

# PSYCHOLOGY DOCTORAL INTERNSHIP

FMC DEVENS  
2025-2026

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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.

## Table of Contents

Introduction.....	3
Overview of the Federal Bureau of Prisons.....	4
Psychology Services in the Federal Bureau of Prisons.....	5
Psychology Services at FMC Devens.....	6
Psychology Internship at FMC Devens .....	9
Program Aim, Competencies, and Outcomes .....	9
Internship Duties .....	12
Internship Rotations.....	13
Didactic Training.....	20
A Day in the Life of a FMC Devens Intern .....	21
Supervision .....	23
Intern Evaluation .....	24
Benefits .....	25
APA Accreditation and APPIC Membership.....	26
Frequently Asked Questions .....	27
FMC Devens Psychologists .....	29
Surrounding Area and Local Points of Interest.....	34
Career Opportunities at the Federal Bureau of Prisons .....	36
How to Apply.....	37
Eligibility Requirements .....	38
Application Process and Deadlines .....	39
Additional Information .....	41
Contact Information .....	42
Internship Admissions, Support, and Initial Placement Data.....	42
Sample Didactic Schedule .....	47
References.....	48

## Introduction

The Psychology Services Department at Federal Medical Center (FMC) Devens is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and FMC Devens specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the Psychology Internship Program within the FBOP.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FMC Devens. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology Services staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web pages to learn more about the opportunities that exist at the FBOP.

For interns, the selection and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have four intern positions available at our site and look forward to receiving your application.



## Overview of the Federal Bureau of Prisons

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 incarcerated individuals. With the Core Values of Accountability, Integrity, Respect, Compassion, and Correctional Excellence, the FBOP has earned the reputation as one of the most elite correctional agencies in the world.

Incarcerated individuals convicted of the most serious offenses and those whose institutional adjustment is poor are housed in high security settings, or penitentiaries. Most incarcerated individuals live in medium, low, or minimum security institutions that provide greater degrees of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, they each have their own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, psychology services play an integral role in mental health treatment of the federal population.

The FBOP provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large State Departments of Corrections. These reentry programs 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 35,000 employees, including more than 600 psychologists and another 600+ clinical service providers and psychology administrative support staff, the FBOP is one of the largest employers of mental health professionals in the United States. In addition to psychology technicians and mid-level provider “Treatment Specialists,” Psychology Services in the FBOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every FBOP psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consulting services to incarcerated individuals and staff. Psychology Services staff assess the needs of each person in custody and ensures all incarcerated individuals with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Incarcerated individuals within the FBOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Psychologists in the FBOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, Psychology Services staff collaborate with a multidisciplinary team and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.



## Psychology Services at FMC Devens



Opened in January 1999, FMC Devens is one of seven medical centers within the FBOP. The institution is comprised of two structures: the medical center, which is inside perimeter fencing, and the minimum security Satellite Camp. Between the two structures, FMC

Devens has an overall capacity to house approximately 1,100 incarcerated individuals. The Medical Center has the capacity to house approximately 1,000 adult male incarcerated individuals with chronic medical, mental health, and substance abuse problems, sexual offenders, pre-trial individuals referred by the judicial system for forensic evaluations, and general population individuals. The Camp has the capacity to house approximately 100 general population incarcerated individuals. As a Medical Center, the institution houses individuals of all security levels (e.g., low, medium, and high).

To meet the needs of our population, FMC Devens (both the medical center and the camp) has dining and kitchen facilities, health services, religious services, maintenance shops, commissary services, and visiting areas. There are also educational, recreational, and vocational training opportunities for the population, as well as psychology-based programs and counseling services. Over 500 staff are employed at FMC Devens, and many other individuals serve as volunteers/contractors.

Broadly speaking, Psychology Services is tasked with providing three key services—mental health care, reentry services, and behavioral health expertise. In provision of those services, Psychology Services staff members provide individual and group psychotherapy, conduct suicide risk assessments, intervene in crisis situations, assess and screen incarcerated individuals' mental status upon arrival and while in segregation, and consult with other institutional staff members in the furtherance of the incarcerated individual's care and release planning. Furthermore, psychologists play a vital role in assisting institution crisis teams, such as the Crisis Negotiation Team and the Correctional Support Team. Psychology Services also

coordinates the Suicide Prevention Program and is responsible for the Employee Assistance Program within the facility.

Although the population consists entirely of incarcerated adult males, there are several distinct facets of that population, all of which require specialized skills and knowledge. FMC Devens provides inpatient psychiatric treatment for sentenced individuals as well as for individuals who have been civilly committed by the courts as mentally ill and dangerous. These incarcerated individuals present with both chronic and acute psychiatric problems across the spectrum of DSM-5 diagnoses. These incarcerated individuals reside on our Mental Health Unit, which consists of two locked and two unlocked units. Multidisciplinary treatment offered includes services from Psychology Services, Psychiatry Services, Nursing, Social Work, and Recreational Therapy. Traditional “talk therapy” interventions are supplemented with expressive therapies, behavior modification strategies, psychotropic treatment, and milieu interventions.

The Mental Health Unit also houses defendants who are referred by the courts for forensic evaluation. Forensic evaluation at FMC Devens is comprised of three 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. Second, 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 incarcerated individuals designated to FMC Devens prior to their release to evaluate their potential need for civil commitment due to mental illness and dangerousness. Third, and the most recent addition to the mission of our Department, Forensic Psychologists are responsible for providing Competency Restoration treatment for pre-trial individuals found not competent to stand trial.

Approximately 40% of the population at FMC Devens is convicted of a sex offense. As such, the facility offers unique programming. In March 2004, FMC Devens was the first institution within the FBOP to implement the Sex Offender Management Program (SOMP), which serves as the model for sex offender management services throughout the FBOP. Incarcerated individuals with a history of sexual offending are automatically enrolled in SOMP. This mandatory program assignment is for sex offenders who are ineligible or who do not volunteer for the residential treatment program. The program 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), which is a voluntary, intensive, residential therapeutic program for higher risk male sex offenders serving time in the FBOP. This residential treatment program, one of only two in the FBOP, employs a wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders.

As a medical center, the facility houses incarcerated individuals with chronic medical conditions, such as renal failure, HIV, paralysis, and cancer. Unique to this facility, the institution has its own dialysis treatment clinic. Additionally, FMC Devens was the first FBOP facility to provide donor transplant services, and the program serves as a model for other facilities. While most incarcerated individuals with medical problems are housed in outpatient units (e.g., general population), the institution also houses a small inpatient medical population.

In addition to the aforementioned specialty populations, FMC Devens houses a large number of general population incarcerated individuals who present with varied clinical needs. For example, in response to the substantial number of incarcerated individuals throughout the facility who have substance use disorder problems, FMC Devens offers comprehensive drug treatment programs, including drug education classes, a Non-Residential Drug Abuse Treatment Program (NRDAP), and Medication-Assisted Treatment (MAT). Additionally, individuals within the general population participate in individual and group therapy to address a variety of treatment needs. While these incarcerated individuals may present with mood, anxiety, personality, and adjustment disorders, the evidence-based treatment provided also focuses on criminogenic factors related to reoffending, emotion regulation, stress and anger management, preparation for release and reentry to the community, parenting concerns, grief and loss, trauma, chronic pain, and a host of other possibilities.

The Psychology Services Department at FMC Devens is a large department consisting of 13 doctoral-level psychologists, five masters-level clinicians, three Psychology Interns, and two psychology technicians. We also typically train doctoral-level practicum students during the traditional academic year, and we have two post-doctoral fellowship positions. The Psychology Services Department is housed in a centralized area with an ample supply of office space. This affords plenty of opportunities for networking, consultation, and support. Staff members



working in the SOTP have offices on the residential treatment housing unit. Each member of the Psychology Services Department, including interns, has his or her own office, a computer, a printer, a scanner, and access to various computer programs, such as Outlook for email access, the Bureau Electronic Medical Records System and Psychology Data System for electronic clinical documentation, and Microsoft Office products. Also, as staff members integral to the Department, interns have access to all office equipment, such as the photocopier, shredder, fax machine, and office supplies. The Psychology Services Department has several large 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. The following photos are of the interns' offices, the conference room, and breakroom within Psychology Services.



## Psychology Internship at FMC Devens

### Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FMC Devens is to train entry-level professional psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

**Competency 1: Research** – The intern will demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Competency 2: Ethical and Legal Standards** – The intern will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior. The intern will also demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** – The intern will demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.

**Competency 4: Professional Values and Attitudes** – The intern will demonstrate proficiency in providing psychological services that are consistent with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

**Competency 5: Communication and Interpersonal Skills** – The intern will demonstrate proficiency in both written and verbal communication with peers, supervisors, and other staff that is timely, accurate, and jargon free.

**Competency 6: Assessment** – The intern will demonstrate proficiency in conducting screening, assessment, and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

**Competency 7: Intervention** – The intern will demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations.

**Competency 8: Supervision** – The intern will demonstrate proficiency in understanding basic principles of clinical supervision (e.g., building supervisory alliance, providing and accepting effective summative feedback, promoting growth and self-assessment of peer/trainee, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students, if available.

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills** – The intern will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.

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 domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that, historically, about 50% of our interns are hired as Staff Psychologists within the FBOP shortly after graduation. However, training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services Department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns

are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings, and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to incarcerated individuals throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.



2022-2023 FMC Devens Interns  
Outside of the institution



2023-2024 FMC Devens Interns  
MSTC (National Training Center), Denver, CO

### Internship Duties

Interns are required to complete 2,000 hours of training over a 12-month period along with identified clinical experiences and to earn of minimum level of achievement ratings on

intern evaluations to successfully complete the internship program. The 2024-2025 internship year begins August 12, 2024, and ends August 8, 2025. Ordinarily, interns are not permitted to work beyond normal operating hours (7:30am – 4:00pm) apart from clinical or institutional emergencies. Interns at FMC Devens, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Friday (excluding federal holidays), even during the COVID-19 pandemic and other potential emergency situations.

Training experiences include clinical contacts, supervision, didactics, and other professional activities. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A description of specific training experiences delineated by rotation follows.

### Internship Rotations

To maximize the breadth of exposure afforded during training, interns at FMC Devens complete rotations that specifically emphasize the unique client populations housed at this institution: Sex Offender Management, Serious Mental Illness, Forensic Evaluation, Substance Abuse Programming, and Correctional Psychology. The internship year is divided into quarters, with each rotation lasting approximately 12-13 weeks, ensuring interns gain exposure to as many aspects within Psychology Services at FMC Devens as possible. The Correctional Psychology rotation is a requirement for all interns. The other three rotations will be assigned during the initial week of orientation. During that week, interns will provide the Internship Program Coordinator with their preference of which three of the remaining four rotations (e.g., Sex Offender Management, Serious Mental Illness, Forensic Evaluation, and Substance Use Disorder Treatment) they wish to complete. All rotations must be covered at least once throughout the training year. This unique occasion to train within these rotations ensures interns finish their internship year confident they maximized the available clinical opportunities.

#### Rotation Descriptions:

##### **Serious Mental Illness (SMI)**

In this rotation, interns work with sentenced and civilly committed individuals who have been diagnosed with severe and persistent mental illness. Functioning as the primary psychology treatment provider, interns are responsible for treatment, assessment, case management, and

documentation for a caseload of incarcerated individuals with chronic and acute psychiatric illnesses. Interns will gain significant practice collaborating with multidisciplinary treatment teams in furtherance of the individual's care. Additionally, many of these individuals periodically require housing on locked or semi-locked units for observation or stabilization; interns will learn practices for providing mental health services to incarcerated individuals in restrictive housing environments.

Interns assigned to this rotation attend multidisciplinary treatment team meetings, carry an individual therapy caseload, provide crisis intervention and risk assessment services, facilitate group therapy, and complete evaluations on incarcerated individuals as needed. The intern may perform diagnostic interviews and conduct psychological testing for those individuals who are transferred to FMC Devens for stabilization and treatment.

Training activities for this rotation include, but are not limited to:

1. Provide weekly treatment to a caseload of incarcerated individuals with severe and persistent mental illnesses.
2. Facilitate at least one therapy group, using evidence-based treatment modalities, for a sample of incarcerated individuals presenting with severe mental illness.
3. Complete intake interviews and associated clinical documentation for newly arriving incarcerated individuals with a severe and persistent mental illness.
4. Update and revise documentation regarding the diagnosis and treatment needs of incarcerated individuals on assigned caseload.
5. Write at least one report providing an annual update to the court regarding the status of a committed individual with mental illness.
6. Provide case presentation regarding risk for violence at the Risk Assessment Panel for individuals on their caseload.
7. Evaluate the responsibility and competency of individuals on assigned caseload in response to disciplinary infractions.
8. Formulate discharge reports and/or other clinical documentation as indicated.
9. Participate in daily multidisciplinary Mental Health Meeting.
10. Collaborate with Treatment Team members, including participation in Treatment Team Meetings regarding individuals on assigned caseload.
11. Develop a working knowledge of FBOP policies that relate to treating incarcerated individuals with mental illness.

## **Forensic Evaluation**



Interns benefit from participating in all aspects of the Forensic Evaluation program at FMC Devens. Interns will be expected to complete evaluations of defendants referred from federal jurisdictions throughout the country. The intern will acquire skills to formulate opinions and write forensic evaluations regarding issues such as competency to stand trial, mental status at the time of the offense, and dangerousness. As part of this process, interns will conduct interviews with defendants under supervision, collect and review collateral data, and conduct 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. At the end of the rotation, interns will have the opportunity to testify as an expert witness in a mock trial exercise. Because forensic clinicians often testify from the institution via videoconference connections or in local federal courts, interns may have the opportunity to observe expert testimony. As co-signers of forensic reports, interns may also be subject to subpoena and may have the opportunity to testify in court.

Additionally, interns will provide competency restoration treatment to pre-trial incarcerated individuals found not competent to stand trial. Using a group treatment modality, interns will facilitate psychoeducational groups for these individuals centering on various psycho-legal concepts. As a distinctive aspect of the training at FMC Devens, interns acquire and enhance their skills in assessing for risk of dangerousness through their attendance at the institution's Risk Assessment Panel meetings. Interns may be responsible for completing annual updates to the court regarding an incarcerated individual's risk of dangerousness.

Training activities for this rotation include, but are not limited to:

1. Complete forensic evaluations as assigned, based on court referrals regarding competency to stand trial, criminal responsibility, dangerousness, and mental health care and treatment needs.
2. Facilitate Competency Restoration Groups and attend weekly Treatment Team meetings.
3. Administer and score various assessment measures.
4. Participate 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.
5. Manage clinical crises involving individuals housed at FMC Devens for a forensic evaluation.
6. Become familiar with federal legal standards and statutes referencing the referral

question.

7. Develop a working knowledge of FBOP policies and procedures for forensic evaluation services.

### **Sex Offender Management**

The primary goal of both the residential Sex Offender Treatment Program (SOTP-R) and the Sex Offender Management Program (SOMP) is to help offenders manage their problematic sexual interests and behaviors 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. 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. FMC Devens is only one of two facilities within the FBOP that features the SOTP-R.

Responsibilities for interns with the SOTP-R include psychosexual and sex offender risk assessments, clinical management of a caseload of incarcerated individuals (e.g., make appropriate treatment and supervision recommendations, monitor the individual's exposure to sexual risk factors and adherence to institutional rules), and active involvement in various available treatment services (e.g., group therapy, psychoeducation). Interns may have opportunities learn about and develop skills relevant to the SOMP (e.g., intakes, sex offender-specific risk assessment, intervening when an individual has sexually inappropriate materials, etc.). 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.

Training activities for this rotation include, but are not limited to:

1. Conduct at least one comprehensive psychosexual evaluation, to include conducting a thorough clinical interview and completing the psychosexual report.
2. Accurately diagnose paraphilic disorders using the DSM-5.

3. Accurately score and interpret sex offender-specific assessments, including risk assessment instruments.
4. Conduct intake interviews and screenings for eligible SOTP-R participants.
5. Identify risk-relevant materials for clients.
6. Co-facilitate sex offender-specific process groups and psychoeducational groups.
7. Recognize and implement sex offender-specific interventions (e.g., using Rational Self-Analysis to address offense-specific thinking errors, using behavioral and cognitive interventions to target paraphilic arousal).
8. Employ motivational interviewing interventions to encourage participation in sex offender programming.
9. Develop a working knowledge of FBOP procedures and policies for sex offender programming.

### **Substance Use Disorder Treatment**

A modality to help prepare incarcerated individuals for reentry into the community, the FBOP provides substance use disorder education and treatment within each facility. The Drug Abuse Treatment Programs (DAP) at FMC Devens include Drug Education, the NRDAP, and MAT. The Drug Education course encourages offenders with a history of drug abuse to review the choices they have made and the consequences of these choices. Exploring the cycle of drug abuse and crime, the program offers a compelling argument of how continued drug abuse can lead to further criminality and legal involvement. The NRDAP is a psychoeducational therapy group designed to treat incarcerated individuals with self-reported substance use disorders. Grounded in cognitive behavioral therapy, NRDAP targets the negative core beliefs individuals hold about themselves, others, and their world in order to alleviate problematic patterns of substance abuse. Additionally, the MAT program offers a “whole patient” approach to the treatment of substance use disorders via medications and counseling. The intern on the DAP rotation will receive experience with the MAT program regarding screening, diagnosis, and therapy for MAT participants.

The Substance Use Disorder Treatment rotation involves co-facilitation of an NRDAP group, facilitation of MAT groups, and participation in eligibility interviews for the Residential Drug Abuse Treatment Program (RDAP). Interns are expected to learn and strengthen their DSM-5 diagnostic skills for various addiction-related diagnoses when conducting qualification interviews for RDAP. The rotation will also include learning about the FBOP’s structure of Drug Abuse Treatment Programs, and interns are expected to be familiar with policy statements

regarding drug treatment in the FBOP. Finally, interns will evidence advanced skills in motivational interviewing techniques and rational self-analysis (empirically supported treatment models for FBOP drug programming).

Training activities for this rotation include, but are not limited to:

1. Co-facilitate one NRDAP group.
2. Provide individual and/or group treatment for individuals enrolled in the MAT program.
3. Complete psychosocial evaluations and screenings.
4. Formulate treatment plans.
5. Use the DSM-5 to sharpen diagnostic skills for various addiction-related diagnoses.
6. Develop a working knowledge of FBOP structure and policies for drug abuse programming.

### **Correctional Psychology**

At FMC Devens, most incarcerated individuals live within the general population (i.e., in general housing units and not treatment units). This rotation affords interns significant opportunities to master a variety of skills necessary for a correctional psychologist, but also applicable in any setting. Although the individuals within the general population 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, behavioral health concerns, or situational crises. Primary responsibilities on this rotation include, but are not limited to, mental health screenings (intake interviews, protective custody, hunger strike, etc.), crisis intervention, suicide risk assessment, sexually abusive behavior interventions, mental health triage, completing rounds in segregated housing, and grief counseling. Interns will facilitate group therapy for our general population individuals. While there is some flexibility in which groups are offered, we emphasize evidenced-based practices consistent with the First Step Act requirements (e.g., cognitive skills, criminal thinking, anger management, emotional regulation). Additionally, interns rotate being “on call” during which time they respond to immediate requests for Psychology Services, during regular business hours only.

Interns also may provide psychoeducational material at 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 psychoeducational topics such as sleep hygiene, self-care, behavioral medicine, managing mental illness in a correctional setting, etc.

Training activities for this rotation include, but are not limited to:

1. Facilitate or co-facilitate group therapy within an evidence-based modality.
2. Conduct and write at least five suicide risk assessments using empirically supported methods.
3. Complete intake screening interviews with appropriate clinical documentation.
4. Assess and treat, as indicated, incarcerated individuals who have reported having been sexually abused while incarcerated in accordance with FBOP policy.
5. Manage mental health crises as they arise.
6. Perform mental status assessments and interventions for incarcerated individuals in restrictive housing.
7. Consult with multidisciplinary institutional staff (e.g., health services, social work, psychiatry, unit team) in the furtherance of the incarcerated individual's care.
10. Attend Suicide Watch Companion training at least once.
11. Provide educational training to institutional staff on at least one occasion.
12. Attend various interdepartmental meetings in which psychologists play an active role. (e.g., the Special Housing Unit meeting, the Warden's close-out/open-up meeting)
13. Become familiar with FBOP policies and procedures guiding the Psychology Services Department.

### **Other Educational Activities**

Although Health Psychology is not a formal rotation, interns do have the opportunity to work with incarcerated individuals from the inpatient and outpatient medical populations. These individuals include those who are undergoing kidney dialysis, have significant physical limitations (e.g., require the use of a wheelchair), experience chronic pain, are HIV positive, or have some other enduring 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.

Generally, FMC Devens trains up to three doctoral level practicum students each training year. Our interns gain valuable supervision experience by providing clinical supervision to a practicum student on a limited number of therapy cases. Interns may also collaborate in facilitating group supervision for the cohort of practicum students. This training experience lasts throughout the practicum students' time at Devens (usually September through May). Interns

receive supervision from a licensed psychologist on their experiences providing supervision to students.

FMC Devens staff value opportunities for interns to broaden their understanding of the roles and experiences of correctional psychologists in facilities that vary according to institutional mission, geographic location, institutional culture, programming, and security level. As such, interns are afforded opportunities for temporary duty assignments (TDY) to observe and participate in the daily operation of other FBOP facilities. Supervision from a licensed psychologist would be provided during this, often week-long, assignment. Psychology Services staff are committed to seeking TDY opportunities for future FMC Devens interns.

In previous years, interns have toured other federal correctional facilities, as the budget and COVID-19 pandemic has allowed. Interns have also been invited to participate in training activities with the institution's Correctional Support Team and Crisis Negotiation Team, including serving as role players during 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. Interns assist in selection of new interns by interviewing prospective candidates and sharing their impressions with supervisory staff. Finally, interns travel to Denver, Colorado (travel is paid for by the FBOP), to attend a week-long conference with the entire cohort of interns across the FBOP.

### Didactic Training

FMC Devens offers two weekly didactics (90 minutes each) for all trainees and mental health staff. Topics center around sex offender-specific assessment and treatment, forensic principles, correctional psychology, and concepts more broadly related to clinical psychology. Each intern is required to complete at least one clinical case presentation and one scholarly presentation during didactics.

While most didactic seminars are provided by Psychology Services, staff from other departments (e.g., psychiatrists, social workers) or outside of the FBOP routinely participate in facilitating didactic seminars. Additionally, opportunities for distance learning are also present. The FBOP offers regular training to Psychology Services Departments across the agency via a web-based presentation system. Furthermore, the FBOP's Psychology Services Branch



facilitates quarterly national video teleconferences (VTC) with all FBOP Internship Programs across the country. Topics for those VTCs have included suicide prevention, the Prison Rape Elimination Act, and career planning and development.

Interns may also attend seminars held by Health Services within FMC Devens. Interns have sometimes been able to attend one local workshop of their choice funded entirely by the Psychology Services Department.

### A Day in the Life of a FMC Devens Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and incarcerated individuals. In general, there is no “typical day” within the FBOP. Consistent exposure to clinical activities is key in the development and engagement of our interns. At FMC Devens, we ensure interns gain exposure to a variety of populations and clinical responsibilities of the Psychology Services Department resulting in the day-to-day activities varying based on the specific rotations within which they train.

With some exceptions where rotation activities are on a fixed schedule (e.g., group supervision, rotation programming), the intern enjoys the freedom to manage their own schedule in a way that best suits their learning and task completion. Plenty of time is afforded for consultation, documentation, responding to emails, and other daily administrative tasks. To provide an estimate of what the rotation duties may look like throughout the course of a day, example schedules are provided below.

#### Example SMI Day:

Time	Activity
7:30 am	Arrive to work and catch up on emails
8:15 am	Multidisciplinary Team Meetings
8:45 am	Rounds on the locked Mental Health Unit
9:30 am	Clinical contacts with incarcerated individuals with SMI
11:00 am	Lunch
11:30am	Consultation with Psychiatry or Social Work staff
12:00 pm	Didactic
1:30 pm	Clinical documentation (e.g., notes, discharge summary, diagnostic formulations)
2:00 pm	Crisis Intervention

3:00 pm	Treatment planning, case management tasks
4:00 pm	Leave work with fellow interns and staff

Example **SOTP-R** Day:

<b>Time</b>	<b>Activity</b>
7:30 am	Arrive to work and catch up on emails
8:00 am	SOTP-R Community Meeting
8:45 am	Consultation with other SOTP-R Treatment Providers
9:00 am	SOTP-R Process Group
11:00 am	Lunch
11:30 am	Review of SOTP-R participants' homework
12:00 pm	Individual supervision
1:00 pm	SOTP-R Psychoeducational Group (e.g., sexual self-regulation, victim empathy)
3:30 pm	Documentation
4:00 pm	Leave work with fellow interns and staff

Example **Forensic** Day:

<b>Time</b>	<b>Activity</b>
7:30 am	Arrive to work and catch up on emails
8:30 am	Forensic interviews and/or Report writing
10:00 am	Competency Restoration Treatment Team Meeting
11:00 am	Lunch
11:30 am	Check email, peer consultation, preparation for afternoon
12:00 pm	Risk Assessment Panel
1:00 pm	Individual supervision
2:00 pm	Group therapy
3:00 pm	Documentation
4:00 pm	Leave work with fellow interns and staff

Example **Substance Use Disorder Treatment** Day:

<b>Time</b>	<b>Activity</b>
7:30 am	Arrive to work and catch up on emails
8:00 am	Group supervision
10:00 am	Psychosocial interviewing
11:00 am	Lunch
11:30 am	Group preparation
12:30 pm	NRAP group therapy
2:30 pm	Individual therapy
3:00 pm	Treatment planning

4:00 pm	Leave work with fellow interns and staff
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## Supervision

Providing high-quality supervision to interns is our ultimate priority. FMC Devens adheres to APA guidelines for supervision, which includes a minimum of two hours of group supervision each week with the Internship Program Coordinator and two hours of individual supervision each week by a licensed psychologist. 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. Professional development is emphasized as well as clinical service provision. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision as necessary. At the beginning of the training year, rotation supervisors and interns discuss personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to help interns achieve their desired goals and improve upon targeted competency areas.

The Internship Program Coordinator (IPC) serves as a resource for interns and is responsible for the development, implementation, and evaluation of the internship program. They make training assignments, handle clinical and administrative problems, plan the sequence of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

At the outset of the training year, interns attend a two-week course, *Introduction to Correctional Techniques*, which serves as an orientation to the federal correctional system and the broader correctional environment for all new FBOP staff. Following those two weeks, the Psychology Services Department also conducts a week of orientation for interns, intended to introduce the procedural components, organization, and structure of the Psychology Services Department and the internship program in particular.

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. Interns are guaranteed at least one of their major rotations of choice. Because only one intern will be on a rotation at a time, the Internship Program Coordinator reserves the right to assign the second major rotation if necessary. Interns'

training goals and preferences are considered in selection and assignment of minor and major rotations. Interns are guaranteed to train within all rotations offered at FMC Devens.

Our training program recognizes that no two individuals are the same, and that to be successful, clinicians must be trained to recognize the myriad presentations informed not only by diagnostic difference but by cultural difference arising from unique backgrounds and histories. To recognize individual differences is to recognize their strengths and the specific variables that allow them to overcome challenges and to work with their providers to reduce symptoms and work toward mental health. Furthermore, our supervision is geared toward providing interns with the ability to recognize their strengths as providers but also any tendencies toward bias and the ways in which such tendencies interfere in the therapeutic process, hindering treatment progress for their clients. Such discussions are inter-woven into daily practice, weekly supervision with interns, and didactic learning.

### Intern Evaluation

Formal evaluation of each intern's performance occurs at the end of each rotation. Informal, written mid-rotation progress reports are also provided. Interns are evaluated using a tool common to all FBOP internship training sites. The evaluation measures intern progress regarding the following profession-wide competencies, as delineated by APA: 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 discuss the results with the intern. Signed copies of the evaluation forms are maintained in the interns' files and a copy is sent to the interns' academic Director of Training.

Our aim at FMC Devens is for each intern to successfully complete internship and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The Due Process procedures at FMC Devens address any such problems and will be made available to all matched interns during the orientation week of the internship program. In addition to a hard copy description of the procedures, the IPC will

review them with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

The internship program values and actively solicits feedback from interns regarding their experiences in the overall internship program, each rotation, and each supervisor. Interns complete evaluations of the internship program and supervisors after each rotation and at the end of the training year. All this feedback is shared anonymously and strongly considered when making modifications to the training program.

Members of the Psychology Services Department at FMC Devens are committed to providing interns with a quality training experience and strive to meet interns' training needs in all areas, including supervision, evaluation, the assignment of work, quality or type of training experiences, the establishment and maintenance of respectful supervisory relationships, and working environment. However, during the course of the internship experience, interns may have concerns regarding these or other issues. As with our Due Process procedures, the Grievance Procedures at FMC Devens are made available to interns and reviewed during orientation. These procedures can also be made available to those interested upon request.

## Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$67,743 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- Fully funded attendance at the National Internship Conference in Denver
- For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered by accrued leave, the intern would need to submit a request for leave without pay to 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.
- Liability coverage for on-site professional activities

- Career conversion opportunity. Pending successful completion of the internship program, interns who are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time position through USAJobs and will be able to immediately begin their full-time job with FBOP employee benefits.

### APA Accreditation and APPIC Membership

The FMC Devens Psychology Internship Program has been continuously accredited by the APA since 2003 and meets all APA criteria for doctoral internships in professional psychology. FMC Devens is also a member Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FMC Devens should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
**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)



## Frequently Asked Questions

**Q: Won't my training be too limited if I just work with incarcerated individuals?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be otherwise motivated, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some incarcerated individuals fit the popular stereotype of the criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Others experience serious mental illness, including schizophrenia and bipolar disorder.

**Q: How “marketable” will my internship be?**

A: Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as generalists. Upon completion of training, many interns accept offers of employment with the FBOP. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen their skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of this exposure, former FBOP Psychology Interns now hold positions not only in FBOP facilities, but also VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental

health centers, regional correctional facilities, academic positions, and private practices.

**Q: Is it safe to work in a prison?**

A: The safety of both staff and incarcerated individuals is the highest priority of the FBOP. The FBOP has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. FBOP staff are trained to address any situation with the intern to verbally de-escalate, and we have policies guiding this approach. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any other work) setting, the single most important skill of any mental health professional working in a correctional setting is his/her ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

**Q: Do I need a certain number of clinical hours in a correctional facility to be eligible for an internship with the FBOP?**

A: No. There is no specified number of direct client contact hours needed to apply. Historically, interns have had a wide range of experiences in both non-correctional and correctional settings. There are numerous settings that provide training that is relevant to a correctional setting: inpatient hospitals, locked settings, exposure to serious mental illness, substance use disorder treatment facilities, etc.

**Q: What do I need to do to complete internship?**

A: There are three aspects of training that all interns must attain to successfully complete internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation form at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Finally, interns are required to

complete 2,000 hours of clinical training. The internship at FMC Devens is structured to facilitate attainment of all three of these goals.

## FMC Devens Psychologists

### **Abigail Bowen, Psy.D. – Mental Health Unit Psychologist**

Dr. Bowen received her doctorate in Clinical Psychology from Loyola University Maryland in 2018. She completed her doctoral internship at the Federal Correctional Institution (FCI) in Tallahassee, FL. Prior to joining FMC Devens in 2021, as a Mental Health Unit Psychologist, she worked as a Staff Psychologist at the Federal Transfer Center (FTC) in Oklahoma City, OK. Her interests include serious mental illness, crisis intervention, trauma-informed treatment and resiliency. Dr. Bowen is licensed in Oklahoma. Dr. Bowen has supervised the Correctional Psychology Rotation.

### **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 SOMP, 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.

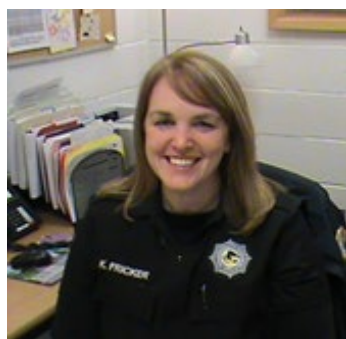
### **Krystle Brown, Psy.D. – Chief Psychologist**

Dr. Brown received her undergraduate education at Texas Christian University and her Psy.D. in Clinical Psychology from Carlos Albizu University – Miami campus (a Hispanic-serving institution) in 2015. After various practica placements (including FCI Miami and the Turner Guilford Knight Correctional Center), she completed her doctoral internship at FCI Terminal Island in San Pedro, CA. She then worked as a Staff Psychologist at FCC Beaumont (TX), for over two years before promoting to the Challenge Program Coordinator position. While at FCC Beaumont, Dr. Brown also served



as the Acting Chief Psychologist for an extended period of time before joining FMC Devens as a Sex Offender Program Psychologist. She then moved to the Non-Residential Drug Abuse Treatment Program and the Medication-Assisted Treatment program before being selected as the Chief Psychologist. Dr. Brown is an adjunct professor at the Chicago School of Professional Psychology in the Forensic Psychology Master's Degree Program. Her interests include antisocial personality disorder, sex offender treatment, crisis intervention, residential treatment programming, and dialectical behavior therapy. Dr. Brown has recently begun attending National Law Enforcement conferences helping to spread the importance of resiliency, PTSD, and wellness. Dr. Brown is bilingual in English and Spanish and is licensed in Massachusetts and Arizona.

### **Kelly Fricker, Psy.D. – Internship Program Coordinator**



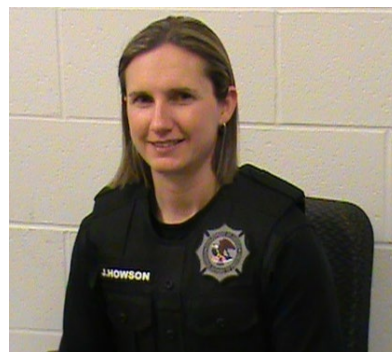
Dr. Fricker received her doctorate in Clinical Psychology from The Chicago School of Professional Psychology in 2011. She began her FBOP career as a practicum student at the Metropolitan Correctional Center (MCC) in Chicago, IL, and completed her doctoral internship at FMC Lexington (KY). Prior to joining FMC Devens as a Mental Health Unit Psychologist, she worked as a Staff Psychologist at FCC Allenwood (PA). Dr. Fricker has held the position of Internship Program Coordinator at FMC Devens since 2014. Her interests include clinical supervision, group dynamics, crisis intervention, and self-care for correctional workers. Dr. Fricker is licensed in Illinois.

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

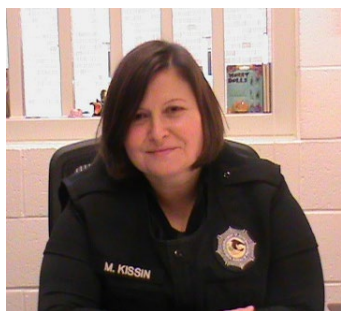
Dr. Gorham graduated from Wheaton College with a Psy.D. in Clinical Psychology in 2010. He completed his doctoral internship in the United States Air Force, at Wright-Patterson Medical Center in Dayton, Ohio. He spent more than five years in the Air Force, focused on process improvement in local clinics, 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, and empirically based treatments. Dr. Gorham is licensed in New York.

**Jan Howson, Psy.D., MSCP – Mental Health Unit Psychologist**

Dr. Howson received her doctorate in Clinical Psychology from Widener University in Chester, PA, 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 FBOP as a Special Management Unit Psychologist at the United States Penitentiary in Lewisburg, PA. She transferred to FMC Devens in 2013, where she completed a postdoctoral fellowship in SOMP. In January 2015, she obtained the position of Mental Health Unit Psychologist. In 2023, Dr. Howson earned her postdoctoral Master's degree in Clinical Psychopharmacology. She is in the process of piloting a canine-assisted therapy program at FMC Devens. Her clinical interests include severe mental illness and personality disorders. Dr. Howson is licensed in Massachusetts, New York, and Pennsylvania. Dr. Howson has supervised both the SMI and Correctional Psychology Rotations.



**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, MA.

She then worked 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 violence risk assessment and personality disorders in the forensic population. Dr. Kissin is licensed in Massachusetts. Dr. Kissin provides supervision for the Forensic Evaluation Rotation.

**Eric Lugo, Psy.D. - Mental Health Unit Psychologist**

Dr. Lugo received his degree in Counseling Psychology from Ana G. Méndez University. Prior to joining FMC Devens as a Mental Health Unit Psychologist, he worked as a Staff Psychologist at FCC Hazelton, Dual Diagnosis Residential Drug Abuse Program Coordinator at FMC Carswell, Drug Abuse Program Coordinator at FCI Three Rivers, and Medication-Assisted Treatment Psychologist at FCI Tallahassee. His interests include intellectual developmental disorder, serious mental illness (SMI), substance use disorder treatment/ Medication-Assisted Treatment (MAT), and Animal-Assisted Therapy (AAT). Dr. Lugo is licensed in Puerto Rico.

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

Dr. McGorty graduated from Sam Houston State University in Huntsville, TX, 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. She is licensed in Massachusetts. Dr. McGorty has supervised the SOMP rotation.

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

Dr. Renaud graduated from the University of New Brunswick in New Brunswick, Canada, in 2000, with a Ph.D. in Clinical Psychology. She completed her doctoral internship at FMC Rochester, MN. She then worked for three years as a Staff Psychologist in the SOTP at FCI Butner. She transferred to FMC Devens in 2003, to design, implement, and coordinate the FBOP's first comprehensive SOMP. In August 2007, she was made the SOTP Coordinator, tasked with developing and coordinating that program as well. Prior to joining the FBOP, 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, FL, 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 SOMP 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. Dr. Rice-Aquino has supervised the SOMP rotation.

**Paige Voehringer, Psy.D. – Forensic Psychologist**

Dr. Voehringer received her doctorate in Clinical Psychology from Pepperdine University in 2020. She completed her doctoral internship at New York University/Bellevue Hospital Center in New York City, on their forensic track. Prior to joining FMC Devens, she completed a forensic postdoctoral fellowship at William James College Juvenile Court Clinic Operations in Norfolk and Suffolk counties, Massachusetts, where she completed forensic evaluations on juvenile offenders. Her interests include crisis intervention, severe mental illness, forensic evaluations, and trauma informed treatment. Dr. Voehringer is licensed in California and Massachusetts.

In addition to these permanent staff positions, Psychology Services has one postdoctoral fellow position assigned to the sex offender management programs and one assigned with to work with our individuals with severe mental illness. The fellows may contribute to the internship program by presenting didactics, co-leading therapy groups, and providing collateral supervision and mentoring to the interns.

## Surrounding Area and Local Points of Interest

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 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 outstanding

restaurants in Boston, with a particular emphasis on Italian dining in the North End of the city and many wonderful seafood restaurants. There are ample entertainment options in Boston, including excellent live theater, the world-famous Boston Pops orchestra, and the Boston Symphony. Shopping is certainly abundant, with well-known shopping areas such as Faneuil Hall and Newbury Street. For sports enthusiasts, college and professional sporting events are in 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 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. Similar to Boston, it is the home of many notable 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.

New England is home to a bounty of recreational opportunities. 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



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.

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



2021-2022 FMC Devens Interns

Enjoying winter in New England

## Career Opportunities at the Federal Bureau of Prisons

The FBOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists to meet our staffing needs. Many of the psychologists currently employed by the FBOP began their careers after completing a FBOP Internship. While jobs are not promised to those who are accepted into the internship program, there are benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the table in the appendix for initial post-internship placements of the previous three FMC Devens intern classes.

Newly selected staff generally start at the GS-11 level, and upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary



ranges can be found on the [Office of Personnel Management \(OPM\) website](#)). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Student loan repayment opportunities are available at most facilities.

Psychologists enjoy a great deal of professional autonomy in the FBOP as the main providers of mental health services and there are numerous opportunities to advance your career. The FBOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work. FBOP psychologists may also engage in outside employment, such as private practice or teaching.

As permanent federal employees, all psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for tax-deferred savings similar to a 401(k) plan. FBOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The FBOP is an equal opportunity employer.

## How to Apply

The application for all FBOP Psychology Internships is a three-step process, and you can reference [this helpful one-page guide](#) of the process and the associated timeline on the FBOP Internship web page.

An in-person interview offers a snapshot of the unique nature of a correctional setting. The FBOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. FMC Devens also recognizes that an in-person interview may not always present as an option for all applicants. To meet Human Resources requirements, at least one FBOP interview must be conducted in-person. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility. FMC Devens utilizes a structured interview process,

standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants.

### Eligibility Requirements

The Psychology Internship Program at FMC Devens is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection 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 APPIC's Internship Matching Program. FMC Devens agrees 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 for the FBOP's internship positions should be aware 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 and psychologist in training, but also suitability for work in a position of public trust. FBOP 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 incarcerated population. Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years. Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the FBOP is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity to explore federal careers while still in school. While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJobs website to verify eligibility for temporary federal employment (internship). You will receive additional information on the USAJobs application process after your APPIC Application for Psychology Internships (AAPI) online application has been reviewed.

## Application Process and Deadlines

Outlined below is the standard FBOP internship application process and timeline that applies to all FBOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each FBOP site you are interested in to ensure you meet the requirements of individual internship sites.

### 1. November 1: AAPI

- a. Submit your AAPI online application on the APPIC website for each FBOP site in which you are interested. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference
  - **Additional Requirement:** In addition to the AAPI online application, our site requires a sanitized assessment report.
- c. All AAPI application materials must be submitted online by 11:59 p.m. on November 1<sup>st</sup>.

### 2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.

- c. Submit all required documentation, including:
  1. Resume
    - 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.
    - We recommend using the resume builder within USAJobs to ensure all information is captured accurately.
  2. Transcript verifying current enrollment in a doctoral program
    - Your transcript must include the School Name, Student Name, Degree and Date Awarded. You can use either an unofficial or official copy from the Office of the Registrar.
    - **Please note:** If the transcript you are uploading does not **explicitly state that you are currently enrolled** in your doctoral program, you should upload an additional document that verifies current enrollment. This may be a Current Enrollment Verification Certificate, statement of current enrollment, or acceptance letter.
  3. Evidence that you are registered for the Match
    - This could be in the form of one of the following:
      - A copy of your APPIC Match purchase receipt
      - A copy of the email receipt of the APPIC application e-submission
      - A letter from your Director of Clinical Training stating that you have completed the AAPI and are registered for the APPIC Match
- d. During the USAJobs application process, applicants must respond to a series of assessment questions about their experience. Your responses determine category placement (e.g., Best Qualified, Highly Qualified, Qualified).



- e. After closure of the USAJobs application, only applicants that are assessed as qualified, and included in the Best Qualified category, will 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 if you have applied to numerous FBOP 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.

### **3. December – January: Interviews**

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  - 1. The FBOP's Core Values Assessment (CVA), which is used to determine if new FBOP employees possess the core values and behaviors required for success at FBOP
  - 2. Integrity interview, which addresses issues of personal conduct
  - 3. Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  - 4. Subject matter expert interview
- c. If applying to more than one FBOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other FBOP sites for convenience.

### **Additional Information**

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 the information provided in interviews and required forms is accurate. During the background investigation, you will be required to disclose any medical or mental health diagnoses and treatment. Additionally, the

FBOP is a drug free workplace, which includes recreational or medicinal marijuana use. 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 internship program. Once hired, interns must comply with the FBOP's Program Statement on Standards of Employee Conduct. This information is not intended to discourage applications, but to ensure applicants are aware of the additional federal requirements that will be imposed should they wish to pursue a FBOP Internship position.

## Contact Information

FMC Devens is excited about the internship program, and we appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FMC Devens, please contact: Dr. Kelly Fricker at 978.796.1422 or [kfricker@bop.gov](mailto:kfricker@bop.gov). Please do not hesitate to reach out.



## Appendix

### Internship Admissions, Support, and Initial Placement Data

Program tables updated: April 11, 2024

## Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: <b>N/A</b>	

### **Internship Program Admissions**

<b>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:</b>
--

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school and all doctoral course work by the beginning of the internship. The dissertation must be successfully proposed at the time the APPIC application is submitted. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The FBOP is an Equal Opportunity Employer. FMC Devens internship staff are dedicated to attracting, supporting, and retaining diverse staff and interns.

FMC Devens is a male correctional facility that maintains a population of approximately 1000 incarcerated individuals from all security levels. If matched with a FBOP internship site, you will be considered an essential worker and will report daily to the institution.

**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: ☒ N ☐ Y Amount: NA

Total Direct Contact Assessment Hours: ☒ N ☐ Y Amount: NA

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

Applicants must complete the USAJobs.gov application process for a psychology intern as a qualification step to be selected for an interview. Detailed instructions will be provided. During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test.

\*Due to the nature of the FBOP's hiring process, as part of the interview process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview.

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

Annual Stipend/Salary for Full-time Interns	\$67,743	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
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="radio"/> Yes	<input type="radio"/> No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health and dental insurance plans.		

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

**Initial Post-Internship Positions**

	<b>2020-2023</b>	
<b>Total # of interns who were in the 3 cohorts</b> (2020-2021, 2021-2022, 2022-2023)	9	
<b>Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree</b>	0	
	<b>PD</b>	<b>EP</b>
Community mental health center	0	1
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	1	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	4	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	2
School district/system	0	0
Independent practice setting	0	1
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: “PD” = Post-doctoral residency position. “EP” = Employed position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

## Sample Didactic Schedule

A brief, non-exhaustive list of didactic topics is provided below, parsed by the two series offered at FMC Devens: Clinical/Correctional Psychology and Sex Offender Treatment. Both didactic series run weekly throughout the entire year.

### Correctional and Clinical Psychology Didactic Series Sample Topics:

Suicide Risk Assessment: Assessment, Intervention, and Treatment

Psychopharmacology

Violence Risk Assessment and the HCR-20 V3

Providing Clinical Supervision

Criminal Responsibility and Competency

Professional Ethics: Personal and Professional Roles

Sexual Abuse Prevention and Intervention

Psychology Treatment in Restrictive Housing

Career Options after Internship (including post-doctoral fellowships)

Telepsychology in Forensic Evaluations

Self-Care, Preventing Burn-Out, and Staff Wellness

Medication-Assisted Treatment

Licensure, the EPPP, and Student Loan Repayment

Social Work in Corrections

Severe Mental Illness and Violent Behaviors

Public Health Services

Military Treatment Implications

### Sex Offender Didactic Series Sample Topics:

Psychosexual Evaluations

Impact of Sex Offender Treatment on Clinicians

Assessing Risk of Re-Offense

Motivating Change in Sex Offenders

Treatment Effectiveness

Female Sex Offenders

Sexual Self-Regulation Model of Sex Offending and Sexual Self-Regulation Techniques  
Therapeutic Community as Intervention in Sex Offender Treatment Programs

## References

- Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.
- Magaletta, P.R., & Boothby, J. (2003). Correctional mental health professionals. In T.J. Fagan & R. K. Ax (Eds.) *Correctional Mental Health Handbook* (pp.21-38). Thousand Oaks, CA: Sage.
- Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.