

The Takeaway: Professional psychology's training-to-workforce pipeline lacks the diversity of the U.S. population at large, at least with respect to race/ethnicity, disability, & gender identification.

Diversity in the Professional Psychology Training-to-Workforce Pipeline: Results From Doctoral Psychology Student Population Data



Jennifer L. Callahan, Jesse M. Smotherman, Kristan E. Dziurzynski, Patrick K. Love, Elizabeth D. Kilmer, Yolanda Flores Niemann, Camilo J. Ruggero, & Christa N. Herrera
University of North Texas

INTRO

Fostering a diverse professional psychology workforce fundamentally necessitates *admitting & retaining* diverse individuals for doctoral training.

Aim 1: Obtain population-based student data to examine 3 types of diversity (race/ethnicity, disability, and gender identification) across all accredited psychology programs in the U. S.

Aim 2: Identify attrition rates associated with each of these groups.

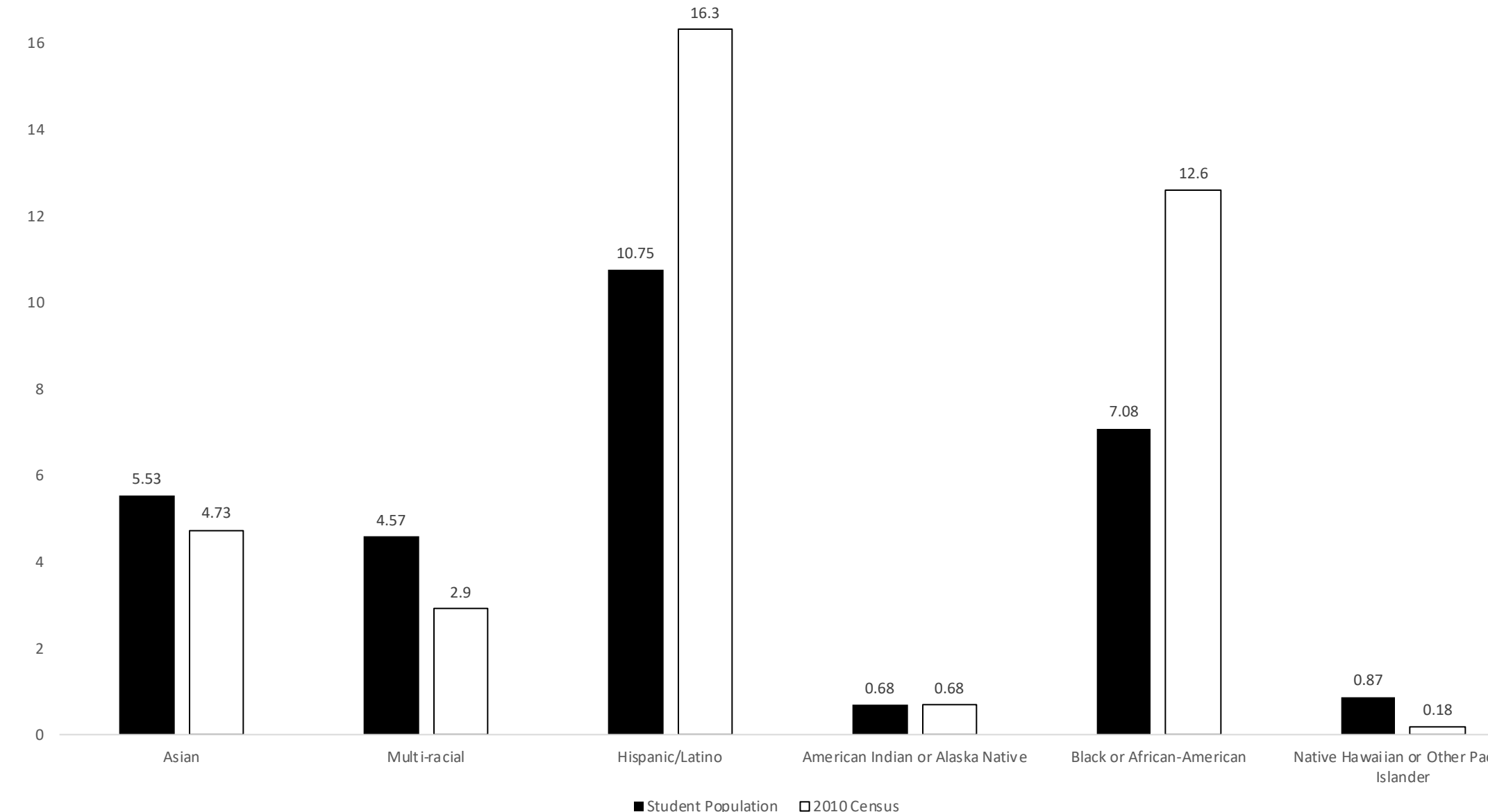
DATA SOURCE

Data reflects the *full population of students* training in accredited doctoral psychology programs for years 2005 thru 2015, via aggregation of annual reports provided by the Office of Program Consultation & Accreditation (OPCA).

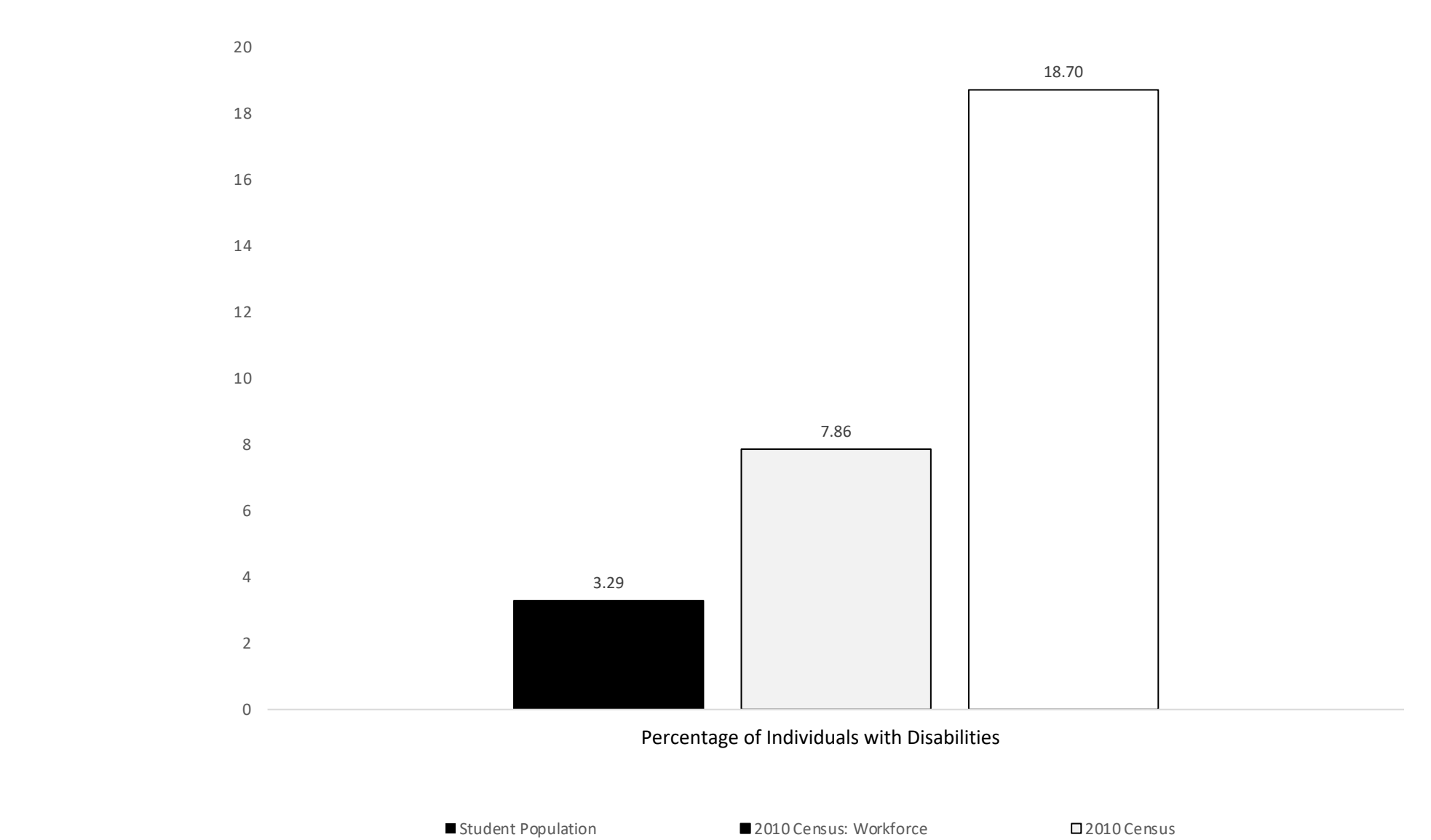
DISCUSSION

- Programs are encouraged to:
 - Implement holistic reviews for admission
 - Broaden the foci of department curriculum (refer to Penn State Department of Philosophy for model)
 - Develop mentoring programs
- Examine potential tokenization with department
- Recruit members of historically underrepresented racial groups (APA actively generates, disseminates, and promotes policies & practices that improve multicultural competence)

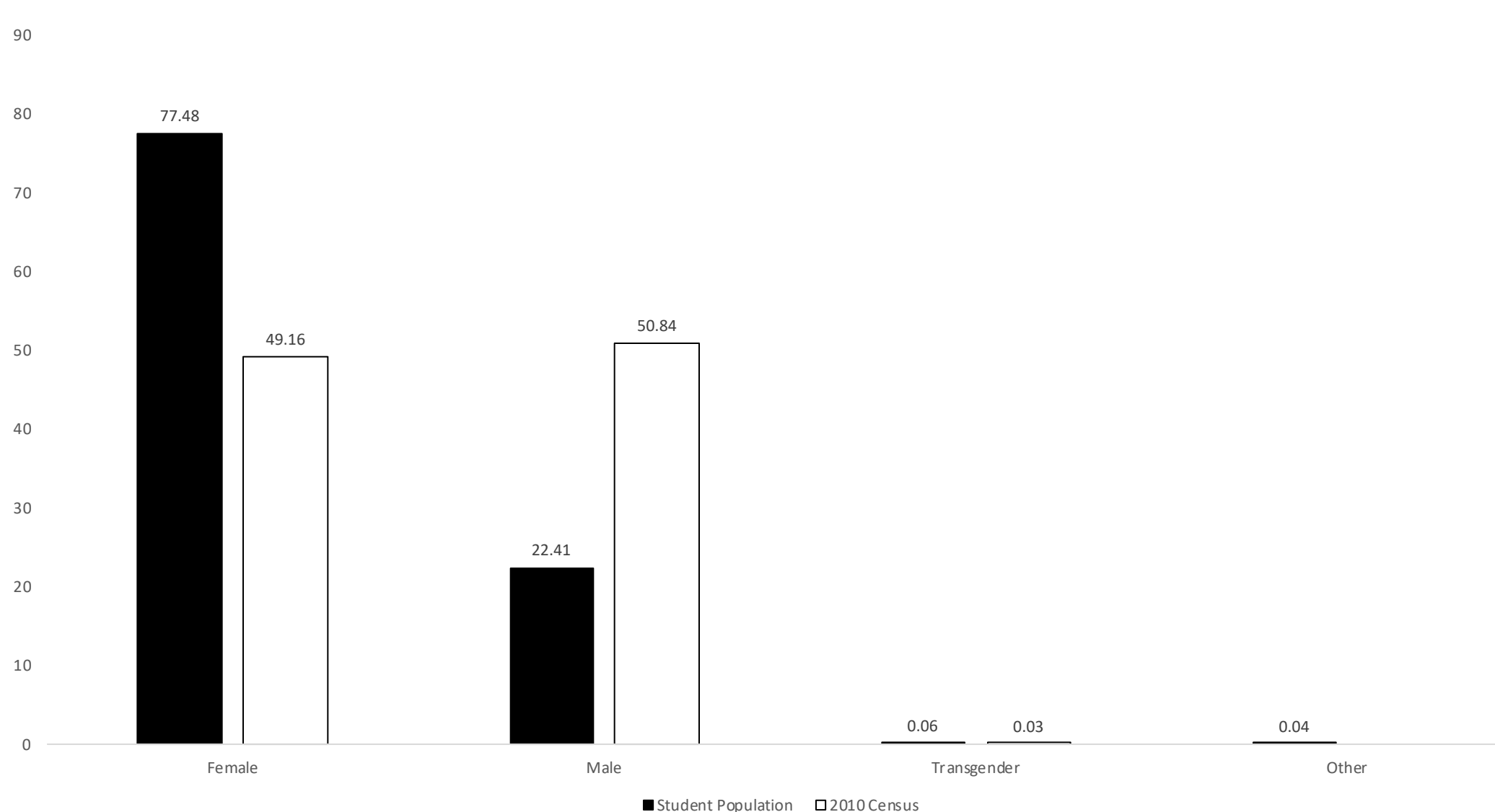
• Figure 1. Average % of racial/ethnic minority



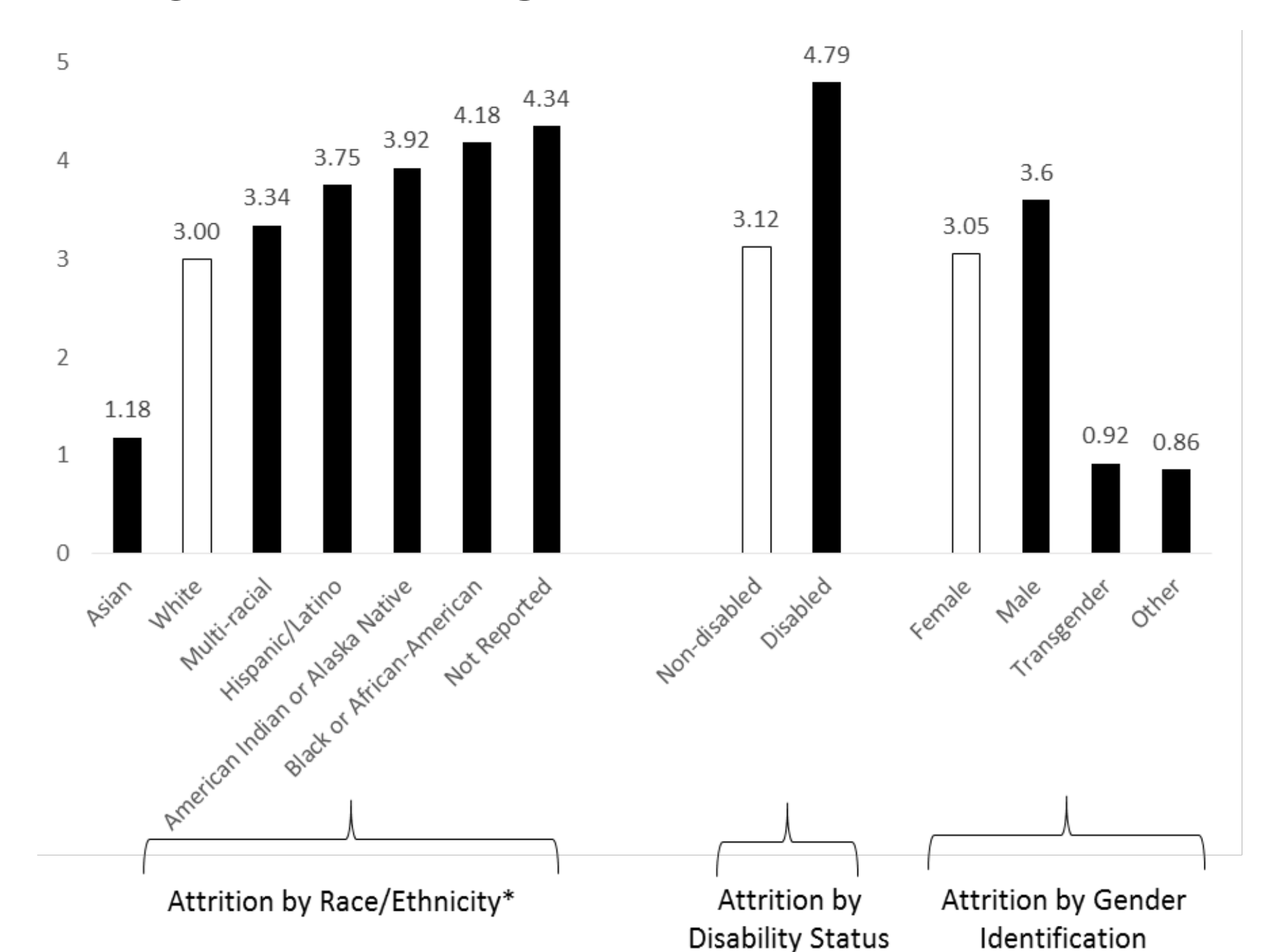
• Figure 2. Average % of disability representation



• Figure 3. Average % of gender identification representation



• Figure 4. Average % of student attrition



Funding Information:
Council of University Directors of Clinical Psychology (CUDCP)



Take a picture to
download the full paper

