applying to non pendeldot sites, as their match days were after this one giving me flexibility.
electronic interviews, electronic application
Everything is centralized and standardized in terms of information provided, requirements for applications, timeline, etc.
favorites and search engine
Guidelines were clearly stated, profiles contained all helpful information and the process was run smoothly.
Having an online directory where all placements are listed.
Having everything together to compare different sites and to enter relevant information
I appreciated the clear timeline provided by PENDELDOT.
I found it to be very helpful in categorizing potential options. I was looking for Neuropsychological assessment practicums, and was able to find a wide variety of settings and locations in both PA and DE. I also enjoy the ease of application. Once all of the necessary information was placed inside the correct Adobe folder, the application of 12-14 locations took less than 15 minutes. It was very organized, I knew precisely what information was required by each site. I found the entire process to be very enjoyable.
I have not used PENDELDOT process since 2018 - have pursued non-PENDELDOT sites for past 3 years
I have not used PENDELDOT to apply for practicum placements; all of my practicums to date have been obtained separately.
I like that all sites are listed and available to search through and that you can filter sites based on your year of school.
I like that all sites are on the same timeline.

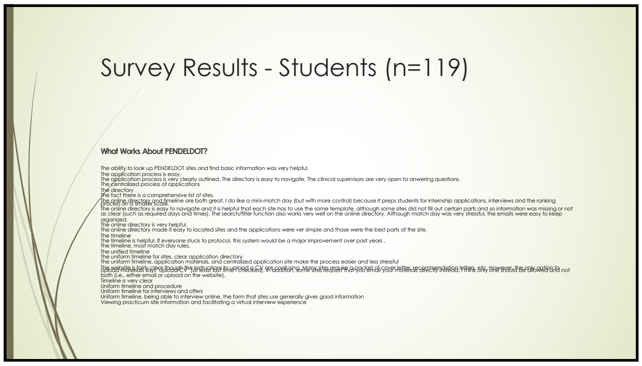


Survey Results - Students (n=119)

What Works About PENDELDOT?

I like that its timeline mostly matched with other consortiums, like NYNJADOT. It made it easier to coordinate! I also like that PENDELDOT has a longer window of time for submitting applications than some other consortiums.
I like that sites are searchable and there is some degree of standardization.
I like the streamlined nature of having everything in one place.
I like the unified timeline a lot. I also like that sites are encouraged to reach out at the start of match day, but in some cases that meant that I learned for certain that I was a site's second or third choice (including the site I eventually accepted an offer from). While not a huge issue, I do think I would prefer not to have known that for certain.
I liked that there's a list of sites on one website, as it made it more convenient to see which sites were offering positions.
I think it is nice to have a uniform timeline and system to ensure everyone gets an equal opportunity for the positions they applied to.
I think the information on each site page is useful when it is up-to-date.
It was convenient to have all sites in one place to look through. I felt like most sites had very thorough descriptions about what the sites would be like and what the expectations would be.
I enjoyed some of the changes made due to COVID-19 of virtual meetings being offered and hope that is something that continues moving forward.
It was nice to have a uniform place to apply to sites, deadlines, and a general framework of days to apply, interview, and hear offers
It's nice to be able to go to one website to find multiple potential sites
It's streamlined.
match day and application process
Match day was successful, timeline was informative
Offers great sites
Organization, streamlined process, guidelines to make process as equitable as possible.
Organized
Organized timeline/process that keeps everyone on the same page.
Searching for practicum sites is convenient on the PENDELDOT platform.
Site descriptions all in one place.
Structured and uniform

46

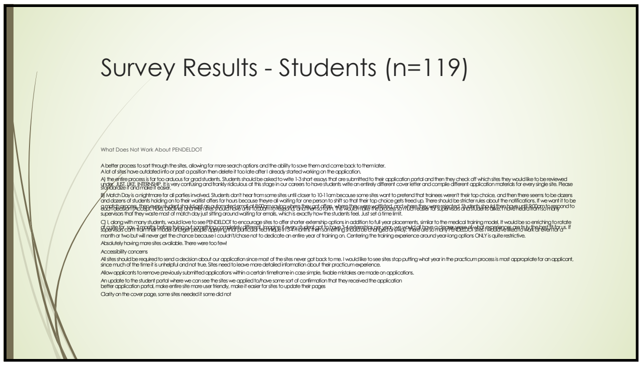


Survey Results - Students (n=119)

What Works About PENDELDOT?

The ability to look up PENDELDOT sites and find basic information was very helpful.
The application process is easy.
The application process is very clearly outlined. The directory is easy to navigate. The clinical supervisors are very open to anwering questions.
The centralized process of applications
The directory
The fact there is a comprehensive list of sites.
The online directory and timeline are both great. I do like a mini-match day (but with more control) because it preps students for internship applications, interviews and the ranking process on a smaller scale.
The online directory is easy to navigate and it is helpful that each site has to use the same template, although some sites did not fill out certain parts and so information was missing or not as clear (such as required days and times). The search/filter function also works very well on the online directory. Although match day was very stressful, the emails were easy to keep organized.
The online directory is very helpful.
The online directory made it easy to located sites and the applications were ver simple and those were the best parts of the site.
The timeline
The timeline is helpful. If everyone stuck to protocol, this system would be a major improvement over past years .
The timeline, most match day rules.
The unified timeline
The uniform timeline for sites, clear application directory
The uniform timeline, application materials, and centralized application site make the process easier and less stressful
The website is fairly clear though the instructions to upload a CV are confusing. Many sites require a packet of cover letter, recommendation letters, etc. However, the only option to upload materials says "upload CV" (at least last time I checked). In addition, some sites request that you email your materials directly instead. I think only one should be allowed and not both (i.e., either email or upload on the website).
Timeline is very clear
Uniform timeline and procedure
Uniform timeline for interviews and offers
Uniform timeline, being able to interview online, the form that sites use generally gives good information
Viewing practicum site information and facilitating a virtual interview experience

47



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

A better process to sort through the sites, allowing for more search options and the ability to save them and come back to them later.
A lot of sites have outdated info or post a position then delete it too late after I already started working on the application.

A) the entire process is far too arduous for grad students. Students should be asked to write 1-3 short essays that are submitted to their application portal and then they check off which sites they would like to be reviewed under. JUST. LIKE. INTERNSHIP. It is very confusing and frankly ridiculous at this stage in our careers to have students write an entirely different cover letter and compile different application materials for every single site. Please standardize it and make it easier.

B) Match Day is a nightmare for all parties involved. Students don't hear from some sites until closer to 10-11am because some sites want to pretend that trainees weren't their top choice, and then there seems to be dozens and dozens of students holding on to their waitlist offers for hours because theyre all waiting for one person to shift so that their top choice gets freed up. There should be stricter rules about the notifications. If we want it to be a match process, then every student should get an automated email at 8:00am saying where they got offers, where they were waitlisted, and where they were rejected. Students should then have until 9:00am to respond to each decision (Accept, Hold, Decline) and then sites should have until 10:00am to respond, and then so forth. This would make the process so much easier for supervisors and students alike. I have heard from so many supervisors that they waste most of match day just sitting around waiting for emails, which is exactly how the students feel. Just set a time limit.

C) I, along with many students, would love to see PENDELDOT to encourage sites to offer shorter externship options in addition to full year placements, similar to the medical training model. It would be so enriching to rotate of a site for, say, 3 months before trying out something completely different. Imagine if every student got to have 3-4 externships per year- we would all have a clearer sense of what experiences are truly the best fit for us. If supervisors can't train their model and get people applying that particular technique in 3-4 months then something should be changed anyway. There are so many PENDELDOT sites I would've liked to work at even for a month or two but will never get the chance because I couldn't/chose not to dedicate an entire year of training on. Centering the training experience around year-long options ONLY is quite restrictive.

Absolutely having more sites available. There were too few!

Accessibility concerns

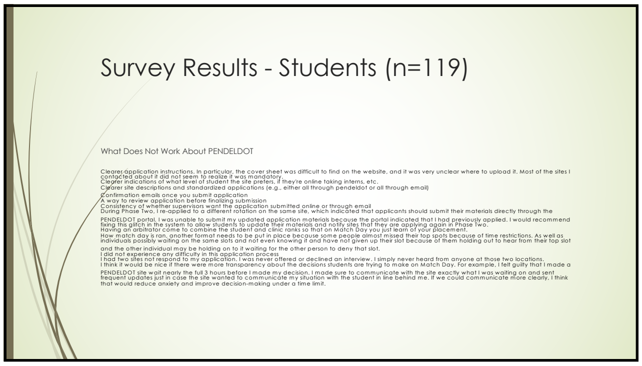
All sites should be required to send a decision about our application since most of the sites never got back to me. I would like to see sites stop putting what year in the practicum process is most appropriate for an applicant, since much of the time it is unhelpful and not true. Sites need to leave more detailed information about their practicum experience.

Allow applicants to remove previously submitted applications within a certain timeframe in case simple, fixable mistakes are made on applications.

An update to the student portal where we can see the sites we applied to/have some sort of confirmation that they received the application
better application portal, make entire site more user friendly, make it easier for sites to update their pages

Clarity on the cover page, some sites needed it some did not

48



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

Clearer application instructions. In particular, the cover sheet was difficult to find on the website, and it was very unclear where to upload it. Most of the sites I contacted about it did not seem to realize it was mandatory.

Clearer indications of what level of student the site prefers, if they're online taking interns, etc.

Clearer site descriptions and standardized applications (e.g., either all through pendeldot or all through email)

Confirmation emails once you submit application

A way to review application before finalizing submission

Consistency of whether supervisors want the application submitted online or through email

During Phase Two, I re-applied to a different rotation on the same site, which indicated that applicants should submit their materials directly through the PENDELDOT portal. I was unable to submit my updated application materials because the portal indicated that I had previously applied. I would recommend fixing this glitch in the system to allow students to update their materials and notify sites that they are applying again in Phase Two.

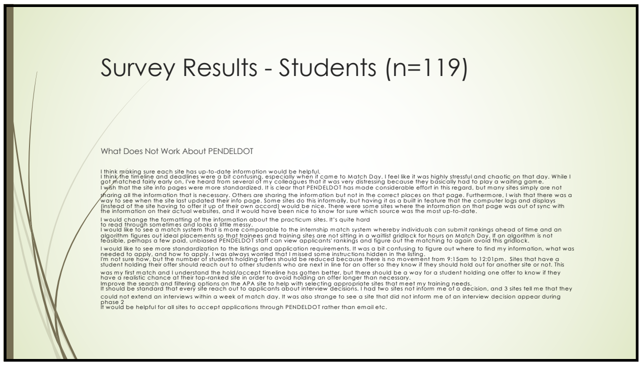
Having an arbitrator come to combine the student and clinic ranks so that on Match Day you just learn of your placement.

How match day is ran, another format needs to be put in place because some people almost missed their top spots because of time restrictions. As well as individuals possibly waiting on the same slots and not even knowing it and have not given up their slot because of them holding out to hear from their top slot and the other individual may be holding on to it waiting for the other person to deny that slot.

I did not experience any difficulty in this application process

I had two sites not respond to my application. I was never offered or declined an interview. I simply never heard from anyone at those two locations.

I think it would be nice if there were more transparency about the decisions students are trying to make on Match Day. For example, I felt guilty that I made a PENDELDOT site wait nearly the full 3 hours before I made my decision. I made sure to communicate with the site exactly what I was waiting on and sent frequent updates just in case the site wanted to communicate my situation with the student in line behind me. If we could communicate more clearly, I think that would reduce anxiety and improve decision-making under a time limit.



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

I think making sure each site has up-to-date information would be helpful.

I think the timeline and deadlines were a bit confusing, especially when it came to Match Day. I feel like it was highly stressful and chaotic on that day. While I got matched fairly early on, I've heard from several of my colleagues that it was very distressing because they basically had to play a waiting game.

I wish that the site info pages were more standardized. It is clear that PENDELDOT has made considerable effort in this regard, but many sites simply are not sharing all the information that is necessary. Others are sharing the information but not in the correct places on that page. Furthermore, I wish that there was a way to see when the site last updated their info page. Some sites do this informally, but having it as a built in feature that the computer logs and displays (instead of the site having to offer it up of their own accord) would be nice. There were some sites where the information on that page was out of sync with the information on their actual websites, and it would have been nice to know for sure which source was the most up-to-date.

I would change the formatting of the information about the practicum sites. It's quite hard to read through sometimes and looks a little messy.

I would like to see a match system that is more comparable to the internship match system whereby individuals can submit rankings ahead of time and an algorithm figures out ideal placements so that trainees and training sites are not sitting in a waitlist gridlock for hours on Match Day. If an algorithm is not feasible, perhaps a few paid, unbiased PENDELDOT staff can view applicants' rankings and figure out the matching to again avoid this gridlock.

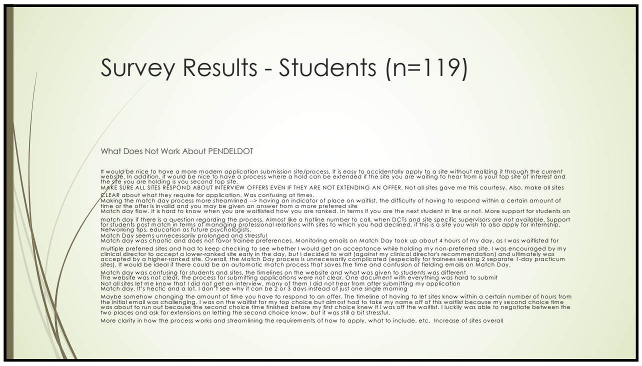
I would like to see more standardization to the listings and application requirements. It was a bit confusing to figure out where to find my information, what was needed to apply, and how to apply. I was always worried that I missed some instructions hidden in the listing.

I'm not sure how, but the number of students holding offers should be reduced because there is no movement from 9:15am to 12:01pm. Sites that have a student holding their offer should reach out to other students who are next in line for an offer so they know if they should hold out for another site or not. This was my first match and I understand the hold/accept timeline has gotten better, but there should be a way for a student holding one offer to know if they have a realistic chance at their top-ranked site in order to avoid holding an offer longer than necessary.

Improve the search and filtering options on the APA site to help with selecting appropriate sites that meet my training needs.

It should be standard that every site reach out to applicants about interview decisions. I had two sites not inform me of a decision, and 3 sites tell me that they could not extend an interviews within a week of match day. It was also strange to see a site that did not inform me of an interview decision appear during phase 2

It would be helpful for all sites to accept applications through PENDELDOT rather than email etc.



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

It would be nice to have a more modern application submission site/process. It is easy to accidentally apply to a site without realizing it through the current website. In addition, it would be nice to have a process where a hold can be extended if the site you are waiting to hear from is your top site of interest and the site you are holding is you second top site.

MAKE SURE ALL SITES RESPOND ABOUT INTERVIEW OFFERS EVEN IF THEY ARE NOT EXTENDING AN OFFER. Not all sites gave me this courtesy. Also, make all sites CLEAR about what they require for application. Was confusing at times.

Making the match day process more streamlined --> having an indicator of place on waitlist, the difficulty of having to respond within a certain amount of time or the offer is invalid and you may be given an answer from a more preferred site

Match day flow. It is hard to know when you are waitlisted how you are ranked. In terms if you are the next student in line or not. More support for students on match day if there is a question regarding the process. Almost like a hotline number to call, when DCTs and site specific supervisors are not available. Support for students post match in terms of managing professional relations with sites to which you had declined, if this is a site you wish to also apply for internship. Networking tips, education as future psychologists.

Match Day seems unnecessarily prolonged and stressful

Match day was chaotic and does not favor trainee preferences. Monitoring emails on Match Day took up about 4 hours of my day, as I was waitlisted for multiple preferred sites and had to keep checking to see whether I would get an acceptance while holding my non-preferred site. I was encouraged by my clinical director to accept a lower-ranked site early in the day, but I decided to wait (against my clinical director's recommendation) and ultimately was accepted by a higher-ranked site. Overall, the Match Day process is unnecessarily complicated (especially for trainees seeking 2 separate 1-day practicum sites). It would be ideal if there could be an automatic match process that saves the time and confusion of fielding emails on Match Day.

Match day was confusing for students and sites, the timelines on the website and what was given to students was different

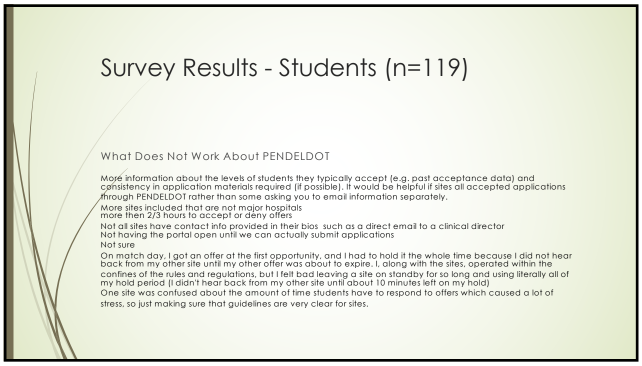
The website was not clear, the process for submitting applications were not clear. One document with everything was hard to submit

Not all sites let me know that I did not get an interview, many of them I did not hear from after submitting my application

Match day. It's hectic and a lot. I don't see why it can be 2 or 3 days instead of just one single morning

Maybe somehow changing the amount of time you have to respond to an offer. The timeline of having to let sites know within a certain number of hours from the initial email was challenging. I was on the waitlist for my top choice but almost had to take my name off of this waitlist because my second choice time was about to run out because the second choice time finished before my first choice knew if I was off the waitlist. I luckily was able to negotiate between the two places and ask for extensions on letting the second choice know, but it was still a bit stressful.

More clarity in how the process works and streamlining the requirements of how to apply, what to include, etc. Increase of sites overall



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

More information about the levels of students they typically accept (e.g. past acceptance data) and consistency in application materials required (if possible). It would be helpful if sites all accepted applications through PENDELDOT rather than some asking you to email information separately.

More sites included that are not major hospitals

more then 2/3 hours to accept or deny offers

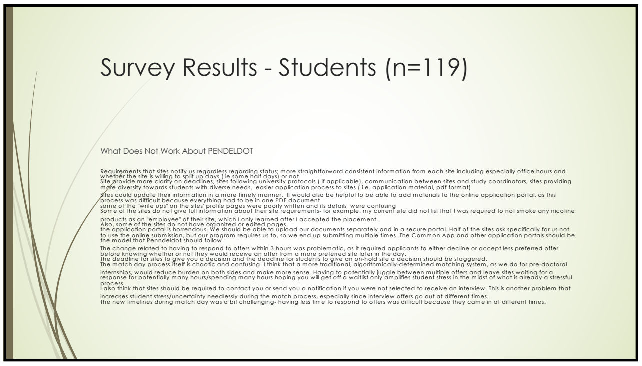
Not all sites have contact info provided in their bios such as a direct email to a clinical director

Not having the portal open until we can actually submit applications

Not sure

On match day, I got an offer at the first opportunity, and I had to hold it the whole time because I did not hear back from my other site until my other offer was about to expire. I, along with the sites, operated within the confines of the rules and regulations, but I felt bad leaving a site on standby for so long and using literally all of my hold period (I didn't hear back from my other site until about 10 minutes left on my hold)

One site was confused about the amount of time students have to respond to offers which caused a lot of stress, so just making sure that guidelines are very clear for sites.



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

Requirements that sites notify us regardless regarding status; more straightforward consistent information from each site including especially office hours and whether the site is willing to split up days (ie some half days) or not

Site provide more clarity on deadlines, sites following university protocols (if applicable), communication between sites and study coordinators, sites providing more diversity towards students with diverse needs, easier application process to sites (i.e. application material, pdf format)

Sites could update their information in a more timely manner. It would also be helpful to be able to add materials to the online application portal, as this process was difficult because everything had to be in one PDF document

some of the "write ups" on the sites' profile pages were poorly written and its details were confusing

Some of the sites do not give full information about their site requirements- for example, my current site did not list that I was required to not smoke any nicotine products as an "employee" of their site, which I only learned after I accepted the placement.

Also, some of the sites do not have organized or edited pages.

the application portal is horrendous. We should be able to upload our documents separately and in a secure portal. Half of the sites ask specifically for us not to use the online submission, but our program requires us to, so we end up submitting multiple times. The Common App and other application portals should be the model that Penndeldot should follow

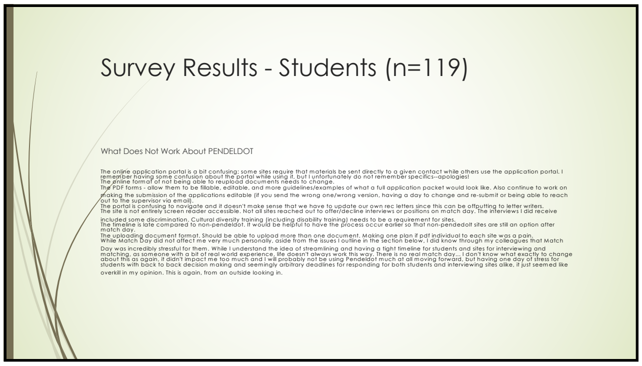
The change related to having to respond to offers within 3 hours was problematic, as it required applicants to either decline or accept less preferred offer before knowing whether or not they would receive an offer from a more preferred site later in the day.

The deadline for sites to give you a decision and the deadline for students to give an on-hold site a decision should be staggered.

The match day process itself is chaotic and confusing. I think that a more traditional, algorithmically-determined matching system, as we do for pre-doctoral internships, would reduce burden on both sides and make more sense. Having to potentially juggle between multiple offers and leave sites waiting for a response for potentially many hours/spending many hours hoping you will get off a waitlist only amplifies student stress in the midst of what is already a stressful process.

I also think that sites should be required to contact you or send you a notification if you were not selected to receive an interview. This is another problem that increases student stress/uncertainty needlessly during the match process, especially since interview offers go out at different times.

The new timelines during match day was a bit challenging- having less time to respond to offers was difficult because they came in at different times.



Survey Results - Students (n=119)

What Does Not Work About PENDELDOT

The online application portal is a bit confusing; some sites require that materials be sent directly to a given contact while others use the application portal. I remember having some confusion about the portal while using it, but I unfortunately do not remember specifics--apologies!

The online format of not being able to reupload documents needs to change.

The PDF forms - allow them to be fillable, editable, and more guidelines/examples of what a full application packet would look like. Also continue to work on making the submission of the applications editable (if you send the wrong one/wrong version, having a day to change and re-submit or being able to reach out to the supervisor via email).

The portal is confusing to navigate and it doesn't make sense that we have to update our own rec letters since this can be offputting to letter writers.

The site is not entirely screen reader accessible. Not all sites reached out to offer/decline interviews or positions on match day. The interviews I did receive included some discrimination. Cultural diversity training (including disability training) needs to be a requirement for sites.

The timeline is late compared to non-pendeldot. It would be helpful to have the process occur earlier so that non-pendedolt sites are still an option after match day.

The uploading document format. Should be able to upload more than one document. Making one plan if pdf individual to each site was a pain.

While Match Day did not affect me very much personally, aside from the issues I outline in the section below, I did know through my colleagues that Match Day was incredibly stressful for them. While I understand the idea of streamlining and having a tight timeline for students and sites for interviewing and matching, as someone with a bit of real world experience, life doesn't always work this way. There is no real match day... I don't know what exactly to change about this as again, it didn't impact me too much and I will probably not be using Pendeldot much at all moving forward, but having one day of stress for students with back to back decision making and seemingly arbitrary deadlines for responding for both students and interviewing sites alike, it just seemed like overkill in my opinion. This is again, from an outside looking in.

Open Discussion

Thanks!