

Federal Medical Center Devens, Massachusetts



DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM 2017 - 2018

Accredited by the
American Psychological Association

Member, Association of Psychology
Postdoctoral and Internship Centers (APPIC)

Note to all applicants: This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

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OVERVIEW OF FMC DEVENS AND THE INMATE POPULATION

FMC Devens is one of over 100 institutions in the Federal Bureau of Prisons (BOP), an agency that houses more than 200,000 inmates nationwide. With a staff of over 400, FMC Devens took its first inmates in January 1999, and has been expanding in population and scope of services ever since. The institution currently has a capacity of over 1,000 inmates.

FMC Devens is one of only six federal medical centers in the BOP, so our facility receives a large number of psychiatric and medical referrals from other BOP institutions. Inmates with chronic medical conditions, such as renal failure, HIV, paralysis, and cancer, are housed and treated at FMC Devens. While most inmates with medical problems are housed in outpatient units, the institution also houses a small inpatient medical population. The institution has its own dialysis treatment area. FMC Devens was the first BOP facility to provide donor transplant services, and the program serves as a model for other facilities. FMC Devens is accredited by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) in three areas: ambulatory care, long-term care, and behavioral health.

The Mental Health Unit, which houses inmates with both chronic and acute psychiatric problems, consists of two locked and two unlocked units. This unit houses both sentenced inmates referred for mental health treatment and inmates civilly committed by the courts as mentally ill and dangerous. The Mental Health Unit also houses defendants who are referred by the courts for forensic evaluation. These pretrial defendants are assessed to determine competency to stand trial, mental state at the time of their offense, or other issues as requested by the courts.

Because of unique programming offered at FMC Devens, sex offenders make up approximately 40% of our inmate population. Inmates with a history of sexual offending at this institution are automatically enrolled in the Sex Offender Management Program (SOMP). This mandatory program assignment is for sex offenders who are ineligible or who do not volunteer for the residential treatment program. SOMP is designed to evaluate risk of sexual re-offense and associated management needs, and to provide and/or recommend appropriate management services during incarceration and upon release to the community. Our other sex offender-specific program is the residential Sex Offender Treatment Program (SOTP-R). The SOTP-R is a voluntary, intensive, residential therapeutic program for higher risk male sex offenders serving time in the Bureau of Prisons. This residential treatment program, one of two in the BOP, employs a wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders.

In addition to the aforementioned specialty populations, FMC Devens houses a number of general population inmates who do not have such specialized treatment needs. Psychology programming is also available for these inmates. General population inmates may participate in individual and group therapy and self-help programs. In addition, for the substantial number of inmates who have substance abuse problems, FMC Devens offers comprehensive drug treatment programs, including drug education classes and a Non-Residential Drug Abuse Program (NR-DAP).

PSYCHOLOGY SERVICES

The Psychology Services Department at FMC Devens currently consists of 18 doctoral-level psychologists, four masters-level clinicians, two postdoctoral fellows, three psychology interns, a psychology technician, and two secretaries. We also typically train three practicum students during the traditional school year. The Psychology Department is responsible for, among other things, the Drug Abuse Program, the Sex Offender Management and Treatment Programs, the Forensic Evaluation Service, the Suicide Prevention Program, and the Employee Assistance Program. Psychology staff members provide individual and group psychotherapy to inmates, conduct suicide risk assessments, intervene in crisis situations, assess and screen inmates' mental status upon arrival and while in segregation, and consult with other staff members. Furthermore, psychologists play a vital role in assisting institution crisis teams, such as the Crisis Negotiation Team and the Crisis Support Team.

At FMC Devens, the Psychology Department is housed in a centralized area with an ample supply of office space. Staff members working in the Sex Offender Treatment Program have offices on the residential treatment housing unit. The Psychology Department's administrative support staff (one of whom works solely for sex offender programming needs) are available to interns, as well as to other members of the department. Each member of the Psychology Department has his or her own office, a computer, and access to various computer programs such as GroupWise for e-mail access, the Bureau Electronic Medical Records System and Psychology Data System for electronic clinical documentation, and Microsoft Office products.

Interns have their own offices and computers, as well as access to the computer programs mentioned above. Also, interns can use the Psychology fax machine and photocopier. The Psychology Department also has several rooms available for group therapy, testing, and individual clinical contacts. Additionally, the department has two conference rooms where didactic presentations and staff meetings are held. There is a professional library in one conference room.

Following is a list and description of the psychologists currently working at FMC Devens:

Paul Anderson, Psy.D., ABPP – Chief Psychologist

Dr. Anderson received his doctorate in Clinical Psychology from Indiana University of Pennsylvania in 1996. He completed a doctoral internship at the Federal Correctional Institution in Morgantown, West Virginia, and completed his postdoctoral training in Correctional Psychology for the state of New Hampshire. Prior to coming to FMC Devens, he worked at a psychiatric inpatient unit and for a community mental health agency. His interests include clinical supervision, treatment of personality disorders, and an integrative approach to psychotherapy. He was the Director of Clinical Training at this site from 2000 until becoming Chief Psychologist in 2006. Dr. Anderson is licensed in Massachusetts.

Alexis Bowles, Psy.D. – Sex Offender Program Psychologist

Dr. Bowles graduated from Pepperdine University in 2012 with a Psy.D. in Clinical Psychology. She completed her doctoral internship at FMC Devens, completed a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program, and was employed as a Sex Offender

Program Specialist in 2014. In May 2015, she obtained the position of Sex Offender Program Psychologist. Her interests include empirically-based treatments in a correctional setting, static and dynamic risk factors for sexual recidivism, and modified therapeutic communities for sex offenders.

Mark Brooks, Ph.D., ABPP – Mental Health Unit Psychologist

Dr. Brooks received his doctorate in Clinical Psychology from Arizona State University in 1989. He completed a doctoral internship and postdoctoral fellowship in sexual abuse treatment at Baylor College of Medicine. Prior to joining the BOP, Dr. Brooks worked at Atascadero State Hospital in California, where he provided therapy to sex offenders and conducted competency, insanity, and psychopathy evaluations. He also provided psychotherapy to juveniles and conducted forensic evaluations in the community. His interests include forensic evaluations and sex offender evaluations. Dr. Brooks is licensed in New York and is board certified in Forensic Psychology.

Shawn Channell, Ph.D., ABPP – Forensic Psychologist

Dr. Channell graduated from Western Michigan University with a Ph.D. in Clinical Psychology in 1999. He completed his doctoral internship at the Federal Medical Center in Rochester, MN. Prior to transferring to FMC Devens, he worked at the Metropolitan Correctional Center in San Diego, CA, and the Federal Correctional Institution in Waseca, MN. His interests include law and mental health, psychological assessment, malingering, and risk assessment of violence. Dr. Channell is licensed in Massachusetts and is board certified in Forensic Psychology.

Rafael A. Duenas, Psy.D., ABPP – Mental Health Unit Psychologist

Dr. Duenas graduated from the Carlos Albizu University in Miami, Florida in 1999 with a Psy.D. in Clinical Psychology. He completed a doctoral internship at South Florida Evaluation and Treatment Center in August 1998 and was initially assigned to FCI Forrest City Arkansas. Prior to coming to FMC Devens, he was a Drug and Alcohol Program Coordinator at USP-2 Coleman and has over ten years of experience in correctional psychology. His interests include multicultural issues, trauma, and treatment of veterans. He is licensed in Florida.

Kelly Fricker, Psy.D. – Internship Program Coordinator

Dr. Fricker earned her doctorate in Clinical Psychology from The Chicago School of Professional Psychology in 2011. She began her BOP career as a practicum student at the Metropolitan Correctional Center in Chicago and then completed her doctoral internship at the Federal Medical Center in Lexington, KY. Prior to joining FMC Devens, she worked as a Staff Psychologist at the Federal Correctional Complex in Allenwood, PA. Her interests include clinical supervision, crisis intervention, group dynamics, and self-care for correctional workers. Dr. Fricker is licensed in Illinois.

Jon Gorham, Psy.D. – Mental Health Unit Psychologist

Dr. Gorham graduated from Wheaton College with a Psy.D. in Clinical Psychology in 2010. He completed his doctoral internship in the United States Air Force, at Wright-Patterson Air Force Base Medical Center in Dayton, Ohio. He spent more than five years in the Air Force, focused on process improvement in local clinics, while providing treatment and evaluations, clinical consultation to Air Force Strategic and Wing leadership, and front-line care for troops in combat.

His interests include skills training, mental health, crisis management, empirically-based treatments, and diversity dynamics impact on treatment. Dr. Gorham is licensed in New York.

Janet Howson, Psy.D. – Mental Health Unit Psychologist

Dr. Howson received her doctorate in Clinical Psychology from Widener University in Chester, Pennsylvania, in 2010. She completed her doctoral internship at the Keystone Center Extended Care Unit, a residential treatment center for sexual compulsivity and trauma. Dr. Howson began her career in the Bureau of Prisons as a Special Management Unit Psychologist at the United States Penitentiary in Lewisburg, Pennsylvania. She transferred to FMC Devens in 2013, and completed a postdoctoral fellowship in the Sex Offender Management Program. In January 2015, she obtained the position of Mental Health Unit Psychologist. Her interests include addiction and compulsive behavior, eating disorders, and sex offender assessment. Dr. Howson is licensed in Massachusetts and New York

Bethany Kasdon, Psy.D. – Mental Health Unit Psychologist

Dr. Kasdon graduated from the University of Denver in 2011 with her Psy.D. in Clinical Psychology. Dr. Kasdon completed her doctoral internship at FMC Devens. She began her career as a Staff Psychologist in 2012 at FCI Bennettville, before transferring to FCC Florence. While employed at FCC Florence, Dr. Kasdon worked in the Special Management Unit (SMU) and as an Administrative Maximum (ADX) Psychologist. In December of 2014, she obtained the position of Mental Health Unit Psychologist at FMC Devens. Her interests include psychopathy and chronic and persistent mental illness.

Miriam Kissin, Psy.D. – Forensic Psychologist

Dr. Kissin graduated from Antioch University at New England in 2006 with a Psy.D. in Clinical Psychology. She completed her forensic track doctoral internship at New York University Medical Center/Bellevue Hospital in New York City and a forensic postdoctoral fellowship at the Law and Psychiatry Program at the University of Massachusetts Medical School in Worcester, Massachusetts. She then worked for two years at the Worcester County Adult Court Clinic as a Designated Forensic Psychologist providing court-ordered statutory evaluations. She joined FMC Devens as a Forensic Psychologist in 2009. Her areas of interest include socio-contextual factors related to violence risk assessment and personality disorders in the forensic population. Dr. Kissin is licensed in Massachusetts.

Bruce Loding, Ph.D. – Sex Offender Program Psychologist

Dr. Loding graduated from Clark University in 2006 with a Ph.D. in Clinical Psychology. He completed a doctoral internship at Community HealthLink Youth and Family Services in Worcester, Massachusetts. He completed a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program. Prior to joining the Federal Bureau of Prisons in 2006, Dr. Loding worked for seven years as a therapist in a residential sex offender treatment program for juveniles. His interests include psychological testing, sex offender assessment, and sex offender treatment. Dr. Loding is licensed in Massachusetts.

Amanda McGorty, Ph.D. – Sex Offender Program Psychologist

Dr. McGorty graduated from Sam Houston State University in Huntsville, Texas in 2011 with a Ph.D. in Clinical Psychology and a concentration in Forensic Psychology. She completed her

doctoral internship at FMC Devens in 2011 and then completed a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program. In October 2012, she obtained the position of Sex Offender Program Psychologist. Her interests include static and dynamic risk factors for both general and sexual recidivism, group treatment of sex offenders, and the application of research findings into clinical practice.

Drew J. Miller, Ph.D. – Sex Offender Program Psychologist

Dr. Miller graduated from Purdue University in West Lafayette, Indiana in 2011 with a Ph.D. in Clinical Psychology. He completed his doctoral internship at FMC Rochester in 2011 and completed a postdoctoral fellowship in forensic psychology at Minnesota State Operated Forensic Services in St. Peter, Minnesota in 2012. Following his postdoctoral fellowship, Dr. Miller briefly worked for the Commonwealth of Massachusetts doing forensic assessments on juvenile offenders. In December 2012, he joined FMC Devens as a Sex Offender Program Psychologist. His clinical interests include personality and risk assessment, group therapy, and clinical training. His research interests include studying externalizing psychopathology across the life course using dimensional models of personality. Dr. Miller is licensed in Massachusetts.

Marilyn Park, Psy.D. – Drug Abuse Program Coordinator

Dr. Park earned her doctorate degree in Clinical Psychology, specializing in forensics and assessments, at the University of Denver in 2005. She completed her doctoral internship training at the Federal Medical Center in Devens, Massachusetts. Dr. Park began her career in the BOP in September 2005 as a Staff Psychologist at the Federal Correctional Institution in Phoenix. In December 2012, Dr. Park obtained a position as the Drug Abuse Program Coordinator (DAPC) at the Federal Medical Center in Devens, Massachusetts. Currently as the DAPC, she is responsible for coordinating drug treatment programs, including the Non-Residential Drug Abuse Program, drug education classes, and qualification for the Residential Drug Abuse Program. Her professional interests include drug treatment and multicultural, diversity, and anti-racism training in professional psychology. Dr. Park is licensed in Illinois.

Cheryl A. Renaud, Ph.D. – Sex Offender Management Program and Sex Offender Treatment Program Coordinator

Dr. Renaud graduated from the University of New Brunswick, New Brunswick, Canada, in 2000, with a Ph.D. in Clinical Psychology. She completed her doctoral internship at FMC Rochester, Minnesota. She then worked for three years as a staff psychologist in the Sex Offender Treatment Program at FCI Butner, North Carolina. She transferred to FMC Devens in 2003, to design, implement, and coordinate the BOP's first comprehensive Sex Offender Management Program. In August of 2007, she was also made the Sex Offender Treatment Program Coordinator, tasked with developing and coordinating that program as well. Prior to joining the BOP, she worked with sex offenders incarcerated in Correctional Services Canada, and in community settings. Dr. Renaud has published several peer-reviewed articles on various aspects of human sexuality and continues to be involved in research on sexual violence.

Ericka Rice-Aquino, Psy.D. – Sex Offender Program Psychologist

Dr. Aquino graduated from Carlos Albizu University in Miami, Florida in 2008 with a Psy.D. in Clinical Psychology and a concentration in Forensic Psychology. She completed her doctoral internship on the Forensic Unit at Westborough State Hospital in Massachusetts and then began

a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program in 2009. In February 2010, she obtained the position of Sex Offender Program Psychologist. Her interests include forensic assessment of sex offenders, personality factors predicting sexual recidivism, and group treatment of sex offenders. Dr. Aquino is licensed in Massachusetts.

Courtney Skaar, Psy.D. – Advanced Care Level Psychologist

Dr. Skaar graduated from the Wisconsin School of Professional Psychology in 2013 with her Psy.D. in Clinical Psychology. She completed her doctoral internship at Alaska Psychiatric Institute (API), and completed her post-doctoral training at API and Alaska Department of Corrections. Prior to beginning her career in the Bureau of Prisons, she worked in the Massachusetts Court Clinics completing court-ordered statutory evaluations. In March 2016, Dr. Skaar obtained the Advanced Care Level Psychologist position at FMC Devens. Her professional interests include serious and persistent mental illness and crisis intervention. Dr. Skaar is licensed in Massachusetts and Alaska.

Chad Tillbrook, Ph.D. – Forensic Psychologist

Dr. Tillbrook graduated from the University of Alabama in 2000 with a Ph.D. in Clinical Psychology with a Concentration in Psychology and Law. He completed his doctoral internship at New York University School of Medicine and Bellevue Hospital in 2000, and then completed the forensic psychology postdoctoral fellowship at the University of Massachusetts Medical School in 2001. For approximately 10 years, he was an Assistant Professor of Psychiatry in the Law and Psychiatry Program at the University of Massachusetts Medical School and forensic psychologist at Worcester State Hospital. In July 2011, he was hired at FMC Devens as forensic psychologist. Dr. Tillbrook's primary interests are criminal competencies, malingering, and risk assessment. He has presented and written articles and book chapters on a variety of topics related to these research interests. Most notably, he is a co-author of the *Evaluation of Competency to Stand Trial-Revised* (2004). Dr. Tillbrook has been licensed as a psychologist in Massachusetts since 2003.

In addition to these permanent staff positions, Psychology Services has two postdoctoral fellows who are assigned to the Sex Offender Treatment and Management Programs. The fellows may contribute to the internship program by presenting didactics, co-leading therapy groups, and providing collateral supervision and mentoring to the interns.

PSYCHOLOGY DOCTORAL INTERNSHIP PROGRAM

Accreditation. The internship program at FMC Devens formally began with the arrival of the 2000-2001 intern class. All of our interns have been matched with our program through the Association of Psychology Postdoctoral and Internship Centers (APPIC) match process. We became members of APPIC in May 2001 and maintain our membership status. Our program has been accredited by the American Psychological Association (APA) since March 2003. Our most recent site visit was in 2014 and resulted in the continued accreditation of our program. The address and telephone number of APA's Commission on Accreditation is:

750 First Street, NE
Washington, D.C. 20002-4242
(202) 336-5979
(202) 336-6123 TDD

Training Model, Aims, and Competencies. 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 FMC Devens internship program is the Practitioner-Scholar model.

Interns at FMC Devens can be expected to build upon and be evaluated on the following the following professional competencies: 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. Through the combination of individual and group supervision, experiential learning elements (e.g. direct provision of mental health services), and educational activities (e.g. didactic presentations, assigned readings), interns will gain knowledge and skills in the above-listed areas within a correctional environment. We believe that exposure to a correctional facility and our inmate population will make interns well trained for continued work within a prison setting. However, we tailor our training sufficiently broad so interns are well suited for work in a wide-variety of clinical settings.

Interns complete at least 1,792 hours of training at FMC Devens (after an earned two weeks of paid vacation time and paid federal holidays). The program is designed to be a 12-month, 40-hour per week experience for all interns. Consistent with the Practitioner-Scholar model, the majority of training here is experience-based. Training experiences proceed in a sequential, cumulative, and graded manner. At the beginning of the training year, interns observe supervisors' work and provide services jointly with a supervisor. However, as interns feel more comfortable and display increased competence, they are able to work more independently. Also, during each rotation, interns work toward more autonomous practice as the rotation progresses.

Interns learn experientially by providing a variety of psychological services to several subsets of inmates throughout the training year and directly working with other staff in other disciplines within this 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 as ethnicity, culture, age, religion, education, and socioeconomic status. Interns at FMC Devens complete rotations that specifically emphasize the unique client populations housed at this institution.

Rotations. Interns train in all five areas of the Psychology Services Department: General Population/ Individual Therapy, Drug Abuse Programming, Sex Offender Programming, Treatment of Severe Mental Illness, and Forensic Evaluation. The General Population training occurs throughout the training year. Simultaneously, the training year is split into thirds, allowing for interns to complete rotations within all areas of the department. Two rotations will be selected as “major,” or full-time, and two rotations will occur as “minor,” or part-time. Interns’ training goals and preferences are considered in selection and assignment of minor and major rotations. The table below is a sample rotation schedule.

	Rotation 1 Sept. – Dec.	Rotation 2 Jan. – Apr.	Rotation 3 May – Aug.
INTERN A	SMI (full-time)	SOTP/SOMP (half-time) DAP (half-time)	FORENSIC (full-time)
	General Population + Individual Therapy		
INTERN B	SOTP/SOMP (full-time)	FORENSIC (full-time)	SMI (half-time) DAP (half-time)
	General Population + Individual Therapy		
INTERN C	FORENSIC (half-time) DAP (half-time)	SMI (full time)	SOTP/SOMP (full-time)
	General Population + Individual Therapy		

Descriptions of the rotations follow:

Drug Abuse Programming (DAP)

The Drug Abuse Program rotation involves co-facilitation of one Non-Residential Drug Abuse group, co-facilitation of one Drug Education Group, and participating in eligibility interviews for the Residential Drug Abuse Program (RDAP). Interns will initially observe drug treatment staff with various groups and classes, and they are later expected to actively co-facilitate the drug treatment groups. Interns are expected to learn and sharpen their DSM-V diagnostic skills for various addiction-related diagnoses when conducting qualification interviews for RDAP. The rotation will also include learning about the BOP's structure of Drug Abuse Programs and interns are expected to be familiar with policy statements regarding drug treatment in the BOP. Finally, interns will evidence advanced skill in motivational interviewing techniques and rational self-analysis (empirically supported treatment models for BOP drug programming). Dr. Park provides supervision for the Drug Abuse Program rotation.

Learning elements for this rotation include:

- 1.) Co-facilitating one Non-Residential Drug Abuse Program group
- 2.) Facilitating one drug education class.
- 3.) Using the DSM-5 to sharpen diagnostic skills for various addiction-related diagnoses.
- 4.) Understanding and using BOP structure and policies for drug abuse programming.
- 5.) Practicing motivational interviewing and cognitive behavioral techniques with an incarcerated population of inmates who have a history of substance addiction in a group setting.

Severe Mental Illness: Treatment and Management (SMI)

In this rotation, interns work with sentenced and civilly committed inmates who have been diagnosed with severe and persistent mental illness and who are residing in both the inpatient and outpatient wings of the Mental Health Unit. Interns assigned to this rotation attend multidisciplinary treatment team meetings, carry an individual therapy caseload, provide crisis intervention services, and complete evaluations on inmates referred by members of the treatment team. The intern has the opportunity to perform diagnostic interviews and conduct psychological testing for those inmates who are transferred to FMC Devens for stabilization and treatment.

Consistent with our training model, experiences on the SMI rotation proceed in a progressive, step-wise manner. For example, our interns may initially observe supervisory staff consult with fellow staff members, conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff. After observing, receiving live supervision, and demonstrating appropriate ability in assessing inmates' mental status and in conducting intakes and rounds, interns are able to engage in these activities without live supervision. The intern and supervisor identify the intern's experience level collaboratively. Interns continue to receive live supervision while consulting with fellow staff members and providing crisis intervention services, as supervisory staff generally remain present during these activities throughout the rotation. Dr. Gorham is the supervisor for the Mental Health rotation.

Learning elements for this rotation include but are not limited to:

- 1.) Understanding and using BOP structure and policies for management and treatment of inmates with mental illnesses.
- 2.) Completing at least one intake interview and intake report for an inmate with a severe and persistent mental illness.
- 3.) Conducting and writing at least one mental status exam on an inmate with impaired mental status.
- 4.) Conducting at least one diagnostic interview and arrive at an accurate DSM-5 diagnostic profile (particularly with regard to psychotic, mood, and personality disorders).
- 5.) Providing at least one crisis intervention during a mild to moderate inmate crisis.
- 6.) Completing at least one suicide risk assessment on an inmate with severe mental illness, per BOP “good practice” standards.
- 7.) Using an evidence-based treatment modality for groups, develop that modality into a group format, and independently facilitate a group.
- 8.) Providing treatment to a small case load of severely mentally ill inmates.

Forensic Evaluation Services

Forensic Evaluation Services at FMC Devens is comprised of three primary components. First, this institution is a forensic study site for federal courts. As a result, we receive referrals from all parts of the United States to perform evaluations of insanity, trial competency, risk of dangerousness, and sentencing issues. Secondly, we facilitate a competency restoration program in which pretrial detainees who have been judged incompetent to stand trial are hospitalized at FMC Devens for treatment for restoration to competency. Finally, Forensic Evaluation Services oversees the institution’s Risk Assessment Panel. The Risk Assessment Panel reviews mentally ill patients who have been committed as a result of dangerousness to determine their appropriateness for release. In addition, the Risk Assessment Panel reviews all convicted mentally ill inmates designated to FMC Devens prior to their release for potential civil commitment due to mental illness and dangerousness.

Interns who select this rotation as a full-time option participate in all three aspects of the forensic evaluation program. Interns learn about the court-ordered evaluation process by conducting interviews with defendants under supervision, gathering collateral information, and conducting psychological testing. Interns have the opportunity to learn about and use specialized forensic measures such as malingering tests and competency assessment instruments. Interns gradually assume a more active role in the evaluation process and have the opportunity to co-write forensic reports with their supervisors. Because forensic clinicians often testify from the institution via videoconference connections with various federal courts, interns may have the opportunity to observe expert testimony. They may also accompany one of the forensic examiners to one of the nearby federal district courts to observe live testimony. As co-signers of the forensic reports, interns are also subject to subpoena and may have the opportunity to testify in court. After completing the Forensic Evaluation rotation, each intern has the opportunity to testify as an expert witness in a “mock trial” exercise as part of the didactic series. Full-time interns in this rotation will also participate in the competency restoration program and will present cases to the Risk Assessment Panel as well as co-authoring risk assessment panel reports for the courts. Dr. Channell is typically the supervisor for the Forensic Evaluation rotation.

Interns who select this rotation as a half-time option will be involved in the competency restoration program and the Risk Assessment Panel.

Learning elements for this rotation include:

- 1.) Becoming familiar with federal legal standards and statutes referencing the referral question.
- 2.) Becoming familiar with BOP policies and procedures for forensic evaluation services.
- 3.) Becoming familiar with administration and scoring of several psychological tests.
- 4.) Completing at least three forensic reports, which could include U.S.C. 4241, 4242, 4243, 4244, or 4246 evaluations.
- 5.) Coordinating psychological testing as directed by the primary supervisor.
- 6.) Completing assigned readings designated by the primary supervisor.
- 7.) Participating as an expert witness in a mock trial. Testimony will be provided in relation to a report completed by the intern during the forensic rotation.
- 8.) The intern may have an opportunity to accompany a forensic psychologist to court to observe the psychologist in the role of expert witness.

Sex Offender Treatment & Management

In March 2004, FMC Devens implemented the Sex Offender Management Program (SOMP). The SOMP at FMC Devens was the first program of its kind in the Bureau of Prisons and serves as the model for sex offender management services throughout the BOP. The SOMP is a mandatory program assignment for approximately 300 sex offenders at FMC Devens. The SOTP-R, an intensive residential treatment program for approximately 112 sex offenders, was established at FMC Devens in August 2007. This voluntary program employs a wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders in the context of a modified therapeutic community. The primary goal of both the SOTP-R and the SOMP is to help offenders manage their sexual deviance in order to reduce recidivism. The programs adhere to the notion that, while there is probably no permanent cure for paraphilic disorders, criminal sexual behavior can be effectively managed in most cases through competent treatment and intensive supervision.

Full-time interns on this rotation participate in all aspects of the SOTP-R and SOMP. Half-time interns on this rotation will primarily learn about and develop skills relevant to the SOMP (e.g., intakes, sex offender-specific risk assessment, intervening when an inmate has sexually inappropriate materials, etc.). SOTP-R learning opportunities, for full-time interns on this rotation, include: psychosexual and sex offender risk assessments, clinical management of a caseload of inmates (e.g., make appropriate treatment and supervision recommendations, monitor the inmate's exposure to sexual risk factors and adherence to institutional rules), and active involvement in various available treatment services (e.g., group therapy, psycho-education). The rotation provides the intern with a unique training opportunity to develop specialized diagnostic, assessment, intervention, and consultation skills with a diverse population of sex offenders. Supervision in this area is generally provided by Dr. Miller.

Learning elements for this rotation are:

- 1.) Conducting at least one thorough psychosexual evaluation clinical interview and then complete the comprehensive psychosexual report.

- 2.) Accurately diagnosing paraphilic disorders using the DSM-5.
- 3.) Accurately scoring and interpreting sex offender-specific risk assessments.
- 4.) Using and interpreting sex offender specific measures.
- 5.) Identifying risk-relevant materials for individual sex offender caseload.
- 6.) Becoming familiar with sex offender-specific process groups and psycho-educational groups.
- 7.) Recognizing and demonstrating sex offender-specific and sex offender-appropriate interventions.
- 8.) Understanding and using BOP structure and policies for sex offender programming.

General Population: Treatment & Assessment

At FMC Devens, most inmates live within the general population (i.e., in general housing units and not treatment units). In the interest of providing a broad, generalist psychology experience, beyond the special treatment populations at FMC Devens, interns master a variety of skills regarding general population inmates. This work also creates an opportunity to learn BOP-wide policy, as it applies to psychologists. Although the general population inmates typically do not suffer from debilitating mental health problems, some may be diagnosed with mood, anxiety, psychotic, and personality disorders. Others may seek psychological assistance to deal with adjustment issues, family problems, or situational crises.

Throughout the entire year, interns rotate being “on call” during which time they respond to immediate requests for psychology services, during regular business hours only. These opportunities often include, but are not limited to: screenings (intakes, protective custody, hunger strike, etc.), crisis intervention, suicide risk assessment, mental health triage, completing rounds in segregated housing, attending various meetings, and grief counseling.

In addition, interns carry a long-term individual therapy caseload throughout the year. Typically this caseload is comprised of three inmates from the general population or mental health units. Also, interns facilitate, or co-facilitate, group therapy for general population inmates. While there is some flexibility in which groups are offered, we emphasize evidence-based practices (ie: cognitive skills, criminal thinking, emotional regulation).

Interns also provide psycho-educational material at inmate health fairs and other health-related classes offered at the institution. This is an opportunity for interns to be relatively creative, presenting on a series of psycho-educational topics such as sleep hygiene, self-care, behavioral medicine, managing mental illness in a correctional setting, etc.

As mentioned, internship training occurs in a sequential and graded manner; the general population rotation is no exception. Specifically, by the end of this yearlong experience with general population inmates, interns should be able to employ various empirically-supported theoretical orientations based on each inmate’s individual needs, triage mental health needs effectively, conduct thorough and well-reasoned suicide risk assessments, comfortably consult with a variety of multidisciplinary staff, and accurately document these clinical activities.

Learning elements for this rotation include:

- 1.) Becoming familiar with BOP policies and procedures on intake screenings, the Prison Rape Elimination Act, suicide watch, Special Housing Unit protocol, the Inmate Skills Development System, mental health care levels, confrontation avoidance, protective custody, and hunger strikes.
- 2.) Carrying a caseload of three to four regular, long-term therapy clients. This involves conducting an initial history, developing an empirically-supported treatment plan, providing empirically-supported therapy, regularly updating the treatment plan, and ethical termination of therapy.
- 3.) Providing weekly supervised supervision to a practicum student.
- 4.) Facilitating or co-facilitating group therapy.
- 5.) Conducting and writing five suicide risk assessments using empirically-supported methods.
- 6.) Responding, in accordance with BOP policy, to two inmates who have reported having been sexually abused while incarcerated.
- 7.) Managing an inmate crisis on three occasions.
- 8.) Attending the Department Head Meeting, the Special Housing Unit meeting, and the Warden's close-out/open-up meeting at least once each.
- 9.) Performing mental wellness checks and evaluations for inmates in Special Housing Unit.
- 10.) Attending the inmate meal to answer inmate questions about Psychology Services.
- 11.) Attending Suicide Watch Companion training at least once.
- 12.) Attending an inmate orientation in which a psychologist describes psychological services available at this institution on one occasion.
- 13.) Providing a psycho-educational class or information session to inmates on one occasion.
- 14.) Providing a psycho-educational training to institutional staff on one occasion.
- 15.) Completing at least five intake screenings.
- 16.) Learning how to refer an inmate to the Psychiatry Department for a psychotropic medication evaluation.
- 17.) Providing consultation to case managers, updating case managers about inmate progress and program compliance.

Didactic Seminars. Psychologists in the department provide training in weekly didactic seminars. Additionally, FMC Devens psychiatrists, other institutional staff, and psychologists from the community may be invited to participate in the didactic series. We offer two weekly didactics (90 minutes each) for all trainees and mental health staff.

One didactic seminar alternates subject matter every other week, between mental health case law and the treatment and management of sex offenders. The other didactic series focuses on broader correctional and clinical psychology material. Sample topics are mentioned in the Appendix. Interns are required to complete at least one clinical case presentation and one scholarly presentation during didactics.

Interns may also attend seminars held by Health Services, within FMC Devens, and those offered in the local area, including Boston. Interns may also attend Psychiatry Grand Rounds at the

University of Massachusetts Medical School in Worcester. Interns have sometimes been able to attend one local workshop of their choice funded entirely by the Psychology Department.

Other Educational Activities. Although Health Psychology is not a formal rotation, interns do have the opportunity to work with inmates from the inpatient and outpatient medical populations. These inmates include individuals who are undergoing kidney dialysis, have significant physical limitations (e.g., require the use of a wheelchair), are HIV positive, or have some other chronic medical problem. Interns may provide individual psychotherapy, group therapy, or crisis intervention to these patients. Interns may also have the opportunity to participate in assessments of candidates for organ transplantation.

Historically, FMC Devens trains up to three doctoral level practicum students each training year. Our interns gain supervision experience by supervising a practicum student on a limited number of therapy or assessment cases. Interns may also collaborate in conducting group supervision for all the practicum students. This training experience lasts throughout the practicum student's time at Devens (usually September through May). As with other learning elements, supervision responsibilities increase gradually. For instance, interns may initially supervise a student on one individual therapy case and eventually supervise on several cases and co-facilitate therapy groups with their practicum student "supervisee." Interns receive supervision of their experiences providing supervision to students.

In previous years, interns have been afforded the opportunity to tour other state and federal correctional and mental health facilities. Interns have also been invited to participate in training activities with the institution's Crisis Support Team and Crisis Negotiation Team, including serving as role players during large-scale crisis negotiation exercises. Interns may assist in psychology program evaluation by participating in audit reviews of departmental adherence to regulatory and professional standards of practice. Interns also present on psychological topics to staff members at various staff meetings. Finally, interns assist in selection of new interns, by reviewing application data, interviewing prospective candidates, and sharing their impressions with supervisory staff.

Orientation and Supervision. At the beginning of the training year, interns attend two weeks of Institution Familiarization/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 three or four days of orientation for interns, with the intention 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 the personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to interns to help them achieve their desired goals and improve upon targeted competency areas. At the end of the department orientation, interns meet with the Internship Program Coordinator to plan which rotations will be full-time, which will be part-time, and the order in which each intern will complete each rotation. With only the rarest of exceptions, interns have been able to design their rotation schedule to meet their training interests and needs.

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, and live peer supervision. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, review of taped sessions, and live supervision of sessions through a one-way mirror. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision as necessary.

Research Activities. Interns who follow proper IRB procedures may be able to invite inmates to participate in research projects as subjects. Applicants should note that empirical research projects using BOP staff or inmates require formal review and approval by the agency.

Intern Evaluation. Formal evaluation of each intern's performance occurs three times each year, at the end of each rotation. Interns are evaluated using a tool common to all Bureau of Prisons internship training sites. The evaluation measures intern progress with regard to the following competencies: 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. Supervisors complete the evaluation form and share the results with the intern. Interns also evaluate the internship program and supervisors after each rotation and at the end of the training year and have an opportunity to discuss their comments and ratings with the Internship Program Coordinator. All of this feedback is shared anonymously and strongly considered when making adjustments to the training program.

BENEFITS AND EMPLOYMENT OPPORTUNITIES

Salary and Benefits. Benefits for the internship include an annual stipend of \$55,397 (as of 2016). Health insurance benefits are also available and will be explained during Institution Familiarization/Introduction to Correctional Techniques, the aforementioned orientation to the federal correctional system for all new staff.

Each intern accumulates four hours of vacation time (“annual leave,” which translates into 13 days of leave earned over the course of the year) and four hours of sick leave every two weeks, as well as paid leave for 10 federal holidays. Interns may request administrative leave for dissertation defense dates. Specific maternity and paternity policies are available in the Human Resource Management Manual. 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.

Employment Opportunities. The internship program in the BOP has 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 seventy percent of Chief Psychologists working in the BOP completed their doctoral internship at a BOP site. It is very common, although not guaranteed, for individuals who complete a doctoral internship or a postdoctoral fellowship in the BOP to move directly into a Staff Psychologist position.

Opportunities for advancement of psychologists in the BOP are extensive. Since there is currently an emphasis on successful re-entry for inmates, 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. A former Director of the Bureau of Prisons, Dr. Kathleen Hawk-Sawyer, was a psychology intern and psychologist in the BOP.

Psychology staff members at FMC Devens 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. In addition, FMC Devens currently has two postdoctoral fellowship positions for which graduating interns may be eligible to apply.

The BOP is an equal employment opportunity employer. All applicants are considered without regard to race, religion, color, national origin, sex, status as a parent, political affiliation, age (with authorized exceptions) or any other non-merit factor. All BOP positions are classified as “sensitive.” Applicants must be United States citizens and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Offers are contingent on security clearance, and prospective candidates may be asked to complete this portion of the interview process prior to

the Association of Psychology Postdoctoral and Internship Centers (APPIC) match date. In accordance with PL100-238, applicants for regular staff positions must be under the age of 37 (with waiver to 39 possible) at the time of initial appointment. Successful completion of the internship does not guarantee employment by the BOP.

LOCAL AREA

FMC Devens is located on the grounds of Fort Devens, a decommissioned U.S. Army base. The facility is located approximately 35 miles west of Boston, New England's largest and best-known city. Boston, which can be reached by car or train from the Devens area, represents all of what big-city life has to offer. Boston and adjoining Cambridge house some of the finest colleges and universities in the world, including Harvard University, Massachusetts Institute of Technology (MIT), Boston College, Boston University, Northeastern University, and Tufts University. There are many fine restaurants in Boston, with a particular emphasis on Italian dining in the North End of the city and many great seafood restaurants. There are a great many entertainment options in Boston, including high-quality live theater, the world-famous Boston Pops orchestra, and the Boston Symphony. Shopping is certainly ample, with well-known shopping areas such as Faneuil Hall and Newbury Street. For sports enthusiasts, college and professional sporting events are in great abundance, with the Red Sox, Celtics, and Bruins playing in Boston and the Patriots playing in nearby Foxboro. Boston also features several impressive museums such as the Museum of Fine Arts, the Museum of Science, and the New England Aquarium.

As America's oldest major city and site of many important events in the formation of this nation, Boston offers many interesting and famous tourist sites. Included in this list are the Old North Church, where Paul Revere began his famous ride, the site of the Battle of Bunker Hill, and the site of the Boston Massacre. All of these places are on the Freedom Trail, a walking trail through the city that highlights these and other historic locations. Closer to FMC Devens are Lexington and Concord, where the first battles of the American Revolution took place, and Walden Pond, made famous by Henry David Thoreau. Also, less than two hours from the institution are Salem, site of the famous witch trials of the 1600s, and Plymouth, where the Pilgrims established their first permanent settlement.

Worcester, the second-largest city in Massachusetts, is 26 miles south of the institution. It is the home of many fine institutions of higher learning such as Clark University, College of the Holy Cross, and the University of Massachusetts Medical School. Worcester also offers many fine dining and entertainment options. Other well-known New England cities, such as Portsmouth, New Hampshire, and Providence, Rhode Island, can be reached in little over an hour from FMC Devens, and offer much in the way of tourism, history, dining, and entertainment.

Many great recreational options are available in New England. For beach lovers, the shore is only an hour from the institution and Cape Cod is only two hours away. In addition, both Martha's Vineyard and Nantucket can be reached by ferry from Cape Cod. The White Mountains of New Hampshire, including Mount Washington, site of the strongest recorded wind in world history, and Mount Monadnock, the most frequently-climbed mountain in North America, can be reached by car in two hours. Many outstanding skiing areas exist in northern New England, especially in Vermont, and most are within a three-hour drive. Many vacationers in search of a relaxing experience gravitate toward the Berkshire Mountains in western Massachusetts, coastal Maine, and many areas of Vermont and New Hampshire.

APPLICATION PROCEDURES

The doctoral internship program at FMC Devens is open to doctoral students in Clinical and Counseling Psychology programs who are citizens of the United States. Applicants **must** be from an APA-accredited program. **We do not accept applicants from non-accredited programs.** At a minimum, applicants must have completed **three years of doctoral training, 500 intervention hours, and 100 assessment hours.**

All application materials must be submitted through the AAPI Online service, which can be accessed at www.appic.org, by clicking on the link for “AAPI Online.” In addition to the AAPI Online, our site requires that you upload a sanitized assessment report as part of your electronic application. Your AAPI Online application must also include three letters of recommendation. Applicants applying for the 2017-2018 internship year must submit all application materials to our site through the AAPI Online service by **November 1, 2016.**

After a review of all applications, applicants who receive the highest scores will be considered for an in-person interview. Prior to scheduling the in-person interview, candidates must complete application materials at www.usajobs.gov. This is a necessary requirement for federal employment, including the doctoral internship. Further details will be forthcoming to those candidates.

Interviews are typically scheduled in January. Upon successful completion of a core values assessment and correctional-specific questions, applicants will be interviewed by a number of different psychologists from the various areas of the department. Applicants will receive a tour of the institution and meet the current interns. Typically, the interview day begins around 8:00 AM and ends between 2:00 PM and 3:00 PM.

Intern positions will then be filled through the APPIC Match, and results will be communicated to both students and training sites on Match Day. This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Internship position offers are contingent upon the successful completion of the security clearance described on page 19. The preliminary background investigation begins prior to the APPIC Match (prior to the interview) and the physical and drug screening take place after the applicant is matched to the program, but prior to the beginning of the internship year. For additional information, please visit http://www.bop.gov/jobs/psychology_intership.jsp.

APPENDIX

Correctional and Clinical Psychology Didactic Series Sample Topics:

Multicultural Dynamics in Relationships
Self-injurious Behavior in Corrections
Psychopharmacology
Providing Clinical Supervision
Professional Ethics: Personal and Professional Roles
Post-Doctoral Fellowships
Sexual Abuse Prevention and Intervention
Suicide Risk Assessment: Assessment, Intervention, and Treatment
Expressive Therapies
Behavioral Medicine: End of Life Issues
Mental Health Care Treatment and BOP “Care Levels”
Military Culture: Treatment Implications
Group Dynamics
Working with Traumatized Patients
Psychotherapy with Narcissistic and Antisocial Personalities
Gender Dysphoria
Self-Care and Preventing Burn-Out
Behavior Management Planning
Crisis and Hostage Negotiation
Licensure, the EPPP, and Student Loan Repayment