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FCI ENGLEWOOD
2025-2026



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Introduction

The Psychology Services Department at Federal Correctional Institution (FCI) Englewood 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 FCI Englewood specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the Psychology Internship Program.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FCI Englewood. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology 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 [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 offenders. 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 which 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, incarcerated individuals are humans, each with his or her (about seven percent are women) own needs and abilities. Many incarcerated individuals 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 incarcerated adult 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.



FBOP Central Office in Washington D.C.

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 individual 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 FCI Englewood

FCI Englewood is a proud member of the FBOP's North Central Region. It is comprised of a low security Federal Correctional Institution (FCI), a minimum security Satellite Prison Camp (SCP), and an administrative security Detention Center (DC). This results in a multi-mission institution that houses both sentenced and pre-sentence adult males. The institution is situated 14 miles southwest of downtown Denver at the foothills of the Rocky Mountains.

FCI Englewood



The FCI was constructed in 1938, and originally housed juvenile delinquents. It was later converted into an adult male medium security institution and then reduced to a low security institution in the late 2000s. The FCI is a Sex Offender Management Program (SOMP) institution; a minimum of 40% of the population were convicted of sexual offenses.

DC Englewood



The Detention Center (DC) was built in 1987. This facility houses approximately 198 pre-trial/pre-sentence adult males awaiting trial, sentencing, and/or designation to a FBOP facility.

SCP Englewood



The SCP was constructed in 1991 to house non-violent minimum security adult males. It houses up to 192 incarcerated individuals who are afforded many vocational opportunities.

The Psychology Services Department is staffed by 11 doctoral-level Psychologists with degrees in clinical or counseling psychology, most of whom are licensed. All licensed Psychologists actively participate in the supervision of interns. The department is additionally staffed by five Treatment Specialists who specialize in drug treatment or sex offender therapy. Each of our three institutions are equipped with private psychology offices for assessment and treatment, along with larger rooms for groups. To stay connected within our department, we have weekly Psychologist meetings and intermittent department meetings. This promotes a professional treatment atmosphere and fosters close working and collegial relationships between Psychology staff. Staff all have access to computers and maintain psychology records on a computerized database. Additionally, computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained onsite. Computerized literature searches through the FBOP's library in Central Office provide access to many full text articles and those not available in full text, can be quickly provided by library staff. Other resources include audio and video equipment for clinical services and training.



Forensic Evaluation

DC Englewood is one of 15 sites in the FBOP to have a forensic evaluation program. The evaluations are court-ordered and predominantly consist of competency to proceed and criminal responsibility (sanity) assessments. These evaluations are completed at the detention center on an outpatient basis. These assessments involve intensive psychological evaluation, thorough understanding of legal standards and procedures, and highly refined report-writing skills. Defendants from across the United States and Territories are sent to DC Englewood for these evaluations. Our forensic evaluators regularly testify to the results of their assessments throughout the country.

Sex Offender Management Program (SOMP)

The Sex Offender Management Program is a multi-component system comprised of sex offender treatment, risk assessments, and specialized correctional management services. FCI Englewood is one of four low security SOMP institutions within the FBOP and offers the moderate intensity non-residential sex offender treatment program (SOTP-NR) for low to moderate risk sexual offenders.

The SOTP-NR is a voluntary program for male sexual offenders in the FBOP. The SOTP-NR consists of three phases and generally takes nine to 12 months to successfully complete, with participants in group therapy four to six hours per week. In Phase I, participants

focus on challenging their distorted thinking surrounding their offending and taking responsibility for their behavior. Phase II focuses on healthy coping and skill building, as well as the introduction of a process group. The topics covered include communication skills, emotional and sexual self-regulation, victim empathy, and intimacy skills. In Phase III, participants continue practicing skills learned earlier in treatment in an aftercare format. Throughout treatment, they are expected to hold each other accountable, give and receive feedback, support and challenge each other, and focus on leading a healthy, offense-free lifestyle.

Drug Abuse Treatment Program (DAP)

The Drug Abuse Treatment Program consists of four treatment modalities. Drug Education, which is required for any offender with a history of using or selling substances. The Nonresidential Drug Abuse Treatment Program (NR-DAP) is a group designed for treatment of incarcerated individuals with self-reported substance use disorders. The journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and unhelpful) ideas about themselves, others, and substance abuse. The focus of NR-DAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning. The Residential Drug Abuse Treatment Program (RDAP) is a highly intensive, state of the art program designed to address the need of incarcerated individuals with substance use disorders. Participants reside in a modified therapeutic community on a housing unit separate from the general population. They participate in 500 hours of treatment over the course of nine months. The residential program involves a comprehensive treatment approach that utilizes a cognitive-behavioral orientation along with a strong emphasis on relapse prevention. The modified therapeutic community emphasizes personal accountability and decision-making, as well as the connection of substance abuse to faulty/criminal patterns of thought that impact all areas of the participant's life. Following the completion of RDAP, participants are required to participate in aftercare for up to 12 months before their release from the institution and then outpatient substance abuse treatment in the community following release. The Medication-Assisted Treatment (MAT) component involves the use of medications, in

combination with counseling and behavioral therapy, to address the needs of incarcerated individuals with opioid use disorders.

RESOLVE [Trauma Treatment] Program

The Resolve Program is available to incarcerated adults housed at the FCI. Resolve provides non-residential treatment for incarcerated adults who have a history of traumatic experiences and meet criteria for trauma related diagnosis. Qualifying individuals who complete the Traumatic Stress and Resilience Workshop are eligible to participate in evidence-based treatment appropriate to their symptom presentation. All individuals who participate in Resolve programming begin with Seeking Strength, a 12-session program focused on increasing safe coping skills. After completion of Seeking Strength, additional programming through Cognitive Processing Therapy and Dialectical Behavioral Therapy are available and are each 12-session programs. FCI Englewood's Resolve program will be assisting the FBOP in collecting data on the Resolve program by having participants complete three self-report measures at various times throughout the program to determine its effectiveness.

Detention Center Services

The Detention Center provides the unique opportunity of offering prompt and professional services to a highly transient male defendant population. This population is considered high risk for suicide, adjustment problems, and detoxification from substances. The Detention Center population requires frequent psychological interventions.

General Correctional Psychology

General correctional psychology involves a number of mental health services provided to incarcerated individuals. Initially, it consists of a universal assessment of mental health needs for those individuals designated to the FCI and SCP. If an incarcerated individual is identified with mental health needs, Psychologists then provide treatment in the form of individual or group therapy. Incarcerated individuals also periodically have their mental health needs reassessed through self-referral or referral from other institutional staff (correctional officers, unit team, medical providers, etc.) Following the First Step Act, recently enacted by Congress, incarcerated

individuals are additionally assessed to determine risk and needs associated with trauma, criminal beliefs/behaviors, and anger management. This program utilizes a risk, need, responsivity model to assure that general correctional psychology services are provided to incarcerated individuals with the highest risk and need prior to release. General correctional psychology services include the Suicide Prevention Program to identify, and intervene, when necessary, incarcerated individuals at risk for suicide.



Psychology Internship at FCI Englewood

Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FCI Englewood 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 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., 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. We believe that exposure to a correctional facility and our incarcerated population will make interns 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, we purposely tailor our training 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.

It is our hope that 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.

Diversity is valued at FCI Englewood. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.

Internship Duties

Interns will provide services at the FCI, SCP, and DC at various points in the training year. This assures exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs and offers the intern familiarity and experience for future work within multiple security levels and a wide range of mental health problems. Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCI Englewood, 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 pandemic and other potential emergency situations. The internship year begins in August and ends the following August, and normal working hours for interns will be discussed upon arrival to our institution. Please note: all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A basic description of additional training experiences will follow.

Internship Rotations

The FCI Englewood Psychology Internship Program consists of three primary rotations, each lasting a period of approximately four months. The rotations include:

- 1. Forensic Evaluation and Detention Center Correctional Psychology**
- 2. Sex Offender Management Program and Correctional Psychology**

3. Trauma Treatment and Substance Use Disorder

Forensic Evaluation Rotation

During the four-month forensic evaluation rotation, the intern will participate in all aspects of court-ordered psychological evaluations. These evaluations will primarily involve assessment of competency to proceed and criminal responsibility (sanity); however, occasionally other court-ordered evaluations are requested related to treatment at sentencing, waiver of Miranda rights, etc. This rotation will allow interns to develop skills and comprehensive understanding in the areas of forensic evaluation, federal criminal law, and ethics in the practice of forensic psychology. Forensic evaluations often include diagnostic interviews, administration of various testing instruments, and psychological report writing. The forensic program is staffed by two licensed forensic psychologists, along with the chief psychologist who intermittently conducts forensic evaluations.

Forensic Assessment – The intern’s experience on the forensic rotation will include direct observation of the supervisor conducting forensic evaluations, conducting diagnostic interviews under direct supervision, learning the administration of unfamiliar tests, administration and interpretation of test batteries, conversing with court personnel regarding forensic cases, documentation of forensic contacts, forensic report writing, and crisis intervention/suicide risk assessments/violence risk assessments that may come up during forensic evaluations. Emphasis is placed on the preparation of written reports which are thorough, yet relevant and understandable when read by a legal audience. Psychology interns may have the opportunity to participate in testimony preparation with forensic psychologists, observe testimony of forensic psychologists, and potentially testify in a forensic case.

Mock Trial – At the end of the forensic rotation, each intern will participate in a mock trial. During the mock trial, the intern will testify in a simulated hearing on a case assigned during their forensic rotation. This will provide an opportunity for psychology interns to learn the intricacies of testifying as a forensic psychologist and how to navigate the adversarial process of a courtroom.

Sex Offender Management Program and Correctional Psychology Rotation

During this four month rotation, interns will split their time between the Sex Offender Management Program and Drug Abuse Treatment programming.

Sex Offender Management Program – The primary goal of the Sex Offender Management Program (SOMP) is to assess and provide intervention to offenders who have difficulty managing their problematic sexual interests. This involves both management interventions, as well as the Nonresidential Sex Offender Treatment Program (SOTP-NR). During this four-month rotation, interns will be involved in all aspects of the assessment and treatment of sexual offenders. The primary aim of the SOMP is to assist incarcerated individuals to develop skills to reduce their risk for sexual recidivism. The SOMP is staffed by the SOMP Coordinator, two SOMP psychologists, and a SOMP treatment specialist. During this rotation, the intern will work closely with SOMP treatment providers to engage in all aspects of SOMP and SOTP-NR.

Risk Assessment – Psychology interns will conduct actuarial risk assessments utilizing the Static-99R and comprehensive risk assessments to determine appropriate levels of treatment (residential versus non-residential).

Correctional Management Plans – Incarcerated individuals are placed on Correctional Management Plans after demonstrating a pattern of accessing or attempting to access prohibited sexual materials. Interns would be involved in meeting with such incarcerated individuals to discuss these prohibited sexual materials, utilize motivational interviewing to recommend treatment programming, and/or placement on formal Correctional Management Plans.

Psychosexual Evaluations – Each SOTP-NR participant will undergo a thorough psychosexual evaluation during the first phase of the treatment program. This assessment will explore a variety of static (historical) and dynamic (variable) risk factors through a detailed clinical interview to determine specific treatment needs. The information provided during the interview will be compared to collateral records and then integrated into a comprehensive report. The report will provide psychological diagnoses and recommendations to develop individualized treatment plans.

Treatment Groups – Psychology interns will regularly facilitate SOTP-NR process and psychoeducational treatment groups with other SOMP treatment providers. The interns will

additionally facilitate various adjunct groups focused on a variety of topics including sexual self-regulation, anger management, emotional self-regulation, criminal thinking, and communication skills.

SOMP Administrative Duties – The intern will serve as a valuable member of the SOMP treatment team and therefore, will participate in many administrative duties. These duties will involve participation in weekly meetings to review SOTP-NR participant treatment progress, review of potentially prohibited sexual materials, and discussion of various topics that affect the SOMP. The intern will additionally carry an SOTP-NR caseload to whom they will provide various case management services. This will involve developing treatment plans, various other documentation, and may include coordinating services related to medical needs, mental health needs, substance use disorder treatment needs and/or other programming needs. The intern will also work closely with SOMP Coordinator to provide supervision to practicum students.

Correctional Psychology – This will expose interns to the basic psychology services offered to all incarcerated individuals across the Federal Bureau of Prisons. Interns will be responsible for managing an individual caseload of Care2-MH and/or Care3-MH incarcerated individuals for the duration of the rotation.

Psychology Intake Screenings – Each week the psychology interns will complete initial psychology intakes at the FCI, SCP, and DC. This consists of interviewing the incarcerated individual, reviewing records, making appropriate recommendations, completing intake documentation, and potentially completing formal suicide risk assessments. These intakes may also include evaluations of risk of sexual abusiveness and/or risk of sexual victimization.

Inmate Cop-Out Requests – Intermittently throughout the year, interns will screen incarcerated individuals who have referred themselves for mental health services and incarcerated individuals referred by other institution staff. This may involve crisis intervention, brief counseling, or initiation of long-term therapy services.

Special Housing Unit – Interns will regularly participate in assessing and providing services to incarcerated individuals housed in our Special Housing Unit (SHU). This will involve mental health screens, crisis intervention, monthly clinical encounters, long-term SHU evaluations, and weekly rounds.

Suicide Prevention Program – Interns will conduct suicide risk assessments and collaborate with psychology staff to make treatment recommendations, including placement on suicide watch. Interns will be responsible for assisting in training incarcerated individuals who have been selected as Inmate Companions. Inmate Companions observe incarcerated individuals placed on suicide watch and provide mentorship to other at risk incarcerated individuals within the institution. These trainings take place quarterly and semi-annually throughout the year.

First Step Act (FSA) Group Programming – Interns will participate in FSA evidence-based programming throughout the year, including but not limited to, anger management, criminal thinking groups, and trauma workshops.

Institution Disciplinary Process Reports – Interns will complete mental health evaluations for Care3-MH incarcerated adults who receive incident reports. These are brief competency and responsibility evaluations for incarcerated individuals who receive incident reports.

Research – Each intern will be expected to present their dissertation topic to the Psychology Services Department staff.

Trauma Treatment and Substance Use Disorder Rotation

During this rotation, the intern will split their time between the Resolve program and general correctional psychology duties.

Resolve – The Resolve program is designed for the treatment of trauma-related disorders. It is a group-based, phased treatment that involves one psychoeducation group and three treatment groups. Incarcerated individuals must complete the education workshop, called Trauma in Life, before being considered for the treatment groups. Prior to beginning treatment, all incarcerated individuals receive formal assessment and diagnosis. The purpose of this program is to: decrease the incidence of trauma-related psychological disorders and improve incarcerated individuals' level of functioning; increase the effectiveness of other treatment; manage incarcerated individuals more effectively by reducing institutional misconduct, segregation placements, and crisis intervention contacts; and contribute to public safety by reducing recidivism and enhancing the ability of incarcerated individuals to function as productive citizens.

Assessment – Interns will conduct assessments in order to identify, diagnose, and recommend treatment for those with PTSD or associated mental health disorders.

Treatment Planning – Interns will learn to identify individual treatment needs and provide recommendations for group of individual therapy focused on symptom improvement. Written assessments of treatment progress will also be completed.

Group Treatment – Interns will facilitate psycho-educational and process groups specifically designed for trauma survivors. Groups utilize standardized, evidence-based, cognitive behavioral treatment protocols. These groups include Traumatic Stress and Resilience, Seeking Strength, Dialectical Behavior Therapy (DBT), and Cognitive Processing Therapy (CPT).

Substance Use Disorder – All Federal Bureau of Prisons locations offer various aspects of Drug Abuse Treatment Programming to incarcerated individuals. These programs are designed to provide substance abuse treatment at varying levels of intensity dependent on individual need. FCI Englewood offers all components of the DAP program to include Drug Education, Non-residential Drug Abuse Treatment Program (NR-DAP), Medication-Assisted Treatment (MAT), and a Residential Drug Abuse Treatment Program (RDAP). Our RDAP program has a capacity of 60 participants, which is smaller than most residential programs in the FBOP. It was developed in this way to accommodate the unique needs of facilitating RDAP within a SOMP institution. Many incarcerated individuals at FCI Englewood participate in both SOTP-NR and RDAP programming, some even simultaneously. This allows for both treatment programs to coordinate services to meet the individualized needs of our population. The DAP program is staffed by the DAP Coordinator and four treatment specialists. Although interns will be involved in all aspects of the DAP, the majority of their time on this rotation will be spent facilitating treatment in RDAP. The DAP training rotation will involve improving skills in group facilitation, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a FBOP residential treatment unit. Interns will additionally have the opportunity to provide MAT services for incarcerated individuals with opioid use disorders, as well as coordinating treatment with medical providers within the institution.

Assessment – Interns will participate in the screening process for incarcerated individuals requesting to participate in RDAP. This will involve reviewing collateral documentation, conducting substance abuse diagnostic interviews, and completing associated documentation.

Therapeutic Community – Psychology interns on this rotation will serve as members of the RDAP treatment team consisting of the program coordinator and four treatment specialists. As part of the treatment team, the intern will participate in daily community meetings in which incarcerated individuals participate in event coordination, present on relevant topics from the news, discuss the “word of the day,” and provide peer feedback to group members. Interns will additionally participate in weekly treatment meetings with incarcerated individuals of special focus. Interns will serve in a number of roles such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

Treatment Groups – A primary component of RDAP program is the focus on group treatment. Incarcerated individuals participate in daily treatment groups including standardized cognitive-behavioral treatment, processing, and specialty intervention groups. Interns typically participate as group co-therapists with an assigned treatment specialist, but should expect to lead the groups as they advance in the rotation. Interns will additionally facilitate NR-DAP groups, as well as Drug Education.

DAP Administrative Duties – As a member of the RDAP treatment team, the intern will carry a caseload of RDAP participants to whom they will provide various case management services. This will involve developing treatment plans, completing various documentation, and may including coordinating services related to medical needs, mental health needs, substance abuse treatment needs and/or other programming needs. The intern will also work closely with DAP Coordinator to provide supervision to practicum students.

Didactic Training

Psychology Interns participate in weekly didactic seminars addressing such topics as professional ethics, suicide risk assessment, supervision, sex-offense specific issues, substance disorders, Dialectical Behavior Therapy, CBT interventions, and personality and malingering assessment. Psychology Interns also present their dissertation research during a didactic seminar.

The FBOP is a national organization, and it is not uncommon for Psychologists across the country to have regular contact through training and consultation. This collaborative network extends to interns and internship programs in the FBOP. Central Office Psychology Services Branch sponsors a National Internship Video Conference series to complement, extend, and broaden locally offered didactics. These have included: Suicide Risk Assessments (presented by the National Suicide Prevention Coordinator), Prison Rape Elimination Act Assessments (presented by the National PREA Coordinator), applying for FBOP careers after internship (presented by members of the Risk Reduction Programs Section in the Central Office), and hearing career perspectives from senior Psychologists in the FBOP.

Forensic Didactic Training – Throughout the year, interns will participate in specific forensic training focused not only on the types of forensic evaluations commonly completed at DC Englewood (competency and sanity), but also on various other forensic topics (competency restoration, sexual violence risk assessment, violence risk assessment, death penalty issues, civil commitment, juvenile issues, personal injury, and child custody). Additionally, interns will read judicial opinions and prepare briefs to develop an understanding, and critically assess the application, of case law to various areas of Forensic Psychology.

[A Day in the Life of a FCI Englewood Intern](#)

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and the incarcerated individuals. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the FBOP, we have included a sample below of how your week might be structured depending on which rotation you are on.

Forensic/DC Correctional	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Correctional	Forensic	Forensic	Correctional	Forensic
Group Training 1030-1130	Flex	Didactic	Forensic Seminar	Group Supervision	IPC Supervision
PM	Correctional	Forensic	Forensic	Correctional	Correctional

SOMP/Correctional Rotation	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Correctional	Correctional	Correctional	SOMP	Correctional
Group Training 1030-1130	Flex	Didactic	Forensic Seminar	Group Supervision	IPC Supervision
PM	Correctional	SOMP	SOMP	SOMP	SOMP

Trauma/SUD Rotation	Monday	Tuesday	Wednesday	Thursday	Friday
AM	SUD	SUD	Trauma	Trauma	SUD
Group Training 1030-1130	Flex	Didactic	Forensic Seminar	Group Supervision	IPC Supervision
PM	SU	Trauma	Trauma	Trauma	SU

*Hours are 0630-1500 with a 30-minute lunch

**SOMP = Sex Offender Management Program; SUD = Substance Use Disorder Treatment

In addition, when funding permits, interns will complete an outplacement at the Federal Correctional Complex (FCC) in Florence, Colorado, for three weeks of their training year, typically one week per rotation. One week will be completed at the Administrative-Maximum (ADX) Florence, the second week will be completed at USP Florence, and the third week the intern will have the choice to return to one or the other.

Supervision

FCI Englewood adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision 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. Additional supervision opportunities will be afforded within the context of each rotation. These opportunities may include informal supervision and/or consultation with supervisors, direct observation of the clinical supervisor in the performance of specific duties followed by performance of those duties while being observed by the supervisor, co-facilitation of treatment groups, and treatment team meetings. 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.

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.

[Additional Training Opportunities](#)

With close proximity to the FCC in Florence, Colorado, interns will engage in collaborative training and gain experience in a higher security setting with a variety of unique psychology programs. The outplacement at FCC Florence provides interns with a unique opportunity to provide services for incarcerated individuals across all custody levels (high to minimum). FCC Florence is comprised of an administrative-maximum security level institution (ADX), a high security level institution (USP), a medium security level institution (FCI), and a minimum-security level camp (SCP).

The ADX is comprised of General Population Units; a Control Unit (most secure unit); a Special Administrative Measures Unit (SAMs); a Step-Down Unit for SAMs and General Population; a Reentry Unit; and a Unit specializing in aging population care. Each unit provides a unique training opportunity for the intern. Interns will be able to focus their time at the ADX

on an area of interest due to the wide variety of custody levels, mental health needs, challenging behavioral issues, and multi-disciplinary team approach. The ADX and USP have a Resolve Program that provides services for incarcerated individuals who have a history of trauma and discusses how substance abuse often influences trauma.

The USP has the only Secure STAGES (Steps Toward Awareness Growth and Emotional Strength) Program in the FBOP where interns will have the ability to work with incarcerated individuals who have chronic history of self-injurious behavior and have difficulty functioning in a prison setting. Secure STAGES is a self-contained unit separate from the rest of the incarcerated population at the USP. The residential program uses an integrative model that emphasizes a modified community approach, cognitive-behavioral therapy, dialectical behavioral therapy, and peer support. The Special Housing Unit at the USP offers a Restrictive Housing program where incarcerated individuals receive individual and group therapy.

Interns are also encouraged to take advantage of Temporary Duty Travel (TDY) opportunities throughout their training year. TDYs allow interns to visit and work in Psychology Services Departments at other institutions across the country. This is an excellent opportunity for interns who are considering a career in the FBOP to experience different security levels, populations, and regions of the country before applying for employment. These experiences are dependent on federal funding.

Also dependent on federal funding and approval, there will be a three-day National Internship Conference for all FBOP internship sites across the country. This is held at our Management and Specialty Training Center (MSTC) in Aurora, Colorado. This conference is an opportunity for interns to interact with staff and other interns from institutions across the country and gain knowledge about specialty programs offered within the FBOP.

[Intern Evaluation](#)

Evaluation Procedures

Evaluation of intern progress occurs both informally and formally. Supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement throughout the training year. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation by the primary rotation supervisor. Each

rotation has a statement of expected learning objectives, with the option of additional, individualized goals. Interns will be provided with the evaluation criteria/elements during orientation, and at the start of each rotation. Written evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern's academic institution. In the event that an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and implement activities to foster clinical growth in that area. Additional supervision will be provided, as needed, until the intern demonstrates an acceptable level of competency. In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year and a final performance evaluation within the month prior to the conclusion of the training year.

These measures are designed to assess progress throughout the year. Successful completion of internship will depend on the intern achieving ratings consistent with the minimum level of achievement identified on the evaluation form. The format will be consistent with evaluations utilized at other FBOP internship sites.

Psychology Interns also complete evaluations of the quality of training and supervision they receive. Interns will complete an evaluation of the primary supervisor and their experience on each rotation. They will also complete a final evaluation of the internship program and the overall training year. This feedback is utilized by the staff to further enhance the program.

Our aim at FCI Englewood 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 FCI Englewood 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.

Grievance Procedures

Members of the Psychology Services Department at FCI Englewood 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 FCI Englewood 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 \$66,670 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- 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 onsite professional activities
- Professional development benefits, including a fully funded conference in Denver with interns across all FBOP institutions.
- Career conversion opportunity. Pending successful completion of the internship program, interns that 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 role through USAJobs and will be able to immediately begin their full-time job with FBOP employee benefits.

APA Accreditation and APPIC Membership

FCI Englewood is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program at FCI Englewood is currently in its second year and, as such, is not yet accredited by the APA. However, we have submitted for APA accreditation and had our site visit in February 2024. The FBOP currently has 21 Psychology Doctoral Internship Programs, with 13 accredited by the APA and eight new programs. The FBOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCI Englewood will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow FBOP institutions.

Any questions or concerns regarding the accreditation status of the FCI Englewood 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

Web: 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

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 motivated by a secondary gain, 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 hard-core 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 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 intent 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 their 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, our 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, including but not limited to: inpatient hospitals, locked settings, exposure to serious mental illness, substance abuse treatment facilities, etc.

Q: What do I need to do to complete an 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 must meet the required 2,000 hour minimum.

FCI Englewood Psychologists

Paulette Couf, Psy.D.– Chief Psychologist

Dr. Couf completed her doctoral degree in Clinical Psychology, with a joint master's degree in Criminal Justice, from Widener University in Pennsylvania in 2009. She has previously worked as a Clinical Psychologist in the New Jersey Department of Corrections, in the maximum-security forensic hospital in Atascadero, California, and in the West Los Angeles VA's Domiciliary. She joined the FBOP in 2014, working as a Staff Psychologist at FDC Philadelphia, the DAP Coordinator at FCI Fairton, the Sex Offender Management Program (SOMP) Coordinator at FCI Englewood, and now, as the Chief Psychologist at FCI Englewood. Dr. Couf is licensed in Colorado. Her clinical interests include sex offender risk assessment and treatment, and a whole-person approach to cross-programming.

Kasey Odell, Psy.D., H.S.P.P. – Internship Program Coordinator

Dr. Odell received both her M.A. in Forensic Psychology (2011) and doctoral degree in Clinical Psychology, with a specialty focus in couple and family therapy (2015) from the University of Denver. She completed her doctoral internship at FMC Rochester (MN). Following internship, she was hired at FMC Rochester as a Staff Psychologist. She subsequently promoted to an Advanced Care Level Psychologist and then took on the role of Internship Program Coordinator in 2017. While at FMC Rochester, Dr. Odell's clinical caseload consisted primarily of patients found incompetent to stand trial or Not Guilty by Reason of Insanity who were civilly committed as dangerous due to their mental illness. She was also a program coordinator for TAILS (Teaching Animals and Inmates Life Skills), a service dog training program that she helped bring to FMC Rochester in 2018. Dr. Odell started at FCI Englewood in October 2021, as the Internship Program Coordinator. Her professional interests include correctional psychology, SPMI, group therapy, preparation for offender reentry, violence risk assessment, and multiculturalism. Dr. Odell is licensed in the state of Indiana. Outside of work, Dr. Odell enjoys exploring the outdoors with her dogs, the craft brewery scene, warm weather, and live music.

Christina Richardson, Ph.D. – Sex Offender Management Program Coordinator

Dr. Richardson received both her M.A. (2015) and doctoral degree in Counseling Psychology (2019) from the University of Nebraska – Lincoln. She completed her doctoral internship at FMC Butner (NC). While there, her primary rotation was in the Civil Commitment and Treatment Program for individuals deemed too dangerous to be released due to their high risk of sexual reoffending. Following internship, she was hired as a Staff Psychologist at FCI Elkton. She then promoted to Sex Offender Management Program Psychologist there in 2020. In September of 2023, she joined the team at FCI Englewood as the Sex Offender Management Program Coordinator. Dr. Richardson is licensed in Maryland, her home state. Her professional interests include sex offense treatment and assessment, healthy masculinity, decreasing shame in clients, and social justice issues. Outside of work, she spends her time with her horse, two cats, and dog, traveling to visit friends and family, reading, and spending time in nature.

Ashley Herbst, Psy.D. – Sex Offender Management Program Psychologist

Dr. Herbst obtained her M.S. in Clinical Psychology (2014) at Loyola University Maryland, and later achieved her doctoral degree in clinical psychology at the University of Denver in 2018. She completed both a practicum placement and her doctoral internship within the FBOP. The first took place at FCI Englewood (CO), and the latter at FCC Butner (NC). Following graduation, she began working as a Staff Psychologist at FCI Milan (MI). In September 2021, Dr. Herbst was promoted to Sex Offender Management Program Psychologist at FCI Milan and in March 2022, she transferred to the same position at FCI Englewood. Dr. Herbst is licensed in both Colorado and Michigan. Her clinical and professional interests include correctional psychology, sexual health and sexuality, sex offense risk assessment and treatment, crisis intervention, individual therapy, and group therapy through a holistic, multidisciplinary approach. When not working, Dr. Herbst loves to live her best life adventuring. She is a professional tuber, chocolate connoisseur, loves the sunshine, mountains, and pool, and is working on expanding her love of food and various cuisine. She also thoroughly enjoys extracurricular activities with her friends, family, and handsome pup.

Courtney Mills, Psy.D. – Forensic Psychologist

Dr. Mills completed her doctorate degree in clinical psychology in 2018. She completed both a practicum placement and her doctoral internship within the FBOP. She was first placed at FCI Ashland (KY) for practicum and later completed her internship at FMC Carswell in Fort Worth, Texas. Following graduation, she worked as a Staff Psychologist in the FBOP at FCI Fort Dix in New Jersey. She then transferred to her current position as a Psychologist in the Sex Offender Management Program at FCI Englewood in 2020. In 2023, she transitioned to her current position as a Forensic Psychologist. Dr. Mills is licensed in Colorado. Her clinical interests include serious mental illness, sex offender treatment and risk assessment, and forensic evaluation. Outside of work Dr. Mills enjoys spending time with her pets, exploring the outdoors and embracing the “couch potato” lifestyle by watching Netflix and playing video games.

Kaylee Vigil, Ph.D. –Staff Psychologist

Dr. Vigil completed her doctorate degree in Counseling Psychology from the University of Kansas in 2017. She completed her internship with the FBOP at FCC Petersburg (VA). Following graduation, she worked as a Staff Psychologist with the Missouri Department of Corrections. She returned to the FBOP in 2018, at FCI Englewood (CO) where she currently works as a Staff Psychologist. Her clinical interests include crisis intervention, antisocial personality disorder, and suicide risk assessment.

Amanda Whitaker, Psy.D. – Resolve Program Coordinator

Dr. Whitaker completed her doctorate degree in clinical psychology from The Chicago School of Professional Psychology in 2008. She completed her internship with the Florida Department of Corrections. Upon completion, she accepted a position as a Staff Psychologist with the FBOP at the FTC Oklahoma City. In 2010, she transferred to FCI Englewood as the Drug Abuse Program Coordinator. In 2022, she was selected as the Resolve Program Coordinator and implemented trauma focused programming at the FCI. Dr. Whitaker is licensed in Illinois. Her clinical interests include substance abuse treatment, trauma informed care, crisis management, and group therapy. When not at work, Dr. Whitaker enjoys running, snowboarding, camping, and spending time outdoors in the mountains with her family.

Rebecca Johnson, Psy.D. – Forensic Postdoctoral Fellow

Dr. Johnson completed her doctoral degree in Clinical Psychology with a dual emphasis in forensics and adult pathology in 2023. She completed her predoctoral internship at FMC Fort Worth (TX); and is currently completing a forensic postdoctoral fellowship at the Detention Center in Englewood, Colorado. She hopes to remain at DC Englewood as a forensic psychologist upon completion of her fellowship in 2024. She is licensed in Arizona. Her clinical interests include forensic psychology, trauma-informed and culturally competent forensic evaluations, severe mental illness, personality disorders, religious trauma, crisis management, and training emergency medical services and law enforcement on how to respond to psychiatric emergencies. When not at work, Dr. Johnson enjoys reading, playing video games, spending time with her pets, and exploring Denver.

Drug Treatment Specialists:

David Morelos, Ph.D.

Mark Heim, MS, CAC II

Charles Root, MS

Ryan Huseby

SOMP Treatment Specialist:

Matthew Lange, MA, LPC-MH

Surrounding Area and Local Points of Interest

Denver and the Surrounding Community



The city of Denver is located 5,280 feet above sea level; giving it the nickname “Mile High City.” It is the largest city in Colorado. The metropolitan area has an estimated 3 million people. In 2016, Denver was named the best place to live in the United States by U.S. News and World Report. Denver is also known for its sunny weather, boasting more than 300 days of sunshine each year. Due to the city’s high elevation and arid climate, dramatic temperature variation is common. Denver sits on the front range of the Rocky Mountains, which provides easy access to both big city life and recreational opportunities for outdoor enthusiasts.

Denver is home to many museums, a nationally recognized performing arts center, and numerous music venues. One of the most iconic music venues is Red Rocks Amphitheater, which is located just a few miles northwest of the institution. Denver also hosts many festivals throughout the year, including the Dragon Boat Festival, Denver Pridefest, Cherry Creek Arts Festival, Denver Oktoberfest, and Taste of Colorado, among many others. The city is home to a number of sports teams, including five major league teams consisting of the Denver Broncos, Denver Nuggets, Colorado Rockies, Colorado Avalanche, and Colorado Rapids.



Red Rocks Amphitheatre



Rockies Stadium



Denver Art Museum

With warm sunny days throughout the year, Colorado residents are often found outdoors. Denver and the surrounding areas have many neighborhood parks, along with a fantastic trail system for day-to-day recreation. Though only a short drive gets you into the Rocky Mountains, which hosts some of the most spectacular views and adventures in the world. This includes hiking (or driving for the less adventurous) to 14,000-foot peaks, kayaking/river rafting, exploring mountain towns, mountain biking, soaking in hot springs, and skiing/snowboarding at one of Colorado's 32 ski resorts.



Maroon Bells



Rocky Mountain National Park



Steamboat Springs



Winter Park Ski Resort

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 needed to meet our staffing needs. Many of the Psychologists currently employed by the FBOP began their careers after completing their FBOP internship. While we do not promise jobs to those who are accepted into the internship program, we see 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.

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 which 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. FCI Englewood also recognizes that an in-person interview may not always present as an option for all applicants. To meet HR 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. FCI Englewood utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants regardless of interview type.

Eligibility Requirements

The Psychology Internship program at FCI Englewood 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. FCI Englewood 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 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 that you're interested in. 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
 - Three letters of reference

- c. Additional Requirement: In addition to the AAPI online application, our site requires one work sample of an assessment report, preferably with an adult client.
- d. All AAPI application materials must be submitted online by 11:59 p.m. on November 1st.

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
 - 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.
 - 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 should use 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 (i.e., 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:
 - 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
 - Integrity interview, which addresses issues of personal conduct
 - Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
 - Subject matter expert interviews with Psychology Staff
 - Writing sample
- 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

The Psychology Service Department at FCI Englewood is very excited about our internship program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCI Englewood, please contact:

Dr. Kasey Odell, PsyD HSPP
Internship Program Coordinator, FCI Englewood
9595 W. Quincy Ave, Littleton, CO 80123
(303) 763-4300, ext. 1305
kodell@bop.gov

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: 4/25/2024

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: N/A	

Internship Program Admissions

<p>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:</p> <p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 500 intervention hours and 100 assessment hours (*exceptions may be made to the assessment hours due to COVID-19 limitations). Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. Applicants who have an interest in the intersection between psychology and law, or working within a correctional environment are excellent candidates for our training program. Overall, we are interested in working with interns who are dedicated to continuous learning, working with an underserved population, and willing to accept feedback and grow from their experiences. It is important for interns to be a proficient and clear writer, be flexible, good at time management, driven, open to feedback, and have strong interpersonal skills. We hope to find interns who are as excited about this work as we are as a Psychology Services Department. The FBOP is an Equal Opportunity Employer.</p> <p>In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. FCI Englewood is a proud member of the FBOP's North Central Region. It is comprised of a low security Federal Correctional Institution (FCI), a minimum security Satellite Prison Camp (SCP) and an administrative security detention center. This results in a multi-mission institution that houses both sentenced and pre-sentence adult male incarcerated individuals.</p>

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 <input checked="" type="radio"/> Y Amount: 500
Total Direct Contact Assessment Hours:	N <input checked="" type="radio"/> Y Amount: 100
Describe any other required minimum criteria used to screen applicants:	
<p>During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test. The dissertation must be successfully proposed at the time the APPIC application is submitted. Applicants must first go through the USAJobs.gov application process for a Psychology Intern as a qualification step to be selected for an interview.</p> <p>*Due to the nature of the FBOP's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. The interview may take at least 2 to 3 hours so plan accordingly. If you have additional FBOP interviews, these may be completed in-person or virtually. A psychology-related interview will be conducted with FCI Englewood psychologists.</p> <p>If matched with a FBOP internship site, you will be considered an essential worker and will report daily to the institution.</p>	

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns	\$66,670	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	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	No
Other benefits (please describe):		
Interns receive paid federal holidays (11), liability coverage for onsite professional activities, and can choose from a variety of health insurance plans.		

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

Initial Post-Internship Positions

	2020-2023	
Total # of interns	3	
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	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	1	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	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

* PD = Post-doctoral residency position EP = Employed Position

Sample Didactic Schedule

Didactic Seminar Schedule

(Subject to change)

Title/Topic
Applying Ethical Standards to the FBOP
Supervision Theory and Practice
VTC: Suicide Prevention
Suicide Risk Assessment
Diagnostic and Care Level Formulations and Treatment Planning
ADX & Mental Health
VTC: PREA
Manipulation
Evaluations and Report Writing
Mental Status Exams
Motivational Interviewing
Group Therapy Skills
Priority Practice Groups
Drug Abuse Treatment Programs
Medication-Assisted Treatment
VTC: Special Populations
Criminal Thinking Errors
SOMP/SOTP
Sex Offender Thinking Errors
TBD
Assessment Clinic: Personality Assessment
Dialectical Behavior Therapy
Differential Diagnosis
Impact of Clinician's Identity on Clinical Practice
Assessment Clinic: Intelligence Assessment
Trauma Informed Care
Self-Awareness/Professional Growth
Inmate Suicide Companions
STAGES: BPD in Corrections
National Internship Conference

VTC: Psychology Treatment Programs in FBOP
Psychologist Roles and Diagnostic Protocols
Programs for Mentally Ill Offenders
Psychopharmacology/Emergency Medication
Threat Assessments
Assessment Clinic: Malingering Assessment
VTC: EAP and Self-Care
Introduction to the Impact of Religion on Incarcerated individuals
EPPP/Licensure/NHSC/PSLF/FBOP Loan Forgiveness
Special Investigation Services and Security Threat Groups
Female Offenders
Assessment Clinic: WITSEC Evaluations
VTC: Careers in the FBOP
HOLIDAY
Emergency Response Teams
Transitioning from Student to Psychologist
Intern Dissertation Presentation
Intern Dissertation Presentation
Intern Dissertation Presentation

Forensic Seminar Schedule
(Subject to change)

Topic/Article/Case Law
<u>Didactic Presentation</u> Overview of the Legal System, Federal Rules of Evidence, Specialty Guidelines for Forensic Psychologists, How to Read and Brief Legal Opinions
<u>Evidentiary Standards and Admissibility</u> Frye v. United States (1923) Article: Frye's Backstory Daubert v. Merrell Dow Pharmaceuticals (1993) Kumho Tire Company v. Carmichael (1999) General Electric v. Joiner (1997)
<u>Evidentiary Standards and Admissibility Cont.</u> Estelle v. Smith (1981) Barefoot v. Estelle (1983) Buchanan v. Kentucky (1987)

Jenkins v. United States (1962) Ibn-Tamas v. United States (1979)
<u>Didactic Presentation</u> Conducting Competency Evaluations
<u>Foundations of Competency</u> Youtsey v. U.S. (1899) Dusky v. United States (1960) Wieter v. Settle (1961)
<u>Threshold Issues in Competency</u> Seidner v. U.S. (1958) Pate v. Robinson (1966) Drope v. Missouri (1975)
<u>Standard and Burden of Proof in Competency Cases</u> Cooper v. Oklahoma (1996) Medina v. California (1992) <u>Constitutional Issues in Competency</u> Faretta v. California (1975) Seiling v. Eyman (1973)
<u>Constitutional Issues in Competency Cont.</u> Godinez v. Moran (1993) Article: Dignity was the First to Leave: Godinez v. Moran, Colin Ferguson, and the Trial of Mentally Disabled Criminal Defendants Indiana v. Edwards (2008) Frendak v. United States (1979) United States v. Marble (1991)
<u>Constitutional Issues in Competency Cont.</u> Colorado v. Connelly (1986) North Carolina v. Alford (1970) <u>Amnesia and Competency</u> Wilson v. United States (1986) <u>Involuntary Treatment</u> Washington v. Harper
<u>Didactic Presentation</u> Competency Restoration Treatment Article: The Sell Decision: An Argument for Judicial Restraint Article: The Sell Effect: Involuntary Medication Treatment is a “Clear and Convincing” Success
<u>Competency Restoration</u> Riggins v. Nevada (1992) Jackson v. Indiana (1972) United States v. Duhon (2000) Sell v. United States (2003)

<u>Didactic Presentation</u> Expert Testimony
HOLIDAY
<u>Didactic Presentations</u> History of the Insanity Defense Conducting Criminal Responsibility Evaluations
<u>Development of the Insanity Defense</u> Durham v. United States (1954) McDonald v. United States (1962) Washington v. United States (1967) United States v. Brawner (1972)
Mock Trial
<u>Development of the Insanity Defense Cont.</u> Insanity Defense Reform Act (1984) Wainwright v. Greenfield (1986) Clark v. Arizona (2006) Kahler v. Kansas (2020) Article: The Moral Basis of the Insanity Defense
<u>Regarding the Meaning of Wrongfulness</u> United States v. Sullivan (1976) United States v. Segna (1977) United States v. Dubray (1988) Article: The Insanity Defense Reform Act of 1984: Much Ado About Nothing
<u>Regarding the Detention of People found NGRI</u> Jones v. United States (1983) Foucha v. Louisiana (1992) <u>The Role of Substances</u> Robinson v. California (1962) Powell v. Texas (1989) Montana v. Egelhoff (1996) Article: Unmasking Forensic Diagnosis
<u>Didactic Presentation</u> Risk Assessment
<u>Risk Assessment</u> Tarasoff v. The regents of the University of CA (1976) McIntosh v. Milano (1979) Lipari v. Sears, Roebuck & Co. V. United States (1980) Leedy v. Hartnet (1981)
<u>Risk Assessment Cont.</u> Brady v. Hopper (1983) Hudlund v. Orange County (1983)

Jablonski v. United States (1983) Davis v. Lhim (1983)
<u>Risk Assessment Cont.</u> White v. United States (1986) Bradley v. Ray (1995) Nasser v. Parker (1995) Article: Limiting Therapist Exposure to Tarasoff Liability: Guidelines for Risk Containment
<u>Didactic Presentation</u> Civil Commitment
<u>Civil Commitment</u> United States v. Horne (1997) Baxtrom v. Herold (1966) Lake v. Cameron (1966) Lessard v. Schmidt (1972)
<u>Civil Commitment cont.</u> O'Connor v. Donaldson (1975) Addington v. Texas (1979) Heller v. Doe (1993)
<u>Civil Commitment Cont.</u> Vitek v. Jones (1980) United States v. Jimmie Jones (1987) Zinerman v. Burch (1990) Parham v. J. R. (1979)
<u>Right to Treatment</u> Wyatt v. Stickney and Aderholt (1971, 1974) Youngberg v. Romeo (1982) Estelle v. Gamble (1976)
<u>Right to Refuse Treatment</u> Kaimowitz v. Department of MH for the State of MI (1973) Rogers v. Okin (1979) Rennie v. Klein (1978) Rivers v. Katz (1986) Farmer v. Brennan (1994)
National Internship Conference
Mock Trial
<u>Didactic Presentation</u> Crossover between forensic and neuropsychological testing
<u>Didactic Presentation</u> History of SVP laws
<u>Didactic Presentation</u> Sex Offender Civil Commitment and Risk Assessment

<p><u>Sexual Predator Laws</u> Kansas v. Hendricks (1997) Kansas v. Crane (2002) United States v. Tom (2009) United States v. Comstock (2010)</p>
<p><u>Introduction to the Death Penalty</u> Furman v. Georgia (1972) Gregg v. Georgia (1976) Lockett v. Ohio (1978)</p>
<p><u>Expert Testimony in Death Penalty Cases</u> Estelle v. Smith (1981) Barefoot v. Estelle (1983) Kansas v. Cheever (2013)</p>
<p><u>Death Penalty Issues</u> Article: Adjusting IQ Scores for Flynn Effect: Consistent with the Standard of Practice? Article: Looking to Science Rather than Convention in Adjusting IQ Scores when Death Is at Issue Article: Life, Death, and IQ: It's Much More than Just a Score: Understanding and Utilizing Forensic Psychological and Neuropsychological Evaluations in Atkins Intellectual Disability/Mental Retardation Cases</p>
<p><u>Death Penalty Issues Cont.</u> Ford v. Wainwright (1986) Louisiana v. Perry (1992) Singleton v. Norris (2003) Panetti v. Quarterman (2007) Ake v. Oklahoma (1985)</p>
<p><u>Death Penalty Issues Cont.</u> Atkins v. Virginia (2002) Roper v. Simmons (2005) Hall v. Florida (2014) Moore v. Texas (2017) Article: Evaluations of Competency to be Executed: Legal Contours and Implications for Assessment</p>
<p><u>Didactic Presentation</u> Death Penalty and Psychology's role in FBOP</p>
<p><u>Professional Issues: Hypnosis & Malingering</u> State v. Hurd (1981) Rock v. Arkansas (1987) United States v. Greer (1998)</p>
<p><u>Confidentiality</u> Lifschutz (1970) Caesar v. Mountanos (1976) Pennsylvania v. Ritchie (1987)</p>

Jaffee v. Redmond (1996)
<u>Personal Injury, Disability, and Worker's Compensation</u> Christy Bros. Circus v. Turnage (1928) Molien v. Kaiser (1980) Dillon v. Legg (1968)
<u>Child Custody and Parenting</u> Painter v. Bannister (1966) Santosky v. Kramer (1982) Troxel v. Granville (2000)
<u>Juvenile Issues</u> Kent v. United States (1966) In Re Gault (1967) McKeiver v. Pennsylvania (1971)
Mock Trial
Forensic Seminar Trivia

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.