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**TO: CAPIC Doctoral Academic Program Members**  
**FROM: CAPIC Board of Directors**  
**RE: CAPIC Dues Structure Change**

**Date: July 1, 2011**

Greetings from CAPIC!

We hope you found the new and first-ever computer matching process at CAPIC useful and easy to use. We look forward to your feedback for improvements. We are also writing to you to inform you of changes to our due structure and wanted to share with you the rationale for these new and much needed adjustments.

Since 1994, CAPIC's objective has been to improve the collaboration and cooperation between doctoral psychology graduate programs, internship, and postdoctoral training programs for the purpose of developing, supporting, maintaining and improving the quality of doctoral graduate training and service to the public. For nearly two decades, CAPIC has been growing in academic membership and training sites to offer choices and meet the increasing needs of the doctoral students in California. CAPIC has been an active safety net mediating the national doctoral internship crisis. CAPIC also continues to grow and diversify its specialized postdoctoral training sites across the state.

In true California entrepreneurial spirit, CAPIC has been at the forefront of doctoral clinical training. In close partnership with academic institutions, the multi-year internship was developed to meet the needs of a diverse student body in a stepwise, sequential and graded in complexity fashion rivaling national expectations. Both full time and multi-year internships ensure each intern completes a minimum of 1,500 qualifying hours toward licensure.

To provide fair, equitable and professional recognition for the value which Doctoral Interns bring to their training sites, CAPIC secured scholarships of \$20,750 for qualified students through the Mental Health Services Act-Workforce Education and Training (MHSA/WET) funds to serve the members of our communities who are underserved, underrepresented, culturally and linguistically diverse. This year, as part of our MHSA program, CAPIC created an online training modules series and held its first Policy and Advocacy Conference led by our esteemed Executive Director, Dr. Linda Garcia-Shelton. Better still, CAPIC has recently been awarded a new MHSA contract to continue its work under this important internship stipend program. Our interns are key nodes in the clinical fabric of public mental health services in our state, and we are pleased to be able to give them support – programmatic and financial – through this MHSA program.

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To ensure a continued quality improvement in clinical training, CAPIC has developed a Quality Assurance system whereby internship sites will be on-site visited and reviewed by a Board member once every three years. CAPIC's internship application and match process have been computerized and we have just successfully completed our first ever computer match for the AY11-12.

Additionally, to truly model leadership and advocacy in psychology, every year on a rotating basis, CAPIC has two fully active and voting Doctoral Intern/Student members on its Board of Directors. Each Intern-Board Member represents either the northern or southern constituencies of our state.

To ensure support to students and training sites during the training year, CAPIC provides consultation and assistance with issues related to quality of training and supervision, fair and professional treatment to students and sites, licensure requirements and regulations, and embodies the continuous quality improvement process through its various active oversight committees, tasked to respond to inquiries, suggestions, concerns, investigations and resolutions of grievances received.

As you can predict, organizational growth, research and development, active quality improvement and oversight, leadership and advocacy are functions that a responsible, ethical and caring organization cannot do without adequate funding.

In the absence of an existing systematized fee structure, CAPIC's Board of Directors has developed a fair and transparent fee structure based on data and placement outcomes over a three year rolling average. The yearly fee will be based on CAPIC slot usage (e.g. internship matches) by each Doctoral Academic Program. For some institutions, the yearly fee may either increase or decrease. The Board is implementing the following schedule for CAPIC Doctoral Program Membership Dues for the current year (AY11-12):

1. A yearly membership base fee of \$3,500 for each unique doctoral academic program.
2. Each unique doctoral academic program may place up to ten Doctoral interns in CAPIC internship slots per year under this base membership fee.
3. A flat rate of \$1,000 will be assessed for any additional interns (1-10 slots) placed above the initial ten. Additional sets (1-10) of interns will each be assessed \$1,000.
4. A rolling average over the last three years' placements is used to determine whether additional fees are appropriate.

We are open to hear from and work with you regarding these new membership changes. Please feel free to contact the CAPIC Office your thoughts, concerns and inspirations. We value and welcome your input.

Sincerely,

The CAPIC Board

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