

# FEDERAL CORRECTIONAL COMPLEX Allenwood, Pennsylvania



## Doctoral Psychology Internship Program

2019/2020

Accredited on Contingency by the American Psychological Association

APPIC Membership Number: **2365**

\*This program abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant

Last Updated: October 5, 2018

TABLE OF CONTENTS

Introduction.....3

Overview of the Federal Bureau of Prisons ..... 3

    Psychology Services in the Federal Bureau of Prisons .....4

FCC Allenwood .....4

    Psychology Department at FCC Allenwood .....5

Psychology Doctoral Internship Program.....5

    Accreditation .....5

    Training Model and Aim.....6

    Training Experiences/Rotations .....7

        General Population/Restrictive Housing Rotation.....7

        Intensive Residential Treatment Rotation.....7

        Severe Mental Illness (SMI) Rotation .....8

    Didactic Training.....9

    Orientation and Supervision.....9

Evaluation and Grievance Process.....9

Intern Accommodations and Employment Opportunities .....10

    Intern Accommodations .....10

    Employment Opportunities .....10

Local Area.....11

Eligibility Requirements .....11

Application Procedures.....12

Internship Admissions, Support, and Initial Placement Data .....14

    Internship Program Admissions .....14

    Financial and Other Benefit Support for Upcoming Training Year.....15

    Initial Post-Internship Positions .....15

FCC Allenwood Psychology Staff.....16

## INTRODUCTION

The Psychology Services Department at the Federal Correctional Complex (FCC) in Allenwood, Pennsylvania appreciates your interest in our doctoral psychology internship program. We recognize that choosing an internship site is an important step in your academic training, and we invite you to seriously consider the unique array of positive training experiences offered at FCC Allenwood. The one year, full-time training program (2,000 hours minimum) is structured to provide certain core experiences to each intern, yet is sufficiently flexible that the training experience is individualized to provide learning opportunities in areas of special interest.

FCC Allenwood is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). FCC Allenwood is currently accredited on contingency by the American Psychological Association (APA). The BOP has a long-standing reputation of commitment to excellence at the various pre-doctoral internship sites. FCC Allenwood will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our sister BOP institutions.

## OVERVIEW OF THE FEDERAL BUREAU OF PRISONS

The 122 facilities which comprise the Federal Bureau of Prisons currently house approximately 207,000 offenders. With the core values of Respect, Integrity, and Correctional Excellence, over the past 80 years, the BOP has earned the reputation as one of the most elite correctional agencies in the world. Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. A majority of inmates live in medium, low, or minimum security institutions which also provide greater degrees of personal freedom.

All facilities have in-house support services, including Health Services and Psychology Departments. Although all inmates have been convicted of federal crimes and separated from the community, inmates are individuals, each with his (or her--about eight percent are women) own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. In fact, national recidivism studies indicate that approximately two-thirds of incarcerated inmates return to prison within three years of their release (Bureau of Justice Statistics, 2002). Yet others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Therefore, Psychology Services plays an integral role in mental health management of the federal population both pre- and post-incarceration.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

**Psychology Services in the Federal Bureau of Prisons** -With a team of over 38,000 employees including over 400 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. Within each institution of the BOP, psychologists function as the primary providers of mental health services to inmates. Departments range in size from a single individual to as many as 30 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred. Some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60 percent of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug Abuse Program, a treatment program which combines manualized treatment along with a modified therapeutic community modality to offer clients insight into the negativistic pattern of the criminal lifestyle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide evaluations which are referrals from the Federal Courts or parole boards. Sometimes non-mental health staff within the institution will request assessments. For example, Psychology Services often provides intelligence testing for the purpose of determining special needs accommodations for inmates participating in GED programming. Bureau psychologists are also involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

Psychology Services in the Bureau of Prisons employs only doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority, and annual continuing education is provided to every Bureau psychologist.

Starting in 1930 with a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the nearly 80 years of its existence. Today, the prison population is increasing at an unprecedented rate. In order to house and care for these inmates, many new institutions will be built, and thousands of new staff members hired. Thus, Psychology Services will continue to have a strong presence within the Federal Bureau of Prisons.

### FCC ALLENWOOD

FCC Allenwood has three facilities: United States Penitentiary (USP); Federal Correctional Institution (FCI); and Low Security Correctional Institution (LSCI). The Allenwood reservation consists of 4,252 acres of federally owned land in rural central Pennsylvania, and is situated in the foothills of the Northern Allegheny Mountains.



The architecture of the main facilities reflects the character of vernacular residential buildings native to the region. Low one and two story structures of masonry and glass, with dark sloping metal roof, predominate. In keeping with the stated philosophy of the Bureau of Prisons, the Federal Correctional Complex is designed to provide an environment that allows interaction between the inmate population and staff, and encourages inmates in self-improvement through educational, vocational, and social means.



The three main institutions at Allenwood are clustered in close proximity to each other, but remote from the surrounding properties. The Federal Correctional Complex is designed to house more than 3,500 inmates across the low security institution (LSCI), medium security institution (FCI), and high security penitentiary (USP).

**Psychology Department at FCC Allenwood** - Psychology Services at FCC Allenwood is well-staffed and continues to expand through the addition of new clinical missions. Our staffing includes 13 Psychologists and 22 Treatment Specialists, along with four Psychology Technicians. Among the 13 Psychologists, eight are licensed supervisory Psychologists who represent a broad and diverse range of experience and expertise. Psychologists at FCC Allenwood are heavily involved locally, regionally, and nationally as trainers in Crisis Negotiation Teams and Crisis Support Teams. Psychologists, while representing a wide range of clinical and correctional experience, all emphasize and embrace evidence-based practices and have been involved in recent Zeitgeist shifts and audits within the BOP that are emphasizing increased programming and service delivery, especially with Restrictive Housing Unit inmates.

#### PSYCHOLOGY DOCTORAL INTERNSHIP PROGRAM

**Accreditation** - The internship program formally began with the 2015-2016 intern class. FCC Allenwood is an APPIC Member (membership number: 2365). FCC Allenwood has recently been granted “accredited, on contingency” status by the American Psychological Association pending two full cohorts of program graduates. FCC Allenwood will be submitting outcome data by June 1, 2019, and if deemed sufficient, full accreditation status may be granted. If received, accreditation will be retroactive to the date of our site visit on May 9, 2017. While we are committed to modeling our internship after the standards set forth by the APA and are hopeful to receive full accreditation, there is no guarantee that FCC Allenwood will ultimately obtain full APA accreditation.

Any questions or concerns regarding the accreditation status of the FCC Allenwood should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 7:2-4242  
Phone: (202) 336-5979  
Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee  
17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
Phone: (832) 284-4080  
Email: [appic@appic.org](mailto:appic@appic.org)  
Web: [www.appic.org](http://www.appic.org)

**Training Model and Aim** - The overall aim of the doctoral internship program is to produce entry-level professional psychologists who can also function competently in a correctional environment. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As a result, the training model adopted for the FCC Allenwood internship program is the Practitioner-Scholar model.

A strong emphasis is placed on quality mental health treatment offered to inmates, and we endeavor to provide interns with diverse and rich clinical experiences. To meet these goals, we offer a safe and supportive learning environment that allows interns to develop and enhance skills through the combination of direct care, individual and group supervision, didactic presentations, and assigned readings. The internship curriculum focuses on the following competency areas as training benchmarks: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values, Attitudes, and Behaviors; Communication and Interpersonal Skills; Assessment; Intervention; Supervision and Consultation; and Interprofessional/Interdisciplinary Skills.

Consistent with the Practitioner-Scholar model, the majority of training opportunities are experience-based. Generally, training experiences proceed in a step-wise manner. At the beginning of the training year, interns primarily observe supervisors' work and provide services jointly with a supervisor. However, as interns feel more comfortable and display increased competence, increased responsibility and autonomy is afforded to them. Across the completion of the internship, interns are expected to demonstrate a degree of autonomy and independence, consistent with their transition from student to practitioner.

Interns learn experientially by providing a variety of psychological services to several subsets of inmates throughout the training year and directly working with staff in other disciplines within the correctional environment. Although the inmate population consists entirely of incarcerated adult males, there are several distinct facets of that population, all of which require specific skills and knowledge. Furthermore, the inmate population is very diverse in terms of ethnicity, culture, sexual orientation, gender identity, age, religion, education, and socioeconomic status. Interns at FCC Allenwood complete rotations that specifically emphasize the unique client populations housed at this institution.

**Training Experiences and Rotations** - FCC Allenwood interns participate at the USP, FCI, and LSCI at various points in the training year. This assures exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs, and offers the intern familiarity and experience for future work with any security level and a wide-range of presenting problems within a generalist training context.

Our training program provides interns three four (4) month rotations in General Population/Restrictive Housing, Intensive Residential Treatment, and Severe Mental Illness (listed in detail below). To further broaden the training experience, we request input from the intern, as there is some flexibility in tailoring training experiences to meet each intern's individual training needs and desires.

***General Population/Restrictive Housing Rotation*** – Beyond the special programs noted below, FCC Allenwood has more than 3,500 inmates serving their sentences. Inmates in general population have a diverse criminal history and a wide array of psychological issues. In this rotation, interns will assist in the screening and evaluation of general population inmates, provide clinical services to inmates working to enhance their quality of life in prison, address factors related to recidivism, and ensure continuity-of-care issues are addressed prior to their release to Community Corrections. Interns will also have the opportunity to conduct comprehensive psychological assessments and Learning Disorder testing at the referral of the Education Department.

In the General Population/Restrictive Housing rotation, interns will also be exposed to the Special Housing Unit (SHU), where inmates are housed for disciplinary or administrative purposes. Interns will learn strategies in risk-relevant services to these inmates. Monitoring and providing services to the mentally ill population is especially important in SHU, as these inmates often do not request mental health services and can quietly suffer if Psychology staff are not proactive. Additionally, interns will collaborate with correctional staff on the development of management strategies such as Suicide Risk Management Plans for inmates who consistently engage in or threaten to engage in self-harm and other dangerous and disruptive behaviors.

Additionally, interns will have the opportunity for temporary duty (TDY) at United States Penitentiary (USP) Lewisburg, which offers unique experiences in Phase I and II of the Special Management Unit (SMU). The SMU is a restrictive housing unit comprised of inmates who represent a high degree of antisocial, impulsive, and criminal pathologies.

***Intensive Residential Treatment Rotation*** – Interns placed in this rotation become immersed in an intensive treatment program. At FCC Allenwood, there are three Modified Therapeutic Communities (MTC), with the medium and low security facilities housing Residential Drug Abuse Programs (RDAP) and the high security facility housing a Challenge Program.

RDAP is the Bureau of Prisons' most intensive drug treatment program offered to inmates once they are 48 months or less to their release. It is a unit-based program set apart from the general population in which inmates are required to participate in half-day programming and half-day work, school, or vocational activities. Research findings demonstrate that RDAP participants are significantly less likely to recidivate and less likely to relapse to drug use than non-participants. The studies also suggest that the Bureau's RDAPs make a significant difference in the lives of inmates following their release from custody and return to the community.

The Challenge Program is designed to address the unique challenges of high security inmates with substance abuse and mental health issues. Under the direction of a psychologist, this residential program involves using an integrative model that includes an emphasis on a therapeutic community, strong cognitive-behavioral and relapse prevention components, as well as the connection of substance abuse to faulty criminal patterns of thought and action. The program is an evidence-based treatment program designed to promote adaptive life skills to prepare inmates for transition to less secure prison settings, as well as to promote successful reentry into society at the conclusion of their terms of incarceration.

Interns will serve in a number of roles within the MTC, such as providing individual and group therapy, conducting diagnostic evaluations and psychosocial, treatment planning interviews, working together with the treatment team to address negative behaviors, and serving as an inter-department liaison.

***Severe Mental Illness (SMI) Rotation*** – This rotation focuses on inmates with severe, persistent mental illness who need a higher level of care to remain psychologically stable, and will offer valuable clinical training to interns to facilitate their growth into efficacious clinical psychologists who can perform assessment, treatment planning, and direct treatment with the most severe of psychopathologies. The goals of the program are to stabilize inmates with mental illness, help them build the skills necessary to decrease the level of care they need to remain psychologically stable, and to minimize recidivism after release. Inmates seen in this rotation provide the most intense exposure to a variety of significant psychopathologies, ranging from patients with severe psychosis to patients with severe personality disorders, and including comorbid disorders.

The SMI rotation offers a unique opportunity to provide services in the Secure Mental Health-Step Down Program (SMH-SDP). USP Allenwood is one of two institutions in the entire Bureau of Prisons with a Secure Mental Health program, and is the only internship program that offers this experience. The SMH-SDP is designed to meet the treatment needs of inmates with serious mental illness and a history of violence that has resulted in an inability to function safely in the general population, resulting in placement in long-term restrictive housing. The SMH-SDP is a unit of 30 inmates, approximately one-third of whom are civilly committed to the custody of the Attorney General and require annual written reports to the courts that outline progress in treatment and recommendations for continued commitment. The SMH-SDP is considered a Modified Therapeutic Community, and represents a holistic treatment program that includes interventions and services from a variety of departments including Health Services, Social Work, and Occupational Therapy. Interns will be involved with group treatment, individual therapy, various community activities, and the Tele-Psychiatry Clinic.

In addition to the Secure Mental Health unit, interns will be involved in the development of the Transitional Care Unit (TCU) which was officially activated on June 14, 2018. The TCU is a residential program designed to address the transitional needs of mentally ill inmates who have spent extended periods of time in secure treatment programs (such as the SMH-SDP) or restrictive housing settings. The TCU is a multidisciplinary, collaborative effort designed to prepare mentally ill inmates to transition to a general population setting, or in certain cases, prepare inmates for release to the community. The TCU operates as a modified therapeutic community and utilizes evidence-based psychological treatment programming. As the TCU is a



newly activated treatment program, interns will have the unique opportunity to assist in the development of group treatment protocols and work with multidisciplinary staff to develop and provide effective evidence-based programming for this unique population.

**Didactic Training** - Psychologists in the department provide training in weekly didactic seminars. Additionally, other staff from the institution or psychologists from the community may be invited to participate in the didactic series. The didactic training schedule is developed to provide generalist training while at the same time exposing all interns to rotation specific applications. Interns participate in a planned series of lectures, case conferences, workshops, discussions, and webinars on a multitude of issues that coincide with the available rotations. Specifically, interns are versed on topics ordered sequentially throughout the year that relate to general population, substance abuse, severe mental illness, and overall professional development. In addition, interns will participate in a “diversity series” which includes several lectures focused on broadening the intern’s understanding of individual diversity issues that influence both clinician and client. As an example, interns will learn about working with the LGBTQIA population in the prison setting with a specific emphasis on inmates who identify as transgender. Interns are also asked to present their dissertations during the course of the internship year. A schedule of the seminar series will be issued to interns as they begin internship.

**Orientation and Supervision** - At the beginning of the training year, interns attend two weeks of Introduction to Correctional Techniques, which serves as an orientation to the federal correctional system and the broader correctional environment for all new staff. The Psychology Department also conducts a one week orientation for interns, with the goal of assisting with adjustment and learning procedural components of the Psychology Services Department and the internship’s organization and structure.

At the beginning of the training year, rotation supervisors and interns discuss particular goals interns have related to their rotation. Every effort is made to provide training experiences and relevant supervision to interns to help them achieve their desired goals and improve upon targeted areas.

Providing high-quality supervision to interns is of the highest priority. Interns are provided with a minimum of two hours of individual supervision each week by a licensed psychologist. Additionally, interns participate in two hours of group supervision per week with the Internship Program Coordinator. This involves discussion of issues related to interns’ adjustment to corrections, a case conference format in which interns present cases for review and discussion, live peer supervision, and review of relevant research. Individual supervision is tailored to the needs of each person, and can include review of written notes and reports, discussion of therapy cases, and review of taped sessions.

#### EVALUATION AND GRIEVANCE PROCESS

The Internship Program Coordinator is responsible for the development, implementation and evaluation of the internship program. The Coordinator makes training assignments, handles clinical and administrative problems, plans the sequence of formal training experiences, prevents duplication of experiences, and keeps in close contact with other supervisors.

Each rotation has a statement of expected learning objectives, with the option of additional, individualized goals. Interns will be provided with the evaluation criteria/elements during

orientation, and at the start of each rotation. Furthermore, feedback regarding an intern's progress and identified strengths and weaknesses will be provided by supervisors throughout the rotation.

Two written evaluations are prepared for each rotation, a mid-rotation evaluation and a final rotation evaluation, based on feedback from all supervisory staff. These are reviewed with the interns, and are also provided to the training director of each intern's doctoral program. Interns also complete evaluations of the quality of training and supervision they receive, and this feedback is utilized by the staff to further enhance the program. Upon satisfactory completion of the training year, each intern will receive a certificate of participation, and notification to this effect will be forwarded to the intern's graduate program.

Interns have access to existing federal procedures for resolving grievances, and are strongly encouraged to discuss any concerns or grievances about professional, ethical, or departmental issues. Most times, informal resolution will be successful. However, we recognize that this is not always the case. In those instances, use of the "chain of command" is warranted. In ascending order, interns should bring the matter to the attention of the rotation supervisor, Internship Program Coordinator, and Chief Psychologist. If there is still no resolution, the intern can approach the Associate Warden, then the Warden.

#### INTERN ACCOMMODATIONS AND EMPLOYMENT OPPORTUNITIES

**Intern Accommodations** - Offices are located in each facility to accommodate interns. All staff and interns have computer workstations on an institutional and agency network with internet access. The Psychology Department has an extensive library containing books, audio, and visual materials related to a large variety of topics. The department also maintains a variety of standardized testing materials and equipment.

Participation in research, including dissertation work, is encouraged, but not required. The allocation of time for this purpose is decided on a case-by-case basis by the intern's primary supervisor and the Internship Program Coordinator.

**Employment Opportunities** - The internship programs in the BOP have produced many individuals who now hold psychologist or administrative positions in the system. In fact, many of our psychology staff began their BOP careers as interns at other sites. Recently, it was estimated that over fifty percent of psychologists working in the BOP completed their internship at a BOP site. It is very common, although not guaranteed, for individuals who complete a doctoral internship program in the BOP to move into a Staff Psychologist position.

Opportunities for advancement of psychologists in the BOP are extensive. Since the federal inmate population continues to grow, and there is an emphasis on successful re-entry for inmates, several new treatment programs are opened each year. This necessitates the hiring of many psychologists as well as the promotion of psychologists to positions of increasing responsibility. In addition to advancement within Psychology Services, psychologists have advanced to the ranks of institution administration and beyond. Several BOP Wardens are former BOP psychologists. The former Director of the Bureau of Prisons, Dr. Kathleen Hawk-Sawyer, was a psychology intern and psychologist in the BOP.

Psychology staff members at FCC Allenwood feel strongly about assisting interns in subsequent

job placement. During the internship year, interns will have access to job openings within the BOP as well as information about how to apply for positions. The Psychology Department can also assist interns in making connections with Chief Psychologists from other institutions who are hiring new staff members.

### LOCAL AREA

FCC Allenwood is located between Williamsport, PA and Lewisburg, PA in the scenic Susquehanna Valley. The Susquehanna Valley offers a wealth of outdoor activity pursuits and natural resources, along with exposure to a wide variety of cultural events and activities in the local area. There are also nationally recognized colleges (Lycoming College), universities (Bucknell University, Bloomsburg University), quality medical care (Geisinger Medical Center, Williamsport Regional Medical Center, Evangelical Community Hospital), and quaint towns in neighboring communities. Local restaurants, shopping, and arts/music venues are on par with typical suburban areas. Access to metropolitan areas of Philadelphia (2.5 hours), New York City (3 hours), Pittsburgh (3.5 hours), and Washington, DC/Baltimore (3.5 hours) is appealing for individuals craving exposure to the vibrancy of city life.

### ELIGIBILITY REQUIREMENTS

To be eligible for a doctoral internship program position, applicants must be enrolled at least part-time as an advanced graduate student in a clinical or counseling psychology program leading to a doctoral degree.

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the Bureau is also bound by the specifications of the [Pathways Program](#). While the Pathways Program is a specific process for verifying eligibility for the Doctoral Internship position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the [USAJOBS website](#).

Applicants for the Bureau's internship positions should be aware that they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / psychology in training," but also suitability for work in a position of public trust. In general, Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.

## APPLICATION PROCEDURES

Early fall, graduate students from APA Accredited Clinical and Counseling schools interested in a doctoral psychology internship position at any of the Bureau's training sites should complete each of the following steps:

### 1. **AAPI**

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your curriculum vitae, graduate transcripts, and three letters of reference.
- B. In addition to the AAPI Online application, our site requires that you upload a sanitized comprehensive psychological assessment report as part of your electronic application.

Applicants applying for the 2019-2020 internship year must submit all application materials to our site through the AAPI Online service by **November 1, 2018**. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

Applications and inquiries should be directed to:

Ashley Gemberling, Psy.D.

FCC Allenwood

Route 15, 2 Miles North of Allenwood

Allenwood, PA 17810

(email: [agemberling@bop.gov](mailto:agemberling@bop.gov))

(570) 547-7950 x5408

(570) 547-7739 (Fax)

### 2. **USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern**

- A. After the AAPI Online application is reviewed by each Bureau site, applicants will be notified via e-mail, mid-November, if FCC Allenwood wishes to consider them further. Those applicants will be instructed to continue with the USAJOBS process for possible employment.
- B. Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:
  - Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification
  - Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school's registrar's office
  - Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program *or* 2) a copy

- of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number)
- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
  - D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even though you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a **vital** role in the certification of an applicant to one or all sites. This means it is possible that you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

*Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.*

### **3. Interview Process**

- A. In early December, FCC Allenwood will notify applicants who will be invited and scheduled for an in-person interview, which are conducted in January. Once invited to interview, applicants are asked to fill out an NCIC form and a form agreeing to a credit check.
- B. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test. If you are applying to more than one internship site, you may only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other sites. Please plan accordingly.
- C. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.
- D. Offers of positions are made in strict accordance with the policies of the APPIC's Internship Matching Program. No person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

*Additional Information*

If you have any questions regarding whether you would qualify, you should seek further information from our Human Resource Department to determine the advisability of continuing with the application process. Psychology staff are **not** able to advise you on these matters.

Any questions you may have should be resolved prior to submitting your list for matching. Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the matching process, a field investigation will follow to verify that the information provided in interviews and on required forms is accurate. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

The foregoing is not intended to discourage applications, but to ensure that applicants are aware of all of the requirements that will be imposed on them should they wish to pursue a Bureau of Prisons Internship position.

INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

Date Program Tables updated: August 8, 2018

**Internship Program Admissions**

**Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:**

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. Strong applicants will have a breadth of experience in a variety of settings with diverse populations. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. Experience with severe mental illness and substance abuse treatment is also particularly relevant for FCC Allenwood's specialized rotations.

**Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:**

Total Direct Contact Intervention Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 300
Total Direct Contact Assessment Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 100

**Describe any other required minimum criteria used to screen applicants:**

None.

## Financial and Other Benefit Support for Upcoming Training Year\*

Annual Stipend/Salary for Full-time Interns	52,285	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for interns?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs/ Pay Period	
Hours of Annual Paid Sick Leave	4 hrs/ Pay Period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Other Benefits (please describe):</b>		
Ten (10) paid Federal Holidays; limited authorized leave to attend off-site training.		

\*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

## Initial Post-Internship Positions

	2014-2017	
Total # of interns who were in the 3 cohorts	5	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	1	
	<b>PD</b>	<b>EP</b>
Community mental health center		1
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center		
Military health center		
Academic health center		
Other medical center or hospital		
Psychiatric hospital		
Academic university/department		1
Community college or other teaching setting		
Independent research institution		
Correctional facility		1
School district/system		
Independent practice setting	1	
Not currently employed		
Changed to another field		
Other		
Unknown		

Note: "PD" =Post-doctoral residency position; "EP" =Employed position

## FCC ALLENWOOD PSYCHOLOGISTS

Dr. Sarah Camp, FCI Staff Psychologist

- Psy.D., 2014, Regent University
- Intern at Gateway Foundation

Dr. Matthew Eisenhard, Specialty Program Coordinator (TCU)

- Psy.D., 2013, Marywood University
- BOP Intern at FCC Petersburg
- Virginia License

Dr. Laura Ennis, Advanced Care Level Psychologist (SMH-SDP)

- Psy.D., 2014, Chicago School of Professional Psychology
- BOP Intern at FCC Hazelton
- Virginia License

Dr. Ashley Gemberling, Internship Program Coordinator

- Psy.D., 2013, Pepperdine University
- BOP Intern at MDC Los Angeles
- Ohio License

Dr. Nicolas Gwozdziwycz, FCI Residential Drug Abuse Program Coordinator

- Psy.D., 2013, Hawaii School of Professional Psychology
- Intern at Dakota Counseling Institute

Dr. Alysia Handel, Advanced Care Level Psychologist

- Psy.D., 2006, Argosy University Washington D. C.
- Intern at Southern Louisiana Internship Consortium

Dr. Kristen Julin, LSCI Staff Psychologist

- Psy.D., 2017, Florida Institute of Technology
- BOP Intern at FMC Fort Worth
- Maryland License

Dr. Neal Kimble, Chief Psychologist

- Ph.D, 2012, Nova Southeastern University
- BOP Intern at FMC Lexington
- Kansas License

Dr. Sarah Lada, Specialty Program Coordinator (SMH-SDP)

- Psy.D., 2011, Marywood University
- BOP Intern at FCI Terminal Island
- Pennsylvania License



Dr. Kathryn Morris, Challenge Coordinator

- Psy.D., 2011, Loyola University
- BOP Intern at FMC Forth Worth
- Maryland, Pennsylvania, and West Virginia Licenses

Dr. Jessica Mulrine, Advanced Care Level Psychologist (TCU)

- Psy.D., 2016, Chestnut Hill College
- BOP Intern at FMC Forth Worth
- Pennsylvania License

Dr. Stacie Stoner, LSCI Residential Drug Abuse Program Coordinator

- Psy.D., 2012, Georgia School of Professional Psychology
- Intern at Wisconsin Department of Corrections

Dr. Chalique Williams, USP Staff Psychologist

- Ph.D., 2018, St. John's University
- BOP Intern at FMC Carswell