

# Federal Correctional Institution

## Terminal Island

1299 Seaside Avenue

Terminal Island, CA 90731

### Psychology Internship Program



Accredited by the American Psychological Association

Office of Program Consultation and Accreditation ([apa.org/ed/accreditation/index.aspx](http://apa.org/ed/accreditation/index.aspx))

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## Terminal Island and the Surrounding Area

The Federal Correctional Institution at Terminal Island is uniquely located on the coast between San Pedro and Long Beach. Impressive ocean views are visible from many buildings and grounds within the institution. In the early morning, it is common to hear the barking of seals and sounds of various sea birds. While fog may roll in during the brief winter season, it is sunny and bright most of the year. Sunglasses and sunscreen are a necessity! All staff, including interns, have access to the staff training center, which includes a full gym with weights and cardio equipment.

Terminal Island is connected to the mainland via bridges. To the west, is the Vincent Thomas Bridge, which leads to the community of San Pedro. To the east, the island is connected to Long Beach via the Gerald Desmond Bridge. The area is within Los Angeles County. Los Angeles is California's largest city, both in terms of territory and population. The current population is estimated to be approximately 3.5 million filling 465 square miles. Los Angeles is not a city in the traditional sense of the word. Instead, it is a collection of intermingling communities, each contributing their own identity and character. Although public transportation is available across most of Los Angeles, the unique location of the institution on Terminal Island requires employees to use their own vehicles to commute to work.

Terminal Island and the greater Los Angeles area boast a mild climate with temperatures averaging 70 degrees. Los Angeles offers many attractions that contribute to its character. These sights are desirable locales for both LA residents and international tourists. From Beverly Hills, best known for the exclusive Rodeo Drive and the luxurious homes, to downtown urban Los Angeles, there is a successful blend of diverse cultures, peppered with distinctive arts, foods, and way of life. Many large colleges and universities are within an hour drive of Terminal Island. There are hundreds of miles of beaches, where you can swim, surf, walk, run, or bicycle. Nearby Long Beach is home to the Aquarium of the Pacific, the Queen Mary,

and the Museum of Latin American Art. The local mountains offer a multitude of sporting activities including skiing and snowboarding in the winter, and hiking and mountain biking in the summer.

While southern California is known for its high-priced housing, rentals are generally more affordable. The median priced apartment rentals in the neighboring communities of Long Beach and San Pedro are \$700 for a studio, \$1,200 for a one bedroom, and \$1,600 for a two bedroom.

### **The Federal Correctional Institution at Terminal Island**

Mission Statement: The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens. Each BOP institution operates in conformity with this mission.

FCI Terminal Island is one of 122 institutions currently operated by the Federal Bureau of Prisons (BOP). It is located within the Western Region, which is one of six BOP regions. Headquarters for the BOP (Central Office) is in Washington, D.C. The BOP also has six regional offices, two staff training centers and an office complex in Grand Prairie, Texas, that serves all the institutions and the Central Office with respect to employee services, designation and sentence computation, and a field acquisition office. Finally, the BOP administers 259 Residential Reentry Centers across the country. The BOP is the largest correctional system in the United States and is responsible for the custody and care of more than 191,000 federal offenders. The BOP operates institutions at five security levels: minimum, low, medium, and high (there are also administrative institutions that house inmates of all security levels).

FCI Terminal Island is a low security federal prison for men, located on the Los Angeles Harbor

near San Pedro and Long Beach, CA. The average daily population is approximately 1,100 inmates. The racial composition of the inmate population is 30% Hispanic, 20% Caucasian, 17.5% African American, 3% Asian and 1.5% Native American. The mean age of inmates is 42.5 years. Approximately 62% of the inmates at FCI Terminal Island are incarcerated for drug-related charges, 8.9% for weapons offenses, 8.3% for sex offenses (including child pornography), and 6.8% for fraud. Consistent with a low security facility, 67% of the inmates at FCI Terminal Island have no documented history of violence. The median sentence length for inmates at the facility is 87 months.

The staff complement at FCI Terminal Island is 269. While the largest staff contingent is in Correctional Services, the institution has employees in unit management, education, religious services, education, health services, psychology, human resources, food services, and the business office, among others. Approximately 73% of the staff is male and 27% are female.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consulting services to inmates and staff. Psychological services within the institution are designed to ensure that every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community. The focus of treatment varies from the amelioration of crisis situations to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Specifically, the mission of FCI Terminal Island is that of a Care Level 3 facility. At Care Level 3 facilities, severely and persistently mentally ill inmates with conditions that require weekly clinical contacts are identified and referred for evidenced based treatment. Inmates present with a variety of medical and mental health problems. In terms of mental health issues, inmates exhibit a range of diagnoses, which may include psychotic disorders and/or cognitive impairment. While inmates may periodically require inpatient hospitalization, services are aimed at helping them maintain their outpatient status.

# Psychology Internship at FCI Terminal Island

## Services Offered by the Psychology Department

The services provided by Psychology Services at FCI Terminal Island include psychological screenings of newly admitted inmates, brief treatment of adjustment symptoms, crisis intervention, and suicide risk assessment and prevention. We also provide drug abuse treatment, psychological assessment, and consultation with staff regarding inmate management concerns and personal issues. Opportunities exist to provide brief and long-term treatment in individual and group formats. Group formats can range from psycho-educational topics to process-oriented and may reflect intern interests. Past topics have included anger management, psychiatric medication issues and criminal thinking errors.

The primary services offered by the Psychology Services department serve as a framework for the core curriculum of the internship program. All interns receive training and supervised experience in the following areas:

**Intake Screening:** Each inmate who arrives at the facility is interviewed to assess current mental status and the appropriateness of further monitoring and intervention. At this time, programming recommendations are suggested, such as individual or group therapy, substance abuse treatment, anger management, and referrals for a psychiatric consultation.

**SHU Reviews:** Inmates housed in the Special Housing Unit undergo a brief mental status examination at least every 30 days.

**Therapy:** Clinical interventions include brief and long-term individual therapy as well as educational and process-oriented group therapy. Therapy sessions and groups are generally held on a weekly basis.

**Suicide Prevention and Crisis Intervention:** Immediate evaluation and intervention are offered to inmates who may be experiencing a personal crisis, or whose mental status has decompensated. A psychologist is on-call after hours and on weekends to respond to such emergencies. All FCI Terminal Island staff play a vital function in suicide prevention and provide training in identifying warning signs and procedures for referral to Psychology Services.

**Assessment:** Psychological evaluations are performed in response to referrals from many sources, including other clinicians, the drug treatment staff, and the education department. Psychological testing is used when necessary to provide useful information. Interns are required to complete at least one battery per Rotation, though they may take on additional assessments if they so desire.

**Consultation, Evaluation, and Organizational Interventions:** Frequent consultations occur with other departments, especially psychiatry, health services, the unit team, and correctional services. Building relationships and networking with other disciplines are essential for effective organizational intervention. All staff members contribute to the yearly internal program evaluation (operational review) of department activities.

**Mental Health Care Level Monitoring:** Psychology Services monitors the mental status of all Care 3 – Mental Health and Care 2 – Mental Health inmates per policy. Each inmate’s level of functioning is assessed, including any change in symptoms or side effects due to the medication. Referrals and consultation with the psychiatrist routinely occur.

### Goal of the Internship Program

The training offered by the FCI Terminal Island Internship Program is designed to meet the following goal:

*To train entry-level professional psychologists who can also function competently in the correctional environment.*

The primary goal of the Psychology Internship is to provide training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training and supervised practicum experience. To accomplish the goal, the program stresses development of competence in Research, Ethical & Legal Standards, Individual & Cultural Diversity, Professional Values and Attitudes, Communication & Interpersonal Skills, Assessment, Intervention, Supervision, and Consultation & Interprofessional / Interdisciplinary Skills. The training model has a direct bearing on the resulting goal, objectives, and anticipated competencies of the internship program, and will be elaborated below.

### Training Model and Philosophy

The training model that serves as the framework for the Internship Program at FCI Terminal Island is the Local Clinical Scientist model. The Local Clinical Scientist Model (LCS) was developed based on a perceived need that other models of training, even the more contemporary ones, emphasized one component over the other. There appeared to be an imbalance between the emphasis on either research or practice, regardless of the training model.

In the LCS model, science and practice are regarded as attitudes or identities. According to Striker and Trierweiler (2006), the approach recognizes the contributions of science and the scientific attitude as well as the realities of daily clinical practice. In addition to the importance of using science to inform practice, the unique context in which we provide services is also considered. FCI Terminal Island is a multidimensional setting in which psychological services are impacted by varied systemic demands and influences. The cultural aspects of prison life are deeply embedded, and similar to other cultural influences, must be given careful



consideration. The complexity of this environment mandates that contextual factors be regarded with as much vigor as relevant research and competent practice skills. Correctional psychologists have long been considering the systemic and contextual factors in their approach to services. The LCS model is a refreshingly congruent fit between the complexity of a correctional setting and our internship training program.

***Science + Practice + Contextual Factors =  
The Local Clinical Scientist Training Model***

An individualized training plan is developed collaboratively at the beginning of the year. Training is conceptualized as a stepwise progression of clinical experiences that are graded in complexity. It is anticipated that over the course of the 12-month program, interns will develop increasing autonomy and skills as a developing early career psychologist.

Consistent with the Local Clinical Scientist model of training and the program's commitment to providing culturally sensitive / competent services, each intern will complete a *Cultural / Diversity Project* during the year. This project is largely determined by Interns' interests and skills. While Interns will benefit from the training that is provided throughout the program, it is the contention of the Training Committee that Interns have a great deal to contribute in terms of their knowledge about culturally sensitive programs. Possible projects might include facilitating a special focus group, conducting staff training, and completing a research project and/or literature review.

**Staff and Resources**

Currently, FCI Terminal Island has six full-time psychologists, four doctoral interns, nine drug treatment specialists, two administrative assistants and one practicum student. Two of the six

psychologists are licensed in the State of California, one in New York, and one in Pennsylvania. A fifth psychologist is a Licensed Marriage and Family Therapist.

Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. Two full-time administrative assistants provide the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Office space and computers are available for intern use. Currently, four offices are designated specifically for intern use. Educational materials and DVDs on psychological and drug treatment topics are available, as well as a large library of psychological testing materials, references, and treatment manuals.

Our staff includes:

**Michael R. Wydo, Psy.D., ABPP Chief Psychologist**

Dr. Wydo was awarded his Psy.D. from the Philadelphia College of Osteopathic Medicine in 2003. He completed his APA accredited doctoral internship at the University of San Diego Counseling Center, and a Post-doc at the Cognitive Therapy Institute of San Diego. He became licensed as a Psychologist in California in 2005 and in North Carolina in 2010. He achieved Specialty Board Certification in Cognitive and Behavioral Psychology from the American Board of Professional Psychology in 2011. As the Chief Psychologist, his primary responsibilities are to administer comprehensive psychological services to all inmates, coordinate the Employee Assistance Program, supervise Psychologists and doctoral interns, and manage the Psychology Department. He has served as a previous Advanced Care Level Psychologist, Habilitation Program Coordinator, RDAP Coordinator, and Staff Psychologist in the Bureau of Prisons. Dr. Wydo is an Adjunct Professor at The American School of Professional Psychology at Argosy University, Southern California. He is also a Staff Psychologist at CBT California. His special interests include clinical supervision, Cognitive Behavioral interventions, anger, personality disorders, substance abuse, and severe mental illness. Dr. Wydo is the author of the "Angry Cognitions Scale-Prison Form." He is also the

vice chair of the “Forensic Issues and Externalizing Behaviors” Special Interest Group (SIG) for the Association for Behavioral and Cognitive Therapies (ABCT).

**Terra Follick, Psy.D. Internship Program Coordinator**

Dr. Follick graduated in 2011, from the Illinois School of Professional Psychology with a doctorate in Clinical Psychology with a forensic focus. She completed an APA accredited doctoral internship at MDC-LA. While in the BOP, Dr. Follick has worked as a Staff Psychologist and a CARE3-MH Psychologist. In 2016, she was hired at FCI Terminal Island as the Internship Program Coordinator. Other clinical experience includes work with adjudicated juveniles, sex offenders, and female offenders. She has participated in the Crisis Negotiation Team, Mentorship Program, Institution Review Board and served on committees to address the Prison Rape Elimination Act. She is currently licensed in the state of New York. Her areas of interests include severe mental illness, crisis intervention, clinical supervision and suicide prevention.

**Rogelio Serrano, Psy.D. Advanced Care Level Psychologist**

Dr. Serrano received his Doctorate in Clinical Psychology from Pepperdine University in 2011. He was a Psychology Intern at FCI Terminal Island in 2009 and continued with the BOP as an Education Specialist from 2010-2012. He was a Staff Psychologist from 2012-2014 at USP Victorville and returned to FCI Terminal Island to become the Advanced Care Psychologist. Dr. Serrano is currently an adjunct faculty at Pepperdine University. He is also a Licensed Marriage and Family Therapist. The focus of his practice is on bilingual family therapy in both community-based mental health, and private practice settings, with low income families, traumatized children and adults, dual-diagnosis patients, chronically mentally-ill adults, and couples. He is a member of the California Association of Marriage and Family Therapists (CAMFT), California Latino/a Psychological Association (CLPA), American Psychological Association (APA), and National Latino Psychological Association (NLPA). His research

interests are in the area of men and masculinities, violence prevention, couples therapy, and qualitative research methods.

**Laurie Schoellkopf, Psy.D., Residential Drug Abuse Program Coordinator**

Dr. Schoellkopf attended Pepperdine University where she received her Doctorate in 1993. She completed her APA accredited internship at the Child Guidance Center in Santa Ana, California. She also served as a University of Southern California (USC) Fellow at The Children's Hospital of Los Angeles. She has been licensed as a Psychologist in California since 1998. As the Drug Abuse Program Coordinator, she is the Primary Supervisor for the doctoral psychology internship students for the Substance Abuse Treatment rotation. Her collateral duties include Western Regional Crisis Support Team Psychologist and Crisis Support Team Leader at FCI Terminal Island. Dr. Schoellkopf is also an Adjunct Faculty member at Pepperdine University and maintains a private practice. Her treatment orientations include Cognitive Behavioral Therapy (CBT), Dialectical Behavioral Therapy (DBT), Solution-focused brief therapy, Humanistic and Brief Psychodynamic Therapy. Dr. Schoellkopf is a member of the American Psychological Association, California Psychological Association and the Los Angeles Psychological Association.

**Lucia S. Pujol, Psy.D., Co-Occurring Residential Drug Abuse Program Coordinator**

Dr. Pujol completed her doctoral internship at FCI Terminal Island and received her Psy.D from the California School of Professional Psychology, Los Angeles in 2003. She joined the workforce for the California Department of Corrections-Corcoran and specialized in working with the validated prison gangs, management of high profile cases, and the severe mentally ill population. In 2006, Dr. Pujol joined the Federal Bureau of Prisons at USP Atwater, California as a Staff Psychologist. In 2008, she transitioned to USP Tucson, Arizona to develop the only high level security Sex Offender Management Program (SOMP) and Non Residential Sex Offender Treatment Program (NR-SOTP) in the Bureau of Prisons. She has served four years on the Hostage Negotiations Team as the psychological expert. In 2012, she transferred to

FCI Terminal Island to develop one of the two Dual Diagnosis Residential Drug Abuse Programs for men in the Federal Bureau of Prisons. Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

#### **Shannon Griswold, Psy.D. Staff Psychologist**

Dr Griswold completed her doctoral internship at FCI terminal Island and received her Psy.D from Forest Institute of Professional Psychology in 2012. She was immediately hired as a Staff Psychologist at USP Canaan and became licensed as a Psychologist in Pennsylvania in 2013. She returned to FCI Terminal Island as a Staff Psychologist in 2015. Dr. Griswold is active with APA's Division 18 as the current secretary/ treasurer, and ECP representative. Her interests include SMI, malingering, Hostage Negotiations, suicide risk, management of violent behavior, LGBT & diversity.

#### **Accreditation**

We are extremely pleased to announce that the internship program at FCI Terminal Island was granted accreditation by the American Psychological Association, with an initial accreditation date of May 25, 2011. The Commission on Accreditation's next site visit will be conducted in 2018.

FCI Terminal Island has been a member of Association of Psychology Postdoctoral and Internship Centers (APPIC) since 1992. Consistent with membership in APPIC, this program agrees to abide by the policy that no person at this facility will solicit, accept, or use any ranking-related information from applicants. The internship at FCI Terminal Island participates in the APPIC match with the National Matching Service (NMS). Applicants must obtain the Applicant Agreement Package from NMS and register for the matching program to be eligible. For more information on APPIC, call 832-284-4080 or visit the website at [www.appic.org](http://www.appic.org).

## Benefits

Interns receive a GS-09, Step 1 salary of approximately \$57, 944, and accrue annual leave (vacation time) and sick leave at the rate of four hours for every two-week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are eligible for health insurance; however retirement benefits are not available. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Interns are required to complete 2,000 hours of training at FCI Terminal Island, and are encouraged to judiciously use their vacation and sick leave. The starting date for the internship occurs during the last two weeks of August.

## Supervision and Training

Each intern will be involved in training 40 hours each week at FCI Terminal Island. Consistent with APA standards, interns receive two hours of individual supervision and two-and-a half hours of group supervision. During group supervision, interns rotate presenting cases and discussing relevant issues such as ethics and managing difficult cases. Interns participate in weekly didactic seminars that have included such topics as, correctional mental health, treatment of borderline personality disorder, dangerousness and suicide risk assessment, and managing sex offenders, among others. Interns are responsible for conducting two training seminars during the year, which may include presentation of their dissertation research.

## Training Activities/ Rotations

Interns complete four rotations during the year, lasting approximately 12 weeks, in each of the following training areas: General Population, Seriously Mentally Ill, Advanced Care Level/Re-entry, and Drug Abuse Treatment. Regardless of rotation, interns have at least 20 hours of direct client contact each week. Each intern will participate in a number of training activities, which are considered the core curriculum. As previously outlined, these include intake screenings, suicide risk assessment, crisis intervention, individual and group therapy, assessment and testing, and consultation and organizational interventions.

### General Population Rotation

The general population rotation focuses primarily on providing general mental health services to inmates. All inmates who arrive at FCI Terminal Island participate in an intake screening, where their overall mental status and suitability for general population are determined. Interns conduct individual therapy, which may include short- or long-term treatment, depending on the clinical needs of the inmate. Interns are given latitude regarding the type of groups they facilitate, which may vary with their interests. Suicide risk assessments are routinely conducted on this rotation. Interns receive referrals for psychodiagnostic testing, and administer, score, interpret, and present the results.

A major emphasis on this rotation is to prepare interns to function as generalist correctional psychologists. As such, interns gain supervised experience in the tasks considered to be vital psychological services. Interns will assist with conducting Special Housing Unit (SHU) reviews, whereby the mental status of all inmates housed in SHU 30 days or longer is assessed. Interns help train and monitor the Suicide Watch Companion Team. The team consists of inmates especially trained to conduct constant visual observations during suicide watches. Interns also monitor general population inmates taking psychotropic medication, make psychiatric referrals, and consult with the psychiatrist.

While not a major rotation, interns will have significant experience working with medically ill inmates, in the short stay residential unit (hospital) at FCI Terminal Island. Interns will have the opportunity to consult with medical staff and the medical social worker on numerous cases.

### **Seriously Mentally Ill (CARE3-MH) Rotation**

The focus of this rotation includes training experiences that are clinical, administrative and case management-oriented with the seriously mentally ill population at FCI Terminal Island. These inmates are typically diagnosed with schizophrenia, schizoaffective disorder, major depression, bipolar disorder, and/or are cognitively impaired.

Interns are involved in clinical services that include assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. The overall purpose is to reduce psychological distress and to empower participants in the management of their symptoms, as well as facilitating their adjustment to incarceration. The intern will facilitate an ongoing Illness Management and Recovery Group as well as other Evidence Based Practices.

Training is provided on the process for evaluating an inmate's appropriate care level and determining the necessary services. Care Level 3 Mental Health inmates will be seen weekly in individual and/or group therapy, Diagnostic and Care Level Formulations, Treatment Plans and Mental Health Transfer Summaries are documented in in the Psychology Data System.

### **Drug and Alcohol Abuse Treatment Rotation**

The Psychology Intern is focused on providing aspects of various drug abuse treatment programming on this rotation. Interns are part of the teaching team for the Drug Education Class. Drug Education is a didactic experience that entails the intern providing instruction to inmates



regarding how drugs affect the body. This is a mandated program for many inmates. Interns have the opportunity to conduct their own Non-Residential Drug Treatment Group. This is a weekly process-oriented, cognitive-behavioral group. Interns also have the training experience of co-leading/leading a phase of treatment within the 500 Hour Residential Drug Abuse Treatment Program (RDAP). RDAP is a 9-month intensive program whereby inmates participate daily and live in a treatment community housing unit. As new policy has recently been published regarding Psychology Programs (including Drug Abuse Treatment Programs), the intern will become familiar with the Modified Therapeutic Community Format and work within this framework. The Psychology Intern will have the opportunity to work with both the traditional RDAP and the new Dual Diagnosis RDAP program for Care Level 2 and Care Level 3 Mental Health inmates.

Interns become familiarized with the Psychology Data System (PDS) and in particular, how to document required treatment notes and attendance. The intern develops familiarity with the assessment process for an inmate's entrance into the RDAP, which includes understanding the inmates' Presentence Report, conducting eligibility interviews, and synthesizing these components. The assessment process involves conducting diagnostic interviews. The intern also participates in Drug Abuse staff/Unit Team meetings.

Group and individual treatment training is provided to the intern by the Drug Abuse Treatment Coordinator and/or DAP Psychologist. A reading list is provided and an extensive library of drug treatment reference books and DVDs are available. Presentations to the psychology and drug treatment specialists group supervision sessions are conducted by the intern after having researched a particular area of interest in drug treatment.

#### Advanced Care Level/Re-Entry Rotation

A major competent of this rotation includes the administration and delivery of services to the Care Level 2 inmate population. These inmates have a range of diagnoses, from Adjustment

Disorder to Personality Disorder to Mood Disorder.

Care Level 2 inmates are inmates who are able to maintain stability via outpatient treatment with one individual treatment session per month or two group treatment sessions per month. Interns are involved in clinical services for Care Level 2 inmates including assessment of client needs, treatment planning, individual and group therapy, psycho-educational classes, and medication management. In addition to individual treatment, the intern will facilitate of at least two group interventions, each lasting a minimum of eight weeks. Priority Practice Group treatments for Care Level 2 inmates include Seeking Safety PTSD group, Emotion Self-Regulation, and others. The intern will also co-facilitate one group intervention with the practicum student and receive training on providing clinical supervision.

Additionally, interns on this rotation will work with Community Treatment Services and Re-entry. The intern will not only ensure mentally ill inmates receive appropriate mental health services while incarcerated, but will also help ensure appropriate treatment in the community for inmates preparing for release.

### Evaluation and Grievance Process

Evaluation of intern progress occurs both informally and formally. On an informal basis, supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the particular rotation. It is hoped that there will be no major surprises for either the intern or the supervisor at the end of the rotation, given the emphasis placed on on-going evaluation and feedback. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify

specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any and all concerns regarding professional, ethical, or systemic problems. It is suggested that an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances, the chain of command may be useful. In ascending order, the intern may bring the issue to the attention of the Internship Program Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns will become familiar with the formal grievance process during their orientation. Concerns also may be reported to APA or APPIC

When a performance problem is identified, the first step includes informal communication between the supervisor and intern. If the problem is not rectified, or if initially the problem is of significant severity, a Competency Remediation plan will be implemented. The supervisor and intern discuss the problem and collaborate on a remediation plan in writing. The plan is implemented, and the intern is assessed at the end of a pre-determined interval, and provided with written and oral feedback regarding their progress. The intern is provided with written notification upon the termination of the remediation plan, or, if unsuccessful in their efforts, placed on probation. During the department orientation, interns are provided copies of these written documents, which they read, sign, and discuss with the Internship Program Coordinator.

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## **Employment Opportunities within the Federal Bureau of Prisons**

For more than thirty years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system. Forty-six percent of the current Chief Psychologists completed practicum, internship, or post-doctoral training with the BOP. Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff, who have just completed their doctoral programs, typically start at the GS-11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible with promotion.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you would have the opportunity to be involved in:

- \* Providing Correctional Mental Health Services
- \* Suicide Prevention Program
- \* Substance Abuse Treatment
- \* Sex Offender Treatment
- \* Forensic Evaluations for the Federal Courts
- \* Hostage Negotiation Training
- \* Crisis Intervention Response Team for Trauma Victims
- \* Doctoral Internship Training Program
- \* Employee Assistance Program
- \* Inpatient Mental Health Program
- \* Staff Training
- \* Research

Annual continuing education is available as a part of each psychologist's professional development program. At times money is available to attend local seminars. On a regular basis, live APA accredited workshops are provided by Central office staff on-line.

Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility: maximum, medium, low, minimum, and administrative, in which they wish to work. In addition, there are a number of newly activated institutions where psychologists play a pivotal role in designing programming and services.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for sheltering extra income similar to a Keogh Plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension.

## THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER

We invite application by any and all persons who meet the qualifications noted above and value having a diverse intern group. Selections will be made without discrimination for any non-merit reason such as race, color, religion, national origin, sex, sexual orientation, status as a parent, age, marital status or membership in an employee organization. The Department of Justice provides reasonable accommodations to applicants with disabilities. If you need an accommodation for any part of the application and hiring process, please notify our Human Resource office. The decision on granting reasonable accommodation will be made on a case-by-case basis. Persons with disabilities may be employed in a law enforcement position if they meet the medical and physical requirements for correctional work.

Pursuant to Executive Order 11935, only United States citizens and nationals may compete for civil service jobs. Internship positions are open to individuals of any age. Applicants should be aware that permanent civil service positions with the Bureau of Prisons are open only to those who are not yet 37 years of age at the time they are hired on a permanent basis. Please note that intern positions are temporary appointments not to exceed one year. Acceptance into the internship program is not a guarantee of employment thereafter. Interns are considered law enforcement employees, and may be called upon to respond to institution and other emergencies.

As a member of the Association of Postdoctoral and Psychology Internship Center (APPIC), FCI Terminal Island will participate in the APPIC Internship Matching Program. Applicants are encouraged to review the APPIC Match Policies at: [www.appic.org](http://www.appic.org).

**INTERNSHIP OFFERS RESULTING FROM PARTICIPATION IN THE APPIC MATCHING PROCESS ARE TENTATIVE AND REMAIN CONTINGENT UPON MEETING ALL FEDERAL EMPLOYMENT GUIDELINES AND UPON CONTINUED FUNDING OF THE TRAINING PROGRAM.**

The Bureau of Prisons is an Equal Opportunity Employer and we encourage the application of minority and diverse students. In accordance with Public Law 100-238, applicants for career BOP positions must be under the age of 37 at the time of initial appointment. The internship is a temporary appointment, so age requirements are waived. However, age requirements will apply to your qualification for a career appointment if you intend to apply for a permanent appointment following internship.

Application materials are due November 1st. Academic background, prior professional experience, letters of recommendation, and professional interests and goals are among the criteria considered in selections. Applicants who meet our selection qualifications will be contacted to arrange an on-site tour and interview, which will be scheduled in January. Invited candidates are required to interview in person. Applicants must be U.S. citizens and must obtain security clearance. The qualification process includes an integrity interview, and a panel interview. A full background investigation and physical examination will follow only if you obtain an appointment.

**THE PROGRAM APPLICATION DEADLINE IS NOVEMBER 1st.**

## **APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM**

### Requirements and Procedures

The positions offered for the 2018 – 2019 year are open to all students enrolled in APA-accredited clinical and counseling doctoral psychology programs. *We do not accept applicants from non-accredited programs.* Although prior work experience in a prison setting is not required, training or work experiences compatible with corrections or forensic work is desirable in candidates.

To be internship eligible, students must have successfully completed at least three years of

graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 500 intervention hours. The Internship Program encourages the application of ethnic minority and diverse students, and prides itself on providing an environment supportive of diversity. Persons with disabilities may be employed in a law enforcement position if they meet the medical and physical requirements for correctional work. Once selected, interns must pass a background investigation/security clearance, drug screening, and physical examination. If you have any questions about this, please feel free to contact the Human Resources Department.

All applicants must be registered with the National Matching Services, Inc. to be eligible for this internship program. Positions will be filled strictly in accordance with APPIC policy.

After the deadline, completed application packages at FCI Terminal Island are evaluated and candidates are invited for an interview. Interviews generally will be held during January. A personal interview at the site has obvious advantages for both parties. No telephone interviews will be conducted.

Internship offers resulting from participation in the APPIC matching process are tentative and remain contingent upon meeting all federal employment guidelines and upon continued funding of the training program. All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure includes a Pre-Employment Interview with our Human Resources Department, as well as a background investigation and drug screen.

### Required Materials

You may apply to one or more of the Bureau of Prisons internship programs and your credentials will be evaluated independently at each site. You will only have to complete the



pre-employment interview at one site, and the results may be shared with the other BOP facilities to which you apply. However, you will need to individually identify each site of interest to allow those institutions to have access to your on-line application.

*To have your application considered, all application materials must be completed November 1st.*

All completed on-line applications at FCI Terminal Island will include:

1. APPIC Application for Psychology Internship (AAPI), which includes verification from the training director from the applicant's academic program.
2. Official /Sealed transcripts of all graduate work, which are uploaded to the APPIC applicant portal.
3. A current vita that lists practicum work, academic and professional experience, and research, which applicants will scan and upload.
4. Three letters of recommendation from sources able to evaluate your work in psychology and your personal qualifications. If you want your Training Director to serve as a reference, he/she must write a traditional letter with a narrative account of your abilities and characteristics.
5. One work sample with all identifying data eliminated. Select an adult client whose report includes, at minimum, background information, current behavioral observations, results of a battery of psychological tests, and a formulation of the case (scan and upload).

The members of the Training Committee at FCI Terminal Island are very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program

Coordinator, Dr. Terra Follick, if you have any questions (email preferred).

**Dr. Terra Follick**

**Internship Program Coordinator**

**FCI Terminal Island**

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**(310) 732-5304**

**tfollick@bop.gov**

#### **References**

Stricker, G., & Trierweiler, S., (2006). The Local Clinical Scientist: A bridge between Science and Practice. *Training and Education in Professional Psychology, 8, 37-46*

**INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA**

**Date Program Table updated: 7/21/2017**

<b>INTERNSHIP PROGRAM ADMISSIONS/SUPPORT</b>	
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 500 intervention hours. There are no minimum hours of assessment required. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections.</p> <p>The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. Please refer to policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding nondiscrimination policies.</p>	
<b>At the time of application, the program requires that applicants have received a minimum number of hours of the following:</b>	
Total Direct Contact Intervention Hours	500
Total Direct Contact Assessment Hours	N/A
Any other required minimum criteria used to screen applicants:	N/A
<b>FINANCIAL AND OTHER BENEFIT SUPPORT FOR UPCOMING TRAINING YEAR*</b>	
Annual Stipend/Salary for Full-time Interns	\$57,944
Annual Stipend/Salary for Half-time Interns	N/A
Program provides access to medical insurance for intern?	YES
<b>Access to Medical Insurance is provided.</b>	
Trainee contribution to cost required?	YES
Coverage of family member(s) available?	YES
Coverage of legally married partner available?	YES
Coverage of domestic partner available?	YES
Sick Leave	4 hrs/ Pay Period
Annual Leave	4 hrs/ Pay Period
The program allows reasonable unpaid leave to interns/residents in excess of personal time off and sick leave in the event of medical conditions and/or family needs that require extended leave.	YES
Other Benefits: N/A	

<b>INITIAL POST-INTERNSHIP POSITIONS (2014-2016 cohorts)</b>		
Total # of interns who were in the 3 cohorts:	11	
Total # of interns who did not seek employment because they returned to their doctoral program/ are completing doctoral degree:	0	
	<b>PD*</b>	<b>EP*</b>
Community mental health center	1	N/A
Federally qualified health center	N/A	N/A
Independent primary care facility/clinic	N/A	N/A
University counseling center	N/A	N/A
Veterans Affairs medical center	N/A	N/A
Military health center	N/A	N/A
Academic health center	N/A	N/A
Other medical center or hospital	N/A	1
Psychiatric hospital	N/A	2
Academic university/department	N/A	N/A
Community college or other teaching setting	N/A	N/A
Independent research institution	N/A	N/A
Correctional facility	N/A	7
School district/system	N/A	N/A
Independent practice setting	N/A	N/A
Not currently employed	N/A	N/A
Changed to another field	N/A	N/A
Other	N/A	N/A
Unknown	N/A	N/A

*\*PD = Post-doctoral residency position; EP= Employed Position.*