

Federal Medical Center Devens, Massachusetts



DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM 2021 – 2022

Accredited by the
American Psychological Association

Member, Association of Psychology
Post-doctoral and Internship Centers (APPIC)

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

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WELCOME

Thank you for considering the doctoral psychology internship program at the Federal Medical Center in Devens, Massachusetts (FMC Devens). We regard internship as one of the most important components of your academic training. At FMC Devens, we aim to support and challenge our interns as they develop into confident and competent independent practitioners.

We are dedicated to providing doctoral training of the highest quality. This brochure will provide you with information about the provision of psychology services and the internship program within FMC Devens. We invite you to carefully consider the material in this brochure and if you have any questions that are not answered in the information provided, please feel free to contact the Internship Program Coordinator. We look forward to receiving your application.

OVERVIEW OF FMC DEVENS

Opened in January 1999, FMC Devens is one of seven medical centers within the Federal Bureau of Prisons (BOP), an agency housing approximately 157,000 inmates nationwide. The institution is comprised of two structures: the medical center, which is a secure prison environment, and the minimum-security Satellite Camp. Between the two structures, FMC Devens has an overall population of approximately 1,100 inmates. The medical center houses approximately 1000 adult male inmates with chronic medical, mental health, and substance abuse problems, sexual offenders, pre-trial inmates referred by the judicial system for forensic evaluations, and general population inmates. The Camp houses approximately 100 relatively-healthy general population inmates. The inmate population reflects diversity in terms of ethnicity, culture, age, gender expression, religion, geographic origin, education, offense, length of sentence, and socioeconomic status.

To meet the needs of the inmate population, FMC Devens (both the medical center and the camp) has dining and kitchen facilities, health services, religious services, maintenance shops, commissary services, and inmate visiting areas. There are also educational, recreational, and vocational training opportunities for the inmates, as well as psychology-based programs and counseling services. FMC Devens has achieved accreditation from the Joint Commission on Accreditation of Healthcare Organizations and the American Correctional Association. Over 500 staff are employed at FMC Devens and many other individuals serve as volunteers.

PSYCHOLOGY SERVICES

Psychology Services within the BOP is tasked with providing three key services – mental health care, reentry services, and behavioral health expertise. The Psychology Services Department provides mental health care for inmates, including the assessment and treatment across the spectrum of mental health disorders in a manner that is consistent with professional standards and best practices in correctional psychology. Psychology Services also offers evidence-based, cognitive-behavioral programming to address risk factors associated with criminal conduct (i.e., criminogenic needs) to facilitate offenders' successful reentry into the community. Finally,

psychologists share their expertise during formal training events and informal, routine consultations with staff. Specifically at FMC Devens, the Psychology Services Department is responsible for the Sex Offender Management and Treatment Programs, inpatient psychiatric treatment, the Forensic Evaluation Service, and the Drug Abuse Program. Broadly, psychology staff provide individual and group psychotherapy to inmates, conduct suicide risk assessments, intervene in crisis situations, assess and screen inmates' mental status upon arrival and while in segregation, and consult with other institutional staff members in the furtherance of the inmate's care. Furthermore, psychologists play a vital role in assisting institution crisis teams, such as the Crisis Negotiation Team and the Crisis Support Team, and providing support to colleagues via the Employee Assistance Program. Psychology Services also coordinates the Suicide Prevention Program and is responsible for the Employee Assistance Program within the facility.

Although the inmate population consists entirely of incarcerated adult males, there are several distinct facets of that population, all of which require specific skills and knowledge. FMC Devens provides inpatient psychiatric treatment for sentenced inmates as well as for inmates who have been civilly committed by the courts as mentally ill and dangerous. These inmates present with both chronic and acute psychiatric problems across the spectrum of DSM-5 diagnoses. These inmates 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. The Forensic Evaluation Services at FMC Devens is comprised of two primary components. First, this institution is a forensic study site for federal courts. As a result, we receive referrals from all parts of the United States to perform evaluations of insanity, trial competency, risk of dangerousness, and sentencing issues. 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 inmates designated to FMC Devens prior to their release for potential civil commitment due to mental illness and dangerousness.

Approximately 40% of the inmate 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 Bureau of Prisons to implement the Sex Offender Management Program (SOMP) which serves as the model for sex offender management services throughout the BOP. Inmates 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 Bureau of Prisons. This residential treatment program, one of only two in the BOP, employs a

wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders.

As a medical center, the facility houses inmates 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 BOP facility to provide donor transplant services, and the program serves as a model for other facilities. While most inmates with medical problems are housed in outpatient units, the institution also houses a small inpatient medical population. FMC Devens is accredited by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) in three areas: ambulatory care, long-term care, and behavioral health.

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

The Psychology Services Department at FMC Devens is a large department consisting of 15 doctoral-level psychologists, five Masters-level clinicians, three psychology interns, a psychology technician, and one secretary. We also typically train doctoral-level practicum students during the traditional academic year and the SOTP-R offers one post-doctoral fellowship position. 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 Sex Offender Treatment Program have offices on the residential treatment housing unit. To include interns, each member of the Psychology Services Department has his or her own office, a computer, printer, scanner, and access to various computer programs such as GroupWise 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.

PSYCHOLOGY DOCTORAL INTERNSHIP PROGRAM

Accreditation. The internship program at FMC Devens formally began with the arrival of the 2000-2001 intern class. Our program has been continuously accredited by the American Psychological Association (APA) since March 2003. Our most recent site visit was in 2014 and resulted in the continued accreditation of our program. Our next site visit is scheduled for Winter 2021. All of our interns have been matched with our program through the Association of Psychology Post-doctoral and Internship Centers (APPIC) match process. We became members of APPIC in May 2001 and maintain our membership status. The address and telephone number of APA's Commission on Accreditation is:

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Washington, D.C. 20002-4242
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(202) 336-6123 TDD

Training Model, Aims, and Competencies. The aim of the internship program at FMC Devens is to train interns to become competent, entry-level professional psychologists who can also function in a correctional environment. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As such, interns have opportunities to provide clinical services that address all populations within FMC Devens, allowing for exposure to a diverse population with a variety of clinical objectives. This facilitates development of a comprehensive, well-rounded clinical background enabling interns to be successful in any clinical setting after they complete internship.

Interns at FMC Devens can be expected to build upon and be evaluated on the following profession-wide competencies:

1. **Research:** The intern will demonstrate knowledge, skills, and competence sufficient to produce new knowledge, to critically evaluate and use existing knowledge to solve problems, and to disseminate research.
2. **Ethical and Legal Standards:** The intern is expected to respond professionally in increasingly complex situations with a greater degree of independence.
3. **Individual and Cultural Diversity:** The intern will develop the ability to conduct all professional activities with sensitivity to human diversity, including the ability to deliver high quality services to an increasingly diverse population.
4. **Professional Values, Attitudes, and Behaviors:** The intern will demonstrate a commitment to professional growth and development and respond professionally in increasingly complex situations with a greater degree of independence across levels of training.
5. **Communication and Interpersonal Skills:** The intern will demonstrate and display professional communication and interpersonal skills in increasingly complex situations and understands that professional communication and interpersonal skills are foundational to education, training, and practice in Health Service Psychology.
6. **Assessment:** The intern will demonstrate competence in conducting evidence-based assessment consistent with the scope of Health Service Psychology.
7. **Intervention:** The intern will demonstrate competence in evidence-based interventions consistent with the scope of Health Service Psychology.

8. Supervision: The intern will demonstrate knowledge of supervision as grounded in science and integral to the activities of Health Service Psychology through direct or simulated practice.
9. Consultation and Interprofessional/Interdisciplinary Skills: The intern will demonstrate proficiency in the intentional collaboration of professionals in Health Service Psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional activities.

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. We believe that exposure to a correctional facility and our inmate population will make interns well trained for continued work within a prison setting. However, we purposely tailor our training to be sufficiently broad so interns are well suited for work in a wide-variety of clinical settings.

The internship program is structured to ensure that all interns train in all of the aforementioned aspects of the Psychology Services Department. Interns learn experientially by providing a variety of psychological services to inmates throughout the training year and by collaborating with staff in other disciplines within this correctional environment. The activities in which FMC Devens interns engage are primarily learning-oriented, in that the majority of these activities are fundamental to the development of a competent, generalist professional psychologist. For example, interns spend a majority of their face-to-face time with clients conducting intake screenings, mental status examinations, brief counseling, long-term individual therapy sessions, group interventions, risk assessments, and psychological evaluations. Gaining experience providing these types of services provides opportunity for interns to acquire new skills and enhance skills they have already developed.

The internship program is structured to be a 12-month, 40-hour per week experience for all interns. 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.

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 Programming, Treatment of Severe Mental Illness, Forensic Evaluation, Drug Abuse Programming, and General Population. The General Population training occurs throughout the training year. Simultaneously, the training year is split into thirds, allowing for interns to complete rotations within all areas of the department. Two rotations will be “major,” or full-time, and two rotations will occur as “minor,” or part-time. Interns’ training goals and preferences are considered in selection and assignment of minor and major rotations. This unique occasion to train within all rotations ensures interns complete their internship

confident they maximized the available clinical opportunities. A sample rotation schedule is available in the Appendices.

Descriptions of the rotations follow:

Severe Mental Illness (SMI) Rotation

In this rotation, interns work with sentenced and civilly committed inmates 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 inmates with chronic and acute psychiatric illnesses. Interns will gain significant practice collaborating with multidisciplinary treatment teams in furtherance of the inmate's care. Additionally, as many of these inmates periodically require housing on locked or semi-locked units for observation or stabilization, interns will learn practices for providing mental health services to inmates 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 inmates as needed. The intern has the opportunity to perform diagnostic interviews and conduct psychological testing for those inmates who are transferred to FMC Devens for stabilization and treatment.

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

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

Forensic Evaluation Services Rotation

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. As a distinctive aspect of the training at FMC Devens, interns acquire and enhance their skills in assessing for risk of dangerousness through their participation in the institution's Risk Assessment Panel meetings. Interns are also responsible for completing annual updates to the court regarding an inmate's risk of dangerousness.

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 the forensic reports, interns are also subject to subpoena and may have the opportunity to testify in court.

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. Administer and score various assessment measures;
3. Prepare Risk Assessment Panel summaries and participate in Risk Assessment Panel meetings;
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 inmates housed at FMC Devens for a forensic evaluation;
6. Become familiar with federal legal standards and statutes referencing the referral question, and
7. Develop a working knowledge of BOP policies and procedures for forensic evaluation services.

Sex Offender Treatment & Management Rotation

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 residential Sex Offender Treatment Program (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 one of two facilities within the Bureau of Prisons that features the SOTP-R.

As a major rotation, interns participate in all aspects of the SOTP-R and SOMP. SOTP-R responsibilities include: psychosexual and sex offender risk assessments, clinical management of a caseload of inmates (e.g., make appropriate treatment and supervision recommendations, monitor the inmate's exposure to sexual risk factors and adherence to institutional rules), and active involvement in various available treatment services (e.g., group therapy, psycho-education). As a minor rotation, interns will primarily learn about and develop skills relevant to the SOMP (e.g., intakes, sex offender-specific risk assessment, intervening when an inmate has sexually inappropriate materials, etc.). 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, and
9. Develop a working knowledge of BOP procedures and policies for sex offender programming.

Drug Abuse Programming (DAP)

A modality to help prepare inmates for reentry into the community, the BOP provides substance abuse education and treatment within each facility. Drug Abuse Programming at FMC Devens includes Drug Education, the Non-Residential Drug Abuse Program, and Medication Assisted Treatment. 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 use and crime, the program offers a compelling argument of how continued drug use can lead to further criminality and legal involvement. The Non-Residential Drug Abuse Program (NR-DAP) is a psychoeducational therapy group designed to treat inmates with self-reported substance abuse disorders. Grounded in cognitive-behavioral therapy, NR-DAP targets the negative core beliefs inmates hold about themselves, others, and their world in order to alleviate problematic patterns of substance abuse. Additionally, the Medication Assisted Treatment (MAT) program offers a "whole patient" approach to the treatment of substance abuse disorders via medications and counseling. The intern on the DAP rotation will receive experience with the MAT program regarding screening and therapy for MAT participants.

The DAP rotation involves co-facilitation of an NR-DAP group, co-facilitation of a Drug Education group, and participation in eligibility interviews for the Residential Drug Abuse

Program (RDAP). Interns are expected to learn and sharpen their DSM-5 diagnostic skills for various addiction-related diagnoses when conducting qualification interviews for RDAP. The rotation will also include learning about the BOP's structure of Drug Abuse Programs and interns are expected to be familiar with program statements (policies) regarding drug treatment in the BOP. Finally, interns will evidence advanced skills in motivational interviewing techniques and rational self-analysis (empirically supported treatment models for BOP drug programming). The DAP rotation is always a minor rotation.

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

1. Co-facilitate one Non-Residential Drug Abuse Program group;
2. Facilitate one Drug Education class;
3. Use the DSM-5 to sharpen diagnostic skills for various addiction-related diagnoses, and
4. Develop a working knowledge of BOP structure and policies for drug abuse programming.

General Population Rotation

At FMC Devens, most inmates live within the general population (i.e., in general housing units and not treatment units). This year-long rotation affords interns significant opportunities to master a variety of skills especially necessary for a correctional psychologist, but also applicable in any setting. Although the general population inmates typically do not suffer from debilitating mental health problems, some may be diagnosed with mood, anxiety, psychotic, and personality disorders. Others may seek psychological assistance to deal with adjustment issues, family problems, 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. Additionally, interns rotate being "on call," during which time they respond to immediate requests for psychology services, during regular business hours only.

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

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

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

1. Manage a caseload of approximately three long-term therapy clients. This involves conducting an initial history, collaboratively developing a treatment plan, providing evidence-based treatment, monitoring the course of treatment, and ethical termination of therapy;
2. Provide weekly supervised supervision to a practicum student;

3. Facilitate or co-facilitate group therapy within an evidence-based modality;
4. Conduct and write at least five suicide risk assessments using empirically-supported methods;
5. Complete at least five intake screening interviews with appropriate clinical documentation;
6. Assess and treat, as indicated, inmates who have reported having been sexually abused while incarcerated in accordance with BOP policy;
7. Manage mental health crises as they arise;
8. Perform mental status assessments and interventions for inmates in restrictive housing;
9. Consult with multidisciplinary institutional staff (e.g., health services, social work, psychiatry, unit management) in the furtherance of the inmate'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 Department Head meeting, the Warden's Close-out/Open-up meeting), and
13. Become familiar with BOP policies and procedures guiding the Psychology Services Department.

Impact of COVID-19 on Internship Duties. The Psychology Services Department at FMC Devens, to include the internship program, has been extremely fortunate to have been nominally impacted by procedures imposed to ensure safety of the inmates and staff as a result of the COVID-19 pandemic. Our Health Services Department and Executive Staff have been effectively proactive and implemented conservative efforts to minimize the impact of this virus. The internship supervisors are fully committed to prioritizing the health and well-being of interns while balancing their training needs, employment responsibilities, and APA/APPIC training requirements. As a result, the majority of internship duties and responsibilities have proceeded without disruption. The ability to perform clinical duties, receive supervision, or participate in didactic seminars has not been significantly interrupted.

The most significant impact on Psychology Services has occurred when inmates were restricted to their housing units or individual cells. When restricted to their housing units, inmates from different housing units are not permitted to be in close proximity with one another. As such, group treatment is only possible with a population of inmates from within the same housing unit. When inmates have been restricted to their cells, group treatment was temporarily suspended. At such times, alternative clinical tasks (e.g., rounds on restrictive housing units) have been arranged to ensure interns are still engaged in clinical tasks and interns' training needs are being prioritized. Interns' ability to perform clinical duties will continue to be prioritized and the Training Committee will be as creative as necessary to ensure training continues.

Please note, if matched with a Bureau of Prisons internship site, you will be considered an essential worker and must report daily to the institution. All staff, including interns, are provided face masks daily and have their temperatures taken upon entrance to the institution. Face masks must be worn at all times inside the facility, except when alone in one's office. Sanitation and disinfection efforts are scrupulously upheld. Additionally, handwashing and sanitizing is encouraged with plenty of resources available for the interns. Psychology supervisors ensure that

interns have no contact with inmates with known positive results from COVID-19 testing. To the extent it is physically possible, social distancing is practiced within the institution.

Didactic Seminars. We offer two weekly didactics (90 minutes each) for all trainees and mental health staff. One weekly series alternates between topics regarding mental health case law and sex offender-specific assessment and treatment. The second weekly didactic series covers topics more broadly related to clinical and correctional psychology; sample topics within this series are mentioned in the Appendix. Interns are required to complete at least one clinical case presentation and one scholarly presentation during didactics.

While the majority of didactic seminars are provided by Psychology Services, staff from other departments (e.g., psychiatrists, social workers) routinely participate in facilitating didactic seminars. Additionally, opportunities for distance learning are also present. The BOP offers regular training to Psychology Services Departments across the agency via a web-based presentation system. Furthermore, the BOP's Psychology Services Branch facilitates quarterly national videoteleconferences (VTC) with all BOP internship programs across the country. Topics for those VTCs include 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.

Other Educational Activities. Although Health Service Psychology is not a formal rotation, interns do have the opportunity to work with inmates from the inpatient and outpatient medical populations. These inmates include individuals who are undergoing kidney dialysis, have significant physical limitations (e.g., require the use of a wheelchair), experience chronic pain, are HIV+, 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.

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 of 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 which 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 BOP facilities. Supervision from a licensed psychologist would be provided during this, often week-long, assignment. Psychology Staff are committed to seeking TDY opportunities for future FMC Devens interns.

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

Orientation. At the beginning of the training year, interns attend two weeks of Introduction to Correctional Techniques, which serves as an orientation to the federal correctional system and the broader correctional environment for all new BOP staff. Following these 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 internship program in particular.

Supervision. Providing high-quality supervision to interns is our ultimate priority. Interns are provided with a minimum of two hours of individual supervision each week by a licensed psychologist. Additionally, interns participate in two hours of group supervision per week with the Internship Program Coordinator. 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 in addition to 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 the personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to interns to help them achieve their desired goals and improve upon targeted competency areas. At the end of the department orientation, interns meet with the Internship Program Coordinator to plan which rotations will be full-time, which will be part-time, and the order in which each intern will complete each rotation.

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 Bureau of Prisons internship training sites. The evaluation measures intern progress with regard to 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.

The internship program values and actively solicits feedback from interns regarding their experiences of 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 of this feedback is shared anonymously and strongly considered when making modifications to the training program.

LOCAL AREA

FMC Devens is located on the grounds of Fort Devens, a decommissioned U.S. Army base. The facility is located approximately 35 miles west of Boston, New England's largest and best-known city. Boston, which can be reached by car or train from the Devens area, represents all of what 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 of these places are on the Freedom Trail, a walking trail through the city that highlights these and other historic locations. Closer to FMC Devens are Lexington and Concord, where the first battles of the American Revolution took place, and Walden Pond, made famous by Henry David Thoreau. Also, less than two hours from the institution are Salem, site of the famous witch trials of the 1600s, and Plymouth, where the Pilgrims established their first permanent settlement.

Worcester, the second-largest city in Massachusetts, is 26 miles south of the institution. 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 in world history, and Mount Monadnock, the most frequently-climbed mountain in North America, can be

reached by car in two hours. Many outstanding skiing areas exist in northern New England, especially in Vermont, and most are within a three-hour drive. Many vacationers in search of a relaxing experience gravitate toward the Berkshire Mountains in western Massachusetts, coastal Maine, and many areas of Vermont and New Hampshire.

BENEFITS AND EMPLOYMENT OPPORTUNITIES

Salary and Benefits. Benefits for the internship include an annual stipend of \$60,873 (as of 2020). Health insurance benefits are also available and will be explained during Institution Familiarization/Introduction to Correctional Techniques, the aforementioned orientation to the federal correctional system for all new staff.

Each intern accumulates four hours of vacation time (annual leave) and four hours of sick leave every two weeks, as well as paid leave for 10 federal holidays. Interns may request administrative leave for dissertation defense dates. Specific maternity and paternity policies are available in the Human Resource Management Manual. In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Employment Opportunities. The internship program in the BOP has produced many individuals who now hold psychologist or administrative positions in the system. In fact, many of the psychology staff at FMC Devens began their careers as interns in the BOP. It is very common, although not guaranteed, for individuals who complete a doctoral internship in the BOP to move directly into a Staff Psychologist position.

Opportunities for advancement of psychologists in the BOP are extensive. Due to continued growth, promotion potential is abundant. In addition to advancement within Psychology Services, psychologists have advanced to the ranks of institution administration and beyond. Several BOP Wardens are former BOP psychologists. A former Director of the Bureau of Prisons, Dr. Kathleen Hawk Sawyer, was a psychology intern and psychologist in the BOP.

Psychology staff members at FMC Devens are dedicated to assisting interns in obtaining their desired employment after internship. Interns will be provided access to vacancy announcements within the BOP as well as information about how to apply for positions. The Psychology Services Department can also assist interns in making connections with Chief Psychologists from other institutions who are hiring new staff members. Exploring employment options best suited for each intern and discussing strategies for obtaining employment occur throughout the training year.

The BOP is an equal employment opportunity employer. All applicants are considered without regard to race, religion, color, national origin, sex, status as a parent, political affiliation, age (with authorized exceptions) or any other non-merit factor. All BOP positions are classified as

“sensitive.” Applicants must be United States citizens and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Offers are contingent on security clearance, and prospective candidates may be asked to complete this portion of the interview process prior to the Association of Psychology Post-doctoral and Internship Centers (APPIC) match date. Successful completion of the internship does not guarantee employment by the BOP. Complete requirements and application procedures are detailed below and on the BOP Internship webpage: https://www.bop.gov/jobs/psychology_internship.jsp.

APPLICATION PROCEDURES

Requirements. The doctoral 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. FMC Devens Psychology Services staff are dedicated to attracting, supporting, and retaining diverse psychology interns and staff.

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

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.

Application Procedures. Early fall, graduate students from APA-accredited Clinical and Counseling Psychology schools interested in a doctoral psychology internship position at FMC Devens should complete each of the following steps:

Step 1: AAPI Online

Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference. FMC Devens also requires that you upload a **sanitized assessment report** as part of your electronic application. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered. The deadline for the 2021-2022 training year is **November 1, 2020**.

- Please note that each BOP training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline.

Step 2: USAJOBS – DOJ Pathways Internship Program

After the AAPI Online application is reviewed by FMC Devens Psychology Services staff, selected applicants will be invited, via email, to complete a secondary application through the [USAJOBS website](#). A separate process from the AAPI Online procedures, this step is a requirement of the Pathways Program (to which the BOP is bound) and serves to verify eligibility for temporary federal employment (internship). This email will be sent around mid-November.

Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:

- a) Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
- b) Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school's registrar's office.
- c) Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program *or* 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number).

Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and to inquire if all required documents were received. Contact information for CSU is on the vacancy announcement on the USAJOBS website.

During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (e.g., Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process. After closure of the USAJOBS vacancy announcement, applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. Please note that **all** candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15, 2020.

Please note, assessment of eligibility through the USAJOBS application process plays a **vital** role in the certification of an applicant to one or all sites. You may be taken out of consideration for internship selection if found ineligible through this process.

Step 3: Interview Process

In early December, FMC Devens will be notified which applicants can be invited and scheduled for an on-site interview. We will contact those applicants via email to begin scheduling the interviews. As a result of the impact of COVID-19, the interview process will contain a remote and on-site component.

As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, and a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. Due to the nature of the Bureau of Prison's hiring process, these interviews must be completed in-person and will be conducted at any of our 122 institutions nationwide. They can usually be scheduled at an institution within driving distance. The interview may take at least 2-3 hours, so plan accordingly.

These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons. If you are applying to more than one BOP internship site, you may only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other BOP sites.

After successful completion of the on-site interview, a psychology-related interview will be conducted remotely. Specifically, each applicant will be scheduled to participate in a remote interview with FMC Devens Psychology Services staff via video conferencing. The interview will highlight aspects of the department and the internship program at FMC Devens. This will also allow applicants to meet and interact with supervisory psychologists. At FMC Devens, these remote interviews are likely to take place in January. Offers of positions are then made in strict accordance with the policies of the APPIC's Internship Matching Program.

Additional Information. If you have any questions regarding whether you would qualify for a federal position, you should seek further information from Human Resource Specialists at any of the sites of interest to you, to determine the advisability of continuing with the application process. Psychology staff are **not** able to advise you on these matters. Any questions you may have should be resolved **prior** to submitting your list for matching.

Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process, which includes a physical examination, a urinalysis drug screen, and a field investigation to verify that the information provided in interviews and on required forms is accurate. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

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

INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA

Internship Program Admissions

Date Program Tables are updated: July 15, 2020

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:

The overall aim of the doctoral internship program at FMC Devens is to produce entry-level professional psychologists who can also function competently in a correctional environment. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. FMC Devens Internship staff are dedicated to attracting, supporting, and retaining diverse psychology interns and staff.

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

| | | | |
|---|---------------------------------------|----------------------------|------------|
| Total Direct Contact Intervention Hours | <input checked="" type="checkbox"/> N | <input type="checkbox"/> Y | Amount: NA |
| Total Direct Contact Assessment Hours | <input checked="" type="checkbox"/> N | <input type="checkbox"/> Y | Amount: NA |

Describe any other required minimum criteria used to screen applicants:

Applicants must be enrolled in APA accredited doctoral programs in clinical or counseling psychology. Eligible applicants must have successfully completed all doctoral course work by the beginning of the internship. Applicants need to have successfully proposed their dissertation. Successful completion of a security clearance procedure is required before the offer of an internship position can be considered final.

Financial and Other Benefit Support for Upcoming Training Year*

| | | |
|---|---|-----------------------------|
| Annual Stipend/Salary for Full-time Interns | \$60,873 | |
| Annual Stipend/Salary for Half-time Interns | NA | |
| Program provides access to medical insurance for intern? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| If access to medical insurance is provided: | | |
| Trainee contribution to cost required? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Coverage of family member(s) available? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Coverage of legally married partner available? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Coverage of domestic partner available? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Hours of Annual Paid Personal Time Off (PTO and/or Vacation) | 4 hrs/pay period | |
| Hours of Annual Paid Sick Leave | 4 hrs/pay period | |
| In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Other Benefits (please describe): Health insurance benefits are available. Interns may request administrative leave for dissertation defense dates. Specific maternity and paternity policies are also available. | | |

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

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

| (2016-2017, 2017-2018, and 2018-2019 cohorts) | 2016-2019 | |
|---|-----------|-----------|
| Total # of interns who were in the 3 cohorts | 9 | |
| Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree | 0 | |
| | PD | EP |
| Community mental health center | NA | NA |
| Federally qualified health center | NA | NA |
| Independent primary care facility/clinic | NA | NA |
| University counseling center | NA | NA |
| Veterans Affairs medical center | NA | NA |
| Military health center | NA | NA |
| Academic health center | NA | NA |
| Other medical center or hospital | 1 | NA |
| Psychiatric hospital | 1 | NA |
| Academic university/department | NA | NA |
| Community college or other teaching setting | NA | NA |
| Independent research institution | NA | NA |
| Correctional facility | NA | 2 |
| School district/system | NA | NA |
| Independent practice setting | NA | 1 |
| Not currently employed | NA | NA |
| Changed to another field | NA | NA |
| Other | 4 | NA |
| Unknown | NA | NA |

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.

Appendix A

Sample Rotation Schedule

| | Rotation 1 Sep. – Dec. | Rotation 2 Jan. – Apr. | Rotation 3 May – Aug. |
|-----------------|---|--|--|
| INTERN A | SMI (full-time) | SOTP/SOMP (part-time) DAP (part-time) | FORENSIC (full-time) |
| | General Population | | |
| INTERN B | SOTP/SOMP (full-time) | FORENSIC (full-time) | SMI (part-time) DAP (part-time) |
| | General Population | | |
| INTERN C | FORENSIC (part-time) DAP (part-time) | SMI (full time) | SOTP/SOMP (full-time) |
| | General Population | | |

APPENDIX B

Correctional and Clinical Psychology Didactic Series Sample Topics:

Multicultural Dynamics and Cultural Identity Development
Suicide Risk Assessment: Assessment, Intervention, and Treatment
Psychopharmacology
Providing Clinical Supervision
Professional Ethics: Personal and Professional Roles
Sexual Abuse Prevention and Intervention
Career Options after Internship (including post-doctoral fellowships)
Military Culture: Treatment Implications
Working with Traumatized Patients
Moral Reconciliation Therapy
Psychotherapy with Narcissistic and Antisocial Personalities
Self-Care and Preventing Burn-Out
Medication Assisted Treatment
Licensure, the EPPP, and Student Loan Repayment
Behavior Management Planning
Crisis and Hostage Negotiation
Working with Inmates Who Identify as Transgender
Behavioral Medicine
Dialectical Behavior Therapy
Group Dynamics

APPENDIX C

Psychology Services Department Staff

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

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

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

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

Dr. Bowles graduated from Pepperdine University in 2012 with a Psy.D. in Clinical Psychology. She completed her doctoral internship at FMC Devens, completed a post-doctoral fellowship at FMC Devens in the Sex Offender Management Program, and was employed as a Sex Offender Program Specialist in 2014. In May 2015, she obtained the position of Sex Offender Program Psychologist. Her interests include empirically-based treatments in a correctional setting, static and dynamic risk factors for sexual recidivism, and modified therapeutic communities for sex offenders.

Krystle Brown, Psy.D. – Sex Offender Program 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 (to include FCI Miami and the Turner Guilford Knight Correctional Center, in Florida), she completed her doctoral internship at FCI Terminal Island in San Pedro, California. She then worked as a Staff Psychologist at the Federal Correctional Complex (FCC) in Beaumont, Texas, for over two years before promoting to the Challenge Coordinator position. While at FCC Beaumont, Dr. Brown served as the Acting Chief Psychologist for an extended period of time before joining FMC Devens as a Sex Offender Program Psychologist in March 2020. Her interests include antisocial personality disorder, sex offender treatment, crisis intervention, treatment of minority populations, residential treatment programming, dialectical behavior therapy, and multicultural competency development.

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

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

Brett A. Dodd Jr., Psy.D. – Mental Health Unit Psychologist

Dr. Dodd received his undergraduate education at Norfolk State University (an HBCU) and his Psy.D. in Clinical Psychology from Regent University in 2015. After practica placements in various Virginia state prisons, he began his BOP career as a doctoral intern at the Federal Medical Center in Lexington, KY. He then worked as a Staff Psychologist at the Federal Correctional Institution in Cumberland, MD, for over three years prior to joining FMC Devens in late 2018. His professional interests include complex trauma, treatment of minority populations, residential treatment programming, and multicultural competency development. Dr. Dodd is licensed in Virginia.

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 BOP career as a practicum student at the Metropolitan Correctional Center in Chicago, IL, and completed her doctoral internship at the Federal Medical Center in Lexington, KY. Prior to joining FMC Devens in 2014, she worked as a Staff Psychologist at the Federal Correctional Complex in Allenwood, PA. Her interests include clinical supervision, crisis intervention, group dynamics, multicultural competency development, and self-care for correctional workers. Dr. Fricker is licensed in Illinois.

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

Dr. Gorham graduated from Wheaton College with a Psy.D. in Clinical Psychology in 2010. He completed his doctoral internship in the United States Air Force, at Wright-Patterson Air Force Base Medical Center in Dayton, Ohio. He spent more than five years in the Air Force, focused on process improvement in local clinics, while providing treatment and evaluations, clinical consultation to Air Force Strategic and Wing leadership, and front-line care for troops in combat. His interests include skills training, mental health, crisis management, empirically-based treatments, and diversity dynamics impact on treatment. Dr. Gorham is licensed in New York.

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

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

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

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

Miriam Kissin, Psy.D. – Forensic Psychologist

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

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

Dr. McGorty graduated from Sam Houston State University in Huntsville, Texas, in 2011, with a Ph.D. in Clinical Psychology and a concentration in Forensic Psychology. She completed her doctoral internship at FMC Devens in 2011 and then completed a post-doctoral 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.

Claudia Osorio, Psy.D. – Sex Offender Program Psychologist

Dr. Osorio received her doctorate in Clinical Psychology from Albizu University in 2016. She completed a practicum rotation at the Federal Correctional Institution in Miami, Florida, and then completed her doctoral internship at the Federal Medical Center (FMC) in Devens, Massachusetts. Prior to returning to FMC Devens as a Sex Offender Program Psychologist, she completed her post-doctoral training at the Massachusetts Treatment Center, Sex Offender Treatment Program. Some of her clinical interests include treatment of minority populations, assessment and treatment of sex offenders, juvenile delinquent behavior, and the role of family dynamics in offender behavior. Dr. Osorio is licensed in Massachusetts.

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

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

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

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

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

Dr. Aquino graduated from Carlos Albizu University in Miami, Florida, in 2008, with a Psy.D. in Clinical Psychology and a concentration in Forensic Psychology. She completed her doctoral internship on the Forensic Unit at Westborough State Hospital in Massachusetts and then began a post-doctoral fellowship at FMC Devens in the Sex Offender Management Program in 2009. In February 2010, she obtained the position of Sex Offender Program Psychologist. Her interests include forensic assessment of sex offenders, personality factors predicting sexual recidivism, and group treatment of sex offenders. Dr. Aquino is licensed in Massachusetts.

In addition to these permanent staff positions, Psychology Services has one post-doctoral fellow position assigned to the Sex Offender Treatment and Management Programs. The fellow may contribute to the internship program by presenting didactics, co-leading therapy groups, and providing collateral supervision and mentoring to the interns.