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## Table of Contents

Introduction.....	3
Overview of the Federal Bureau of Prisons.....	4
Psychology Services in the Federal Bureau of Prisons.....	5
Psychology Services at FCC Florence.....	6
Psychology Internship at FCC Florence .....	10
Program Aim, Competencies, and Outcomes .....	10
Internship Duties .....	12
Internship Rotations.....	13
Didactic Training.....	17
A Day in the Life of an FCC Florence Intern.....	17
Supervision .....	18
Additional Training Opportunities .....	18
Intern Evaluation .....	19
Benefits .....	20
APA Accreditation and APPIC Membership.....	21
Frequently Asked Questions .....	22
FCC Florence Psychologists .....	23
Surrounding Area and Local Points of Interest.....	28
Career Opportunities at the Federal Bureau of Prisons .....	30
How to Apply.....	31
Eligibility Requirements .....	32
Application Process and Deadlines .....	32
Additional Information .....	35
Contact Information .....	36
Appendix .....	37
Internship Admissions, Support, and Initial Placement Data.....	37
Sample Didactic Schedule .....	40
References.....	40

## Introduction

The Psychology Services Department at Federal Correctional Complex (FCC) Florence 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 FCC Florence 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 FCC Florence. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology Services staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [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 three 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 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 ensure all 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 FCC Florence

FCC Florence is a proud member of the FBOP's North Central Region. It is located at the base of the Rocky Mountains in southern Colorado, approximately 30 miles west of Pueblo and 40 miles south of Colorado Springs. The complex is comprised of a minimum security Satellite Prison Camp (SCP), a medium security Federal Correctional Institution (FCI), a high security United States Penitentiary (USP), and an administrative-maximum security penitentiary (ADX). This results in a multi-mission complex that houses sentenced adult males.

### SCP Florence



The SCP has a capacity of 512 people in two double-bunked, multi-wing dormitories. Incarcerated individuals at this facility provide all labor at the ADX, including landscaping, vehicle fleet maintenance, and warehouse operations. The average sentence length is seven years, and the average age of the population is 45 years.

### FCI Florence



The FCI houses approximately 1,064 adult males serving an average sentence length of 125.5 months. The average age of the population is 36.6 years. Nearly 18% of the individuals housed at FCI Florence are non-U.S. citizens.

## USP Florence



USP Florence was activated in November 1994, and has a capacity of 1,280. It is comprised of general population housing units, a special housing unit, and two specialty units. The Secure STAGES unit has a rated capacity of 70, while the Pre-Transfer Phase of the ADX Step Down Program has a capacity of 80. The average sentence length is 14 years, and the average age of the population is 37 years.

## ADX Florence



The ADX is the FBOP's only supermax facility. This 490-bed facility was constructed in 1994. The ADX fulfills a complex mission that involves safely housing the FBOP's most violent, disruptive, and escape-prone individuals in an environment which provides opportunities to demonstrate improved behavior and the ability, motivation, and willingness to eventually reintegrate into an open population.

The Psychology Services Department is staffed by 14 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 14 treatment specialists with varying specialties, such as drug treatment. Each member of the Psychology Services Department, including interns, has office space, a computer, a printer, a scanner, and access to various computer programs, such as Outlook for email access, the Bureau Electronic Medical Records System and Psychology Data System for electronic clinical documentation, and Microsoft Office products. Also, as staff members integral to the Department, interns have access to all office equipment, such as the photocopier, shredder, fax machine, and office supplies. The Psychology Services Department has several large rooms available for group therapy, testing, and individual clinical contacts. Additionally, the

Department has a conference room where didactic presentations and staff meetings are held. There is a professional library in one conference room.

### **Correctional Psychology**

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 our complex. 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. Correctional psychology services include the Suicide Prevention Program which identifies incarcerated individuals at risk for suicide and provides intervention when necessary.

### **Drug Abuse Treatment Program (DAP)**

The Drug abuse treatment program consists of four treatment modalities: Drug Education, the Non-Residential Drug Abuse Treatment Program (NR-DAP), the Residential Drug Abuse treatment Program (RDAP), and Medication-Assisted Treatment (MAT).

The purpose of Drug Education is to encourage those with a history of drug abuse to review the choices they have made and the consequences of these choices. The program is a 12- to 15-hour consciousness-raising and motivational program. It takes the individual through the cycle of drug abuse and crime and offers a compelling argument of how continued drug abuse can lead to further criminality and related consequences. Drug Abuse Education is designed to be a referral gateway for motivated and appropriate individuals to participate in Non-Residential or Residential Drug Abuse Treatment, as well as other Psychology Services programming. Drug Education is offered at the SCP, FCI, and USP.

The NR-DAP is a flexible, general population, psychoeducational-therapeutic group designed for treatment of incarcerated individuals with self-reported substance use disorders. NR-DAP is presented through scheduled and time-limited therapeutic group sessions. 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/or their worlds within the backdrop of their individual substance use. The focus of NR-DAP treatment is to improve the participants' current



functioning and alleviate symptoms that may interfere with their post-release functioning. NR-DAP is offered at all four institutions at FCC Florence.

RDAP is the FBOP's most intensive drug treatment program. RDAP is a unit-based program, which operates as a Modified Therapeutic Community (MTC). The community is the catalyst for change and focuses a whole person approach. The program considers an individual's overall need for change from a criminogenic lifestyle, not simply abstinence from drug abuse. RDAP emphasizes the importance of "community as method," emphasizing both social learning and mutual self-help, which are considered integral parts of self-change. As program participants progress through the phases of the program, they assume greater personal and social responsibilities in the community. Progress in treatment is based on the participant's ability to demonstrate comprehension and internalization of treatment concepts by taking behaviorally observable action to change his or her maladaptive and unhealthy behaviors. Research findings demonstrate that RDAP participants are significantly less likely to recidivate and less likely to relapse to drug abuse than non-participants. The studies also suggest that the FBOP's RDAPs make a significant difference in the lives of incarcerated individuals following their release from custody and return to the community. FCC Florence is home to two RDAPs: one at the medium-security FCI, and one at the high-security USP. While the communities use similar curricula and operate under a similar policy, the contrast between the implementation of programming with medium and high security incarcerated individuals provides a unique training experience.

Medication-Assisted Treatment (MAT) is the use of medications, in combination with counseling and behavioral therapies, to provide a "whole-patient" approach to the treatment of substance use disorders. Methadone, buprenorphine, and naltrexone are safe and highly effective medications approved by the FDA to treat opioid use disorders. By alleviating withdrawal symptoms, reducing opioid cravings, or decreasing the response to future drug abuse, these medications make people with opioid use disorders less likely to return to drug abuse and risk fatal overdose. These medications also help people restore their functionality, improve their quality of life, and reintegrate into their families and communities. The benefits of medication for opioid use disorder have been studied in prisons and jails, and one study found that incarcerated individuals with opioid use disorder treated by medications had an 87% lower risk of death than those untreated. Improved survival can continue post-release, especially when individuals are linked to ongoing treatment in the community. MAT is offered at all four institutions through the collaboration of Health Services staff and the Medication-Assisted Treatment Coordinator.

## **Resolve Program**

The Resolve Program provides non-residential treatment for those who have a history of traumatic experiences and meet criteria for trauma-related diagnoses. Qualifying individuals who complete the Traumatic Stress and Resilience Workshop are eligible to participate in evidence-

based treatment appropriate to their symptom presentation. All who participate in Resolve programming begin with Seeking Strength, a program focused on increasing safe coping skills. After completion of Seeking Strength, additional programming through Cognitive Processing Therapy and Dialectical Behavioral Therapy are available. The Resolve Program is available to individuals housed at the USP and ADX.

### **Secure STAGES Program**

Steps Toward Awareness, Growth, and Emotional Strength (STAGES) is a unit-based residential Psychology Treatment Program that provides treatment to incarcerated individuals with a diagnosis of borderline personality disorder. The program uses an integrative model that includes an emphasis on a modified therapeutic community, cognitive-behavioral therapies, and skills training. It uses evidence-based treatments (i.e., dialectical behavior therapy) to increase the time between disruptive behaviors, foster living within the general population or community setting, and increase pro-social skills. This program aims to prepare incarcerated individuals for transition to less secure prison settings and promote successful reentry into society at the conclusion of their terms of incarceration. The Secure STAGES program at FCC Florence, located at the USP, is appropriate for incarcerated individuals who have a maximum custody classification or require specialized security measures. It is an 18-bed program, with the option to house incarcerated individuals on a secure side of the unit or an open side of the unit.

## **Psychology Internship at FCC Florence**

### **Program Aim, Competencies, and Outcomes**

The aim of the Doctoral Psychology Internship Program at FCC Florence 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 FCC Florence. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.

### Internship Duties

Interns will provide services at all four institutions at FCC Florence 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 can expect to spend a minimum of 15 hours per week in face-to-face direct service delivery. Interns at FCC Florence, 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 FCC Florence Psychology Internship Program consists of the following four rotations:

- 1. Correctional Psychology**
- 2. Substance Use Disorder Treatment**
- 3. Trauma Treatment**
- 4. STAGES Program**

The Correctional Psychology rotation is year-round, with interns spending four months at each institution at FCC Florence (i.e., SCP/FCI, USP, and ADX). The remaining rotations are four months in duration.

In addition, interns will complete an outplacement at FCI Englewood for three weeks of their training year, typically one week per rotation. One week will be completed at the FCI, which is a Sex Offender Management Program (SOMP) institution. The second week will be completed at the detention center, which houses pre-trial/pre-sentence adult males awaiting trial, sentencing, and/or designation. The third week, the intern will have the choice to return to either of these two facilities.

### **Correctional Psychology**

***Individual Psychotherapy:*** Interns will complete intake screenings, evaluate mental health functioning and diagnostic functioning, and assign appropriate mental health care levels based upon diagnosis, level of impairment, and clinical need. Additionally, incarcerated individuals who have a sexual abuse history, either as the victim or perpetrator, may require additional psychological services to maintain their stability and the safety of others. Interns will conduct screenings with each person with this history to aid in making appropriate housing assignments and to provide necessary follow-up services related to their abuse histories. Interns

will also maintain a caseload of incarcerated individuals diagnosed with severe mental illness, develop collaborative treatment plans, and facilitate individual psychotherapy based upon identified treatment goals.

***Group Psychotherapy:*** Interns will facilitate evidence-based priority practice groups with incarcerated individuals. Interns can choose their preferred group topic from a range of potential protocols, such as anger management, criminal thinking, and basic cognitive skills.

***Crisis Intervention:*** Interns are trained in crisis intervention, suicide risk assessment, and disruptive behavior management. Interns will assess static and dynamic risk factors and protective factors for suicide and collaborate with psychologists to determine risk level and treatment needs. Interns will coordinate with multidisciplinary staff to facilitate suicide watch placement for those determined to be at heightened risk, conduct suicide watch contacts as needed, and again work with multidisciplinary staff to coordinate removal from suicide watch when clinically appropriate. Interns will also 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.

***Restrictive Housing:*** Interns will conduct rounds in the Special Housing Unit (SHU) and address the needs of incarcerated individuals in restrictive housing by providing self-study materials and individual counseling. For incarcerated individuals housed in a restrictive housing setting for six months, interns will complete a mental health screening to evaluate the impact of restrictive housing on mental status. Interns will also assist in the management of the Turning Point program in SHU, a series of in-cell treatment modules provided to incarcerated individuals to improve coping skills and address criminal thinking, attitudes, gambling, and drug abuse. Interns will participate in a weekly multidisciplinary meeting with upper management to review cases of incarcerated individuals housed in the SHU.

***Assessment:*** Interns will complete at least one comprehensive psychological evaluation. Referral questions vary considerably and may include educational assessment, personality assessment, or neuropsychological assessment. Because of the wide range of referral questions, efforts are made to match referrals to the intern's clinical interests and training goals.

### **Substance Use Disorder Treatment**

***Assessment:*** In NR-DAP, interns will complete psychosocial assessments of incarcerated individuals entering the program. Additionally, interns will participate in the screening process for incarcerated individuals requesting to participate in RDAP. This will involve reviewing collateral documentation, conducting substance use disorder diagnostic interviews, and completing associated documentation. In MAT, interns will complete diagnostic and

psychosocial assessments of incarcerated individuals being screened for and entering the program.

***Therapeutic Community:*** During the RDAP component of this rotation, interns will serve as members of the treatment team, which consists of the program coordinator and 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:*** Interns will facilitate Drug Education and NR-DAP groups that are psychoeducational in nature. Interns may utilize their knowledge and experience to select supplemental information to incorporate into group sessions. Within RDAP, interns will facilitate psychoeducational and process groups utilizing manualized group protocols. Group therapy topics include rational thinking, criminal lifestyles, living with others, lifestyle balance, and recovery maintenance. Interns are provided training and supervision in providing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills. Interns initially participate as group co-therapists with an assigned treatment specialist but should expect to lead the groups as they advance in the rotation. During the MAT component of this rotation, interns will facilitate group therapy on a weekly or bi-weekly basis. This treatment will focus on topic groups and/or open-ended groups.

***Individual Psychotherapy:*** At times, MAT participants require individual therapy due to various clinical reasons. Accordingly, interns may have an opportunity to provide such treatment. Additionally, interns meet individually with MAT participants to evaluate progress toward treatment goals.

***Administrative Duties:*** During the Drug Education and NR-DAP components of this rotation, interns will complete various documentation related to program participation and develop treatment plans for participants. As a member of the RDAP treatment team, interns 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 use disorder treatment needs and/or other programming needs.

## **Trauma Treatment**

***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 or individual psychotherapy focused on symptom improvement. Written assessments of treatment progress will also be completed.

***Group Treatment:*** Interns will facilitate psychoeducational 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).

## **STAGES Program**

***Individual Psychotherapy:*** Interns will maintain a caseload of incarcerated individuals with a diagnosis of borderline personality disorder. Interns collaboratively develop individualized treatment plans and provide weekly individual psychotherapy within the context of the therapeutic community.

***Group Psychotherapy:*** Interns will facilitate a variety of psychoeducational groups and co-facilitate process groups with Advanced Care Level Psychologists. Interns facilitate manualized, evidence-based groups which may include emotion self-regulation, anger management, illness management and recovery, and dialectical behavior therapy skills training. Interns are also afforded the opportunity to develop their own group curricula and have creative authority over group topics to facilitate treatment buy-in, skills building, and social engagement.

***Assessment:*** Mental health symptoms may contribute to institution rule infractions. In instances where this may be the case, interns will conduct evaluations to determine whether the incarcerated individual is competent to proceed with the disciplinary process, responsible for their behavior, and whether some types of sanctions are inappropriate based on mental health needs.

***Administrative Duties:*** Interns will participate in a weekly multidisciplinary meeting with upper management to review cases of incarcerated individuals housed in the Secure STAGES Program. Interns will also participate in, and ultimately lead, monthly program level evaluation meetings. Opportunities will be available to provide specialized training to treatment specialists on pertinent topics of interest (e.g., Dialectical Behavior Therapy), as well as quarterly training with Correctional Services staff.



## Didactic Training

Interns participate in weekly didactic seminars addressing topics such as suicide risk assessment, Dialectical Behavior Therapy, personality disorders, malingering, and boundaries in a correctional setting. Interns also facilitate a didactic seminar on their dissertation research, as well as a subsequent didactic seminar on a relevant topic of their choice.

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.

## A Day in the Life of an FCC Florence 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.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
7:00 a.m.	Arrive to work and check e-mails				
7:30 a.m.	Correctional Psychology	Secondary rotation	Correctional Psychology	Secondary rotation	Correctional Psychology
11:00 a.m.	Lunch				
11:30 a.m.	Individual supervision (Primary supervisor)	Individual supervision (Secondary supervisor)	Group supervision	Didactic seminar	Correctional Psychology
12:30 p.m.	Correctional Psychology	Secondary rotation			
1:30 p.m.					
3:30 p.m.	Leave work with fellow interns				

## Supervision

FCC Florence adheres to APA guidelines for supervision. These include a minimum of two hours of individual supervision and two hours of group supervision each week provided 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 FCI Englewood in Littleton, Colorado, there will be opportunities for collaborative training and experience in lower security and administrative settings with a variety of distinctive psychology programs. Between the internship at FCC Florence and the outplacement at FCI Englewood, interns are afforded a unique opportunity to provide services for incarcerated individuals across all custody levels (minimum to

administrative-maximum). FCI Englewood is comprised of a low security FCI, with a minimum security SCP and an administrative security detention center.

FCI Englewood is a Sex Offender Management Program (SOMP) institution; a minimum of 40% of the population were convicted of sexual offenses. Staff within the Non-Residential Sex Offender Treatment Program (SOTP-NR) provide treatment within a moderate intensity program designed for low to moderate risk sexual offenders. This affords incarcerated individuals the opportunity to change behaviors in order to help reduce criminality and recidivism, and allow for these individuals to transition into the community successfully. Interns will have an opportunity to co-facilitate treatment groups within the SOTP-NR.

The Detention Center houses pre-trial/pre-sentence adult males awaiting trial, sentencing, and/or designation. This setting provides a unique opportunity for interns to provide 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. Accordingly, the detention center population requires frequent psychological interventions. The Detention Center is also home to a Forensic Evaluation program, which assesses court-referred, pre-trial individuals to help our federal judiciary determine 1) legal responsibility at the time of the alleged offense, and 2) competency to stand trial or to participate in other legal proceedings. Occasionally, other court-ordered evaluations are requested related to treatment at sentencing, waiver of Miranda rights, etc. Interns will have an opportunity for direct observation of the forensic psychologist conducting forensic evaluations.

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.

## **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.

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 FCC Florence 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 FCC Florence 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 FCC Florence 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 FCC Florence 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 \$61,460 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period



- Paid federal holidays
- Health insurance
- Fully funded attendance at a National Internship Conference in Denver, Colorado
- For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.
- Liability coverage for on-site professional activities
- Career conversion opportunity. Pending successful completion of the internship program, interns 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

FCC Florence is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program at FCC Florence is currently in its first year and, as such, is not yet accredited by the APA. However, we are actively working toward obtaining APA accreditation. The FBOP currently has 21 Psychology Doctoral Internship Programs, with 13 accredited by the APA and 8 new programs. The FBOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCC Florence 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 FCC Florence should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
**Phone:** (202) 336-5979  
**Email:** [apaaccred@apa.org](mailto:apaaccred@apa.org)  
**Web:** [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

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

Chair, APPIC Standards and Review Committee

17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
**Phone:** (832) 284-4080  
**Email:** [appic@appic.org](mailto:appic@appic.org)

### Frequently Asked Questions

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

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be 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 his/her ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

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

A: No. There is no specified number of direct client contact hours needed to apply. Historically, 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 use disorder 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.

## **FCC Florence Psychologists**

**Jennifer Coulter-Rodriguez, Psy.D. – Chief Psychologist**

Dr. Coulter-Rodriguez received her doctoral degree in Clinical Psychology from Argosy University at Arizona School of Professional Psychology/Phoenix in 2007. She joined the FBOP

in 2011, working as a Psychologist at ADX Florence before promoting to a Drug Abuse Treatment Program Coordinator in 2014, and her current position of Chief Psychologist in 2023. Dr. Coulter-Rodriguez is licensed in Colorado and has served as a Health Service Psychologist for the National Health Service Corps (NHSC) for 10+ years. Her clinical interests include substance use disorder treatment, sport and rehabilitation psychology, pain management, and general clinical psychology. She previously served on the Crisis Negotiation Team from 2012-2016 and is currently a mentor in the mentor/mentee program at FCC Florence, as well as is a member of the local Wellness Committee.

**Jami Mach, Ph.D. – Deputy Chief Psychologist**

Dr. Mach received her doctoral degree in Clinical Psychology from Rosalind Franklin University of Medicine and Science in 2018. She joined the FBOP in 2018 and worked as a Staff Psychologist at MCFP Springfield. She later transferred to FMC Rochester and worked as a Staff Psychologist and Advanced Care Level Psychologist. In 2021, she transferred to FCC Florence and has held various positions including Advanced Care Level Psychologist, Resolve Coordinator, and Deputy Chief Psychologist. She is licensed in Indiana. Her clinical interests include severe and persistent mental illness and forensic psychology.

**Nicole Trauffer, Ph.D. – Deputy Chief Psychologist**

Dr. Trauffer received her Ph.D. in Clinical Psychology from John Jay College of Criminal Justice in 2020. She interned in the FBOP in 2019, at FMC Lexington and later joined as a Staff Psychologist at MDC Brooklyn. She also worked as a Restrictive Housing Unit Psychologist at USP Thomson prior to transferring to FCC Florence as Deputy Chief Psychologist. Dr. Trauffer is licensed in New York. Her clinical interests include correctional psychology and trauma. Dr. Trauffer is a de-escalation instructor and a member of the Crisis Negotiation Team.

**Sylvia Lizette Lares, Psy.D. – Internship Program Coordinator**

Dr. Lares received her doctoral degree in Clinical Psychology from Pepperdine University in 2018. She joined the FBOP in 2019, working as a Staff Psychologist at FCI Phoenix and ADX Florence, and is now the Internship Program Coordinator at FCC Florence. Dr. Lares is licensed in Colorado. Her clinical interests include correctional psychology, severe mental illness, and crisis intervention. She is a member of FCC Florence's Crisis Negotiation Team, which works in an integrated fashion with other Crisis Management Teams to resolve barricade and hostage situations safely.

**Charlotte Francia, Psy.D., CAC – Drug Abuse Treatment Program Coordinator**

Dr. Francia is a Licensed Clinical Psychologist and Certified Addictions Counselor in Colorado. She received her doctoral degree in Clinical Psychology in 2008, from the University of the Rockies, and her master's degree in Clinical Psychology in 2003, from the University of

Colorado. She joined the Federal Bureau of Prisons in 2013, as a Special Management Unit Psychologist at USP Florence, where she also served as the Non-Residential Drug Abuse Treatment Program Coordinator. Other positions held within the FBOP include Chief Psychologist (SCP Duluth), DAPC (FCI Englewood), and currently DAPC at USP Florence. Clinical experiences outside the FBOP include practicing in state corrections, inpatient and residential settings, as well as the U.S. Army. Her clinical interests are in severe mental illness, personality disorders, and crisis response with cognitive-behavioral and short-term psychodynamic theoretical approaches.

**Allison Nestegard, Ph.D. – Drug Abuse Treatment Program Coordinator**

Dr. Nestegard received her doctoral degree in Counseling Psychology from the University of North Dakota in 2009. She joined the FBOP in 2008, as a psychology intern at the FMC Rochester (MN), and completed a post-doctoral placement in 2010. She then transferred to FCC Florence as a Staff Psychologist in 2010, and began her role as the Residential Drug Abuse Treatment Program Coordinator in 2012. Her clinical interests include correctional psychology, forensic psychology, and dual diagnosis/substance use disorder treatment.

**Joi-Sheree Knighton, Ph.D. – Medication-Assisted Treatment (MAT) Coordinator**

Dr. Knighton earned her doctorate in Counseling Psychology from the University of Kentucky in 2017. She was first introduced to the FBOP in 2013, as a practicum student at FMC Lexington. She completed internship at FCC Butner. She rejoined the FBOP in 2023, at FCC Florence after years of working as a forensic examiner for criminal courts. She currently serves as the complex MAT Psychologist. She has an unwavering passion for substance use disorder treatment, forensic evaluations, research, mentorship, and culturally tailored interventions for individuals involved in the justice system. She is licensed in the state of Michigan.

**Kelsey Exner, Psy.D. – Specialty Program Coordinator, STAGES**

Dr. Exner received her doctoral degree in Clinical Psychology from The Chicago School of Professional Psychology University in 2021. She joined the FBOP in 2021, working as a Staff Psychologist at USP Thomson, where she later became a Reintegration Unit Coordinator. She joined FCC Florence as the Secure STAGES Coordinator in 2023. Dr. Exner is licensed in Virginia. Her clinical interests include personality disorders, severe mental illness, and crisis intervention.

**Abigail Jay, Psy.D. – Resolve Coordinator**

Dr. Jay received her doctorate in Clinical Psychology from the University of Denver where she specialized in behavioral treatment and correctional psychology. She completed her doctoral internship at FCC Victorville and graduated in 2022. After graduating, she completed a post-doctoral fellowship at a private practice in Denver, Colorado, specializing in use of Acceptance

and Commitment Therapy (ACT) and Exposure and Response Prevention Therapy (ERP) to treat anxiety, trauma, and their related disorders. Dr. Jay returned to the FBOP in 2024, as FCC Florence's Resolve Coordinator. She is licensed to practice in Colorado. Her clinical interests are correctional populations, behavioral treatment, personality disorders, trauma, and group therapy.

**Alexandra Garber, Ph.D. – ADX Unit Psychologist**

Dr. Garber received her doctoral degree in Clinical Psychology from Pacific Graduate School of Psychology in 2014. She joined the FBOP in 2013, working as a Psychology Intern at MDC Los Angeles, then a Staff Psychologist at FCI Edgefield, and now as a Staff Psychologist at ADX Florence. Dr. Garber is licensed in Wyoming and Colorado. Her clinical interests include correctional psychology and forensic psychology.

**Shannon Mann, Psy.D. – ADX Unit Psychologist**

Dr. Mann received her doctoral degree in Clinical Psychology from Alliant International University in 2010. Prior to employment with the FBOP, she worked in various community settings to include psychiatric hospitals, outpatient clinics, group homes, and crisis houses. She joined the FBOP in 2012, working as a Challenge Treatment Specialist and then Challenge Program Coordinator at USP Pollock. She began working as a Psychologist in 2016, at ADX Florence at the height of the legal monitoring process which was the result of the Cunningham lawsuit. Her current clinical interests include working to improve quality of life for incarcerated individuals in restrictive housing and staff wellness. She is the primary handler for the first Professional Therapy Dog working in the FBOP “Supermax.”

**Micah Shields, Ph.D. – ADX Unit Psychologist**

Dr. Shields received his Ph.D. in Clinical Psychology from Palo Alto University in 2018. He joined the FBOP later that year as a Staff Psychologist at USP Atwater. In 2020, he began working as an Advanced Care Level Psychologist in the Secure STAGES Program at USP Florence. In 2022, Dr. Shields started working as a Psychologist at ADX Florence, the position he continues to hold. Dr. Shields is licensed in California. His clinical interests include personality disorders, crisis intervention, and psychological assessment. He is a member of FCC Florence's Crisis Negotiation Team.

**Sarvy Danesh, Psy.D. – Staff Psychologist**

Dr. Danesh received her doctoral degree in Clinical Psychology with an emphasis in Forensic Psychology from The Chicago School of Professional Psychology in 2020. Prior to attaining her doctoral degree, she practiced as a Marriage and Family Therapist in Orange County, California. She completed her doctoral practicum years at California Department of Corrections and Rehabilitation at California Institution for Men, Harbor-UCLA Medical Center's Department of Psychiatry (CBT, DBT, ACT, CBASP), and FCI Terminal Island. She completed her internship



year in 2020, at FMC Lexington where she completed the following tracks: GP, Resolve, SMI, and Covid-19. Dr. Danesh officially joined the FBOP in 2020, as a Staff Psychologist at FCC Florence. She has worked at both the FCI and the USP. Her clinical interests are Complex Trauma, Internal Family Systems, Severe and Persistent Mental Illness, and Crisis Interventions. Dr. Danesh is a member of the local Correctional Support Team (CST), which works collaboratively with other Crisis Management Teams to provide peer support not only during and after emergencies, but also across the entire staff lifecycle, emphasizing the importance of wellness, resilience, and morale. She also led the planning and implementation of Correctional Workers' Week in 2023, completed the FBOP Leadership Program, and is currently a board member for the Employees Club. Fun Facts: Dr. Danesh is a foodie and a world traveler who has been to all seven continents, recently spending two weeks in Antarctica.

**Ashley Piegore, Ph.D. – Staff Psychologist**

Dr. Piegore received her master's degree from Brenau University in 2017, and her doctoral degree from the University of Georgia in 2022. She completed her doctoral internship at FCC Terre Haute and then hired into the FBOP as a Staff Psychologist at FCC Florence. She is scheduled to take the EPPP this year and is hopeful to remain as the Restrictive Housing Psychologist at the USP. Her clinical interests include personality pathology, severe and persistent mental illness, and behavioral management of disruptive offenders.

**Ashley Pilsbury, Psy.D. – Staff Psychologist**

Dr. Pilsbury received her doctoral degree in Clinical Psychology from Spalding University in 2022. After completing her internship at FCC Terre Haute, she began working as a Staff Psychologist at FCC Florence in 2022. She currently works in Secure STAGES at FCC Florence. Her clinical interests include trauma, substance abuse, and personality disorders. Through her clinical work, she strives to address criminogenic risk/need factors in order to decrease overall risk for recidivism.

## Surrounding Area and Local Points of Interest

### **Florence**



Florence is a town of character and grit that began with the migration of Spanish-French trappers, explorers, and pioneers who joined the Native Americans, mainly Utes, who were inhabiting this area. Soon, the town bustled with the activities that made the west legendary. Stagecoaches, wagon lines, and three railroads served this high mountain desert agricultural region picking up supplies, serving the neighboring coal towns.

Today, as you walk the streets of Florence's Historic District, you will be surrounded with an international selection of restaurants and a variety of retail businesses for your browsing, shopping, and dining pleasures. Widely renowned for its fine antiques and gift stores, Florence shops also showcase many artists and craftsmen.

### **Colorado Springs**

Many staff that work at FCC Florence choose to reside in Colorado Springs, which is approximately 40 miles north of the complex. Colorado's second-largest city has evolved from a quaint, 1870s Victorian resort town into a modern, sophisticated destination. Its progress hasn't erased its charm and outdoor wonders. Colorado Springs features breathtaking scenery, friendly people, and outdoor adventure.



*Garden of the Gods*



*Pikes Peak Cog Railway*



*Downtown Colorado Springs*



*Manitou Springs Incline*

***Garden of the Gods:*** This park is a unique biological melting pot where the grasslands of the Great Plains meet the pinyon-juniper woodlands characteristic of the American Southwest and merge with the mountain forest of the 14,115-foot Pikes Peak. This park truly is a geological wonder that affords its guests breathtaking sights.

***Pikes Peak:*** The scenic Pikes Peak Highway provides the opportunity to enjoy 19 miles of mountain terrain, with frequent breathtaking views, four different Colorado life zones, and unique animal sightings. From the summit's various viewing areas, snap photos of Pikes Peak's incredible scenery. Pikes Peak is one of Colorado's majestic 14'ers and is one of the few places so grand in scale that are also accessible to be experienced first-hand by people of all ages and abilities. For those seeking an alternative route to the summit, the Pikes Peak Cog Railway is an excellent option. This passenger train has staked its claim as the highest rack railway in the world.

***Downtown Colorado Springs:*** Downtown Colorado Springs has a small-town feel with big-city amenities. The area offers a variety of shopping, dining, museums, parks, festivals, and events and is a designated Creative District in the state of Colorado. The Pikes Peak Center for Performing Arts features nationally known entertainers and a multitude of restaurants and shops within walking distance that allow you to enjoy an entire day and evening in the area.



***Manitou Springs Incline:*** Referred to by locals as simply “the Incline,” this popular but strenuous hike is not for the faint of heart. After climbing the 2,000 vertical feet, you’ll finally reach the summit. At the top, the Incline Trail connects to Barr Trail, which offers a steep but scenic three-mile path back down to the base.

### **Pueblo**

Many FCC Florence staff also choose to reside in Pueblo, which is located approximately 30 miles east of the complex. This historic and diverse city keeps it spicy with their unique Pueblo Chili and enticing experiences around every corner. From outdoor adventures that’ll make your heart race to a dining scene that’s a flavor fiesta, Pueblo is Colorado adventure at its best!



*Pueblo Riverwalk*



*Lake Pueblo*

***Pueblo Riverwalk:*** The Historic Arkansas Riverwalk of Pueblo (HARP) is a 32-acre urban waterfront experience in the heart of downtown Pueblo. There is a wide variety of shops for all your needs. There’s also no limit to the variety of flavors you can experience along the riverwalk. Be sure to ask any local about the infamous green chili!

***Lake Pueblo:*** Lake Pueblo, rated a fishing “hot spot,” provides over 4,600 surface acres of water, 60 miles of shoreline, and almost 10,000 acres of land. Full-service marinas and a diversity of campsites are readily available to guests. Water recreation includes sailing, motor-boating, waterskiing, river tubing, and prime fishing. Land recreation includes hiking, biking, picnicking, and diverse nature exploration. Miles of trails make it easy to discover the beauty of the shady Arkansas River below the dam or the wonder of 200-year-old Juniper trees. Wet or dry activities culminate with camping options that encourage a day of play to become a mini vacation.

## **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. FCC Florence 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 Florence 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 FCC Florence 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. FCC Florence 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 1<sup>st</sup>.

**2. Mid-November: USAJobs**

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

**Dr. Sylvia Lizette Lares**  
**Internship Program Coordinator, FCC Florence**  
**5880 State Highway 67 South, Florence, CO 81226**  
**(719) 784-9464 ext. 6289**  
[llares@bop.gov](mailto:llares@bop.gov)

## Appendix

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

Program tables updated: 5/4/2024

#### 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.	___ Yes <u>X</u> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

#### Internship Program Admissions

<b>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:</b>	
<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 400 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. FCC Florence is a proud member of the FBOP's North Central Region. It is comprised of a medium security Federal Correctional Institution (FCI), a high security penitentiary (USP), and an administrative-maximum security penitentiary (ADX). This results in a multi-mission complex that houses sentenced adult males.</p>	
<b>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:</b>	
Total Direct Contact Intervention Hours: N	<u>Y</u> Amount: 400
Total Direct Contact Assessment Hours: N	<u>Y</u> Amount: 100

<p><b>Describe any other required minimum criteria used to screen applicants:</b></p> <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. A psychology-related interview will be conducted by FCC Florence 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>
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**Financial and Other Benefit Support for Upcoming Training Year**

Annual Stipend/Salary for Full-time Interns	\$61,460	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

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



**Initial Post-Internship Positions**

	<b>*NEW*</b>	
Total # of interns who were in the 3 cohorts	0	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	<b>PD</b>	<b>EP</b>
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	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
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

*Subject to change:*

- Boundaries in a correctional setting
- Cultural considerations
- Dialectical Behavior Therapy
- Forensic assessment and considerations
- Malingering
- Personality disorders
- Secure mental health units in the FBOP
- Severe and persistent mental illness
- Suicide risk assessment
- Trauma-informed correctional care

## 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.