

FEDERAL MEDICAL CENTER Lexington, KY



Doctoral Psychology Internship Program

Est. 1988

American Psychological Association Accredited

Member Association of Psychology Postdoctoral Internship Centers

(SITE# 131113)

*This program abides by the APPIC policy that no person at these facilities will solicit, accept, or use any ranking-related information from any internship applicant

INTRODUCTION

The Psychology Service Department at the Federal Medical Center (FMC) in Lexington is delighted you are considering a doctoral internship with the Federal Bureau of Prisons (BOP). We hope this informational booklet 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 booklet will provide you with information about both the Bureau of Prisons in general, and FMC Lexington specifically. The booklet begins with an overview of the BOP as well as the roles of psychology and the psychology internship program within the Bureau.

The second part of this booklet provides a detailed discussion of the psychology internship program at FMC Lexington. Included is information about the client population, intern duties, electives, research opportunities, didactic training, supervision, and benefits.

The booklet concludes with a discussion of career opportunities within the BOP. Directions for applying for a psychology internship with the Bureau are outlined, and the APPIC policies regarding the new APPIC matching system are reviewed.

For the beginning psychologist, the choice 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 booklet carefully. We believe our training program is of the highest quality, and will both challenge you and nurture you as you develop into a confident and knowledgeable mental health professional.

Updated August 2020

Sincerely,

Dr. Adu Boateng
Director of Psychology Training
FMC Lexington

Dr. Geoff Grimm
Chief Psychologist
FMC Lexington



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There will be significant changes to our interviewing procedures in response to COVID- 19 for the 2021-2022 cohort. Please see page 25 for details.

OVERVIEW OF THE FEDERAL BUREAU OF PRISONS

The 122 facilities which comprise the Federal Bureau of Prisons currently house approximately 157,000 offenders. With the core values of Respect, Integrity, and Correctional Excellence, over the past 90 years, the BOP has earned the reputation as one of the most elite correctional agencies in the world. Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. A majority of inmates live in medium, low, or minimum security institutions which also provide greater degrees of personal freedom.

All facilities have in-house support services, including Medical and Psychology Services Departments. The Bureau maintains seven Medical Centers, including FMC Lexington, to provide for prisoners whose medical needs cannot be adequately addressed in general population settings.

Although all inmates have been convicted of federal crimes and separated from the community, inmates are individuals, each with his or her (about eight percent are women) own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. In fact, national recidivism studies indicate that approximately 34% of inmates return to prison within three years of their release (Bureau of Justice Statistics, 2016). Yet others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Therefore, Psychology Services play an integral role in mental health management of the federal population both pre and post-incarceration.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Evidence of the BOP's reentry effort lie in the finding of a more recent study conducted by Bureau of Justice statisticians (2014) who found a significant difference in the three year recidivism rate for offenders releasing from federal prison (20%) in comparison to offenders releasing from state prison (68%). These reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

PSYCHOLOGY SERVICES IN THE BUREAU OF PRISONS

With team of over 37,000 employees including over 400 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. Within each institution of the BOP, psychologists function as the primary providers of mental health services to inmates. Departments range in size from a single individual to as many as 30 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred. Some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60 percent of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug Abuse Program, a treatment program which combines manualized treatment along with a modified therapeutic community modality to offer clients insight into the negativistic pattern of the criminal lifestyle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide evaluations which are referrals from the Federal Courts or parole boards. Sometimes non-mental health staff within the institution will request assessments. For example, Psychology Services often provides intelligence testing for the purpose of determining special needs accommodations for inmates participating in GED programming. Bureau psychologists are also involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

Psychology Services in the Bureau of Prisons employs only doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every Bureau psychologist.

Starting in 1930 with a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the 90 years of its existence. Today the prison population is increasing at an unprecedented rate. In order to house and care for these inmates, many new institutions will be built, and thousands of new staff members hired. Thus, Psychology Services will continue to have a strong presence within the Federal Bureau of Prisons.

THE PSYCHOLOGY INTERNSHIP PROGRAM AT FMC LEXINGTON

Accreditation

The FMC Lexington Psychology Internship Program has enjoyed accreditation by the American Psychological Association since 1990, and meets all APA criteria for doctoral internships in professional psychology. We received APA accreditation during our last review, and our next site visit will occur sometime during the 2021 training year.

Any questions or concerns regarding the accreditation status of the FMC Lexington Internship Program 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: appaccred@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

Program Aim, Competencies, and Outcomes

The aim of the doctoral professional psychology internship program at FMC Lexington is to train entry-level professional psychologists who can also function competently in the correctional environment. We believe this aim is achieved 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, and will 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., management, correctional services, unit management and health services) by providing written and verbal communication and professional assistance responsive to client or system needs and aims.

We believe that exposure to a correctional facility and experience in our general inmate population make our interns especially well-trained for continued work within prison settings. Perhaps the best indicator of this effort lies in the fact that historically about 50% of our interns have been hired as staff psychologists within the BOP shortly after graduation. However our training, by design, is sufficiently broad so that interns are well-suited for work in a wide variety of non-correctional settings. In addition, exposure to unique training electives provides interns with a significant foundation for post-doctoral training, experience and development in substance abuse treatment or forensic assessment. The responsibility to provide interns with broadly applicable generalist skills, while acknowledging the special needs and characteristics of a correctional setting has led to our adoption of the Local Clinical Scientist Model to guide our training and practice.

Central to the concept of the Local Clinical Scientist is a professional who combines training and knowledge in the scientific content of psychology with an ongoing application of scientific principles in the practice of psychology. Interns bring to internships considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to scientific bases of psychological practice via didactic training seminars, assigned readings and supervision of clinical work. In addition, the internship program provides, via extensive exposure to clinical training experiences and clinical supervision, abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases.

The training philosophy of the internship program emphasizes experiential learning and takes into account both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. We therefore focus on three critical components of the internship experience at FMC Lexington: **opportunity, experience, and guidance** which are implemented in a fashion that is graded in both exposure and complexity.

Opportunity: FMC Lexington provides many rich training opportunities. Interns work with varied clinical presentations in psycho-diagnostic assessment and evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter male and female clients, inmates of all ages and security levels, those with chronic medical and mental disorders, as well as healthy inmates in our general population. The institution houses inmates from around the globe. Our training program allows interns to spend six months on two major training experiences, one of which focuses on specialized training (e.g., forensic assessment, substance abuse treatment, chronic mental health treatment) and one which provides more general exposure to adult male and female correctional populations. The program recently incorporated formal training electives which allow interns to have more varied cross-training experiences within the psychology department.

Experience: Interns at FMC Lexington pursue both common and individualized training aims, gaining experience which addresses areas of both remediation and growth. Individual initiative in setting aims, seeking varied experiences and providing clinical services to the inmate population is encouraged. Interns' training experiences include collaborative work with psychologists, physicians, and other medical and correctional professionals. As a supplement to in vivo learning experiences, a series of didactic training seminars provides formal instruction in a variety of relevant topics.

Guidance: The internship at FMC Lexington is very challenging. Interns often face challenges that are typically not common in other settings. These unique challenges often include the inmate population, interdisciplinary communication with other departments (e.g. unit management, medical, custody), and its high expectations for professional/ethical practice. We feel that our training program provides a structure that enables interns to meet the demands of this challenging environment while still being supported and encouraged to seek out learning opportunities. We continue to make efforts to ensure that our interns are supported during the course of the entire year. Interns find their interactions with staff psychologists vary from supervisory to collaborative during the course of the year depending on their specific training needs. For example, at the beginning of the year, an intensive 80-hour orientation program provides interns with information essential for working within a correctional facility. A 16-hour departmental orientation introduces interns to their roles as mental health providers within the institution. As the year progresses, interns are provided with more autonomy to pursue professional responsibilities similar to that of entry-level psychologists.

Interns at FMC Lexington are a significant component of the Psychology Services Department, by virtue of their numbers, contributions to clinical services in the institution, and the extent to which they bring new energy, enthusiasm and clinical expertise. As such, interns are highly valued, appreciated and supported.

Inmate Population at FMC Lexington

The inmate population at FMC Lexington is quite varied. This institution houses both male and female prisoners in two separate facilities. A minimum security prison camp, outside the main institution fence, has a capacity of 300 female inmates. Inside the main institution, an inmate complement of 1100 men includes approximately 800 low security general population inmates and an additional 300 men with chronic medical needs with all security level designations.

FMC Lexington is a destination for pre-trial forensic cases in the federal prison system. Lexington staff members perform many court-ordered forensic evaluations for this population. As a Federal Medical Center, Lexington houses many inmates with chronic or ongoing medical concerns. We have a JCAHO-accredited hospital and complete medical personnel who provide service to inmates with various medical concerns. More recently, the institutional mission was expanded to include Care Level 3 inmates with significant psychiatric needs.

Psychology staff at FMC Lexington are kept very busy addressing a wide variety of inmate concerns. Among our clients are inmates who are be diagnosed as having acute and chronic psychotic, mood, personality, and adjustment disorders. Alcohol and drug addictions are

common. In addition to these problems, many clients seek assistance with difficulties related to their incarceration (e.g., institutionalization and apathy, difficulties in maintaining family ties), or problems in anticipating their impending freedom (e.g., lack of job-seeking skills, fear of responsibility, anticipation of marital problems).

Major Internship Duties

Interns' duties vary significantly depending on their interest. Interns are temporarily employed for one year on a full-time, 40-hour per week basis and must achieve 2000 hours within a 12-month time period. Ordinarily interns are not permitted to work beyond normal operating hours (7:30am-4:00pm) with the exception of clinical or institutional emergencies. Each intern spends six months on one of two training assignments. The internship year typically begins in July and ends the following July. 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. All interns can expect to obtain training and experience in psychological assessment, individual and group psychotherapy, crisis management, including assessment of suicidality and psychosis, program evaluation, and consultation with other professionals. Interns are expected to give and receive feedback on both an informal and formal basis. Formal supervisory feedback for intern performance and intern feedback regarding the internship program as a whole occur at regular intervals throughout the internship year.

Training Opportunities

Each psychology intern will experience a six-month General Population rotation, along with a six-month training elective. All electives are chosen according to intern experience, interest, and supervisor availability. The structure and content of the six-month training assignment will be developed as a collaborative effort among the Training Director, intern, and licensed supervisor.

General Population (ALL) – During assignment in the general population (GP), each intern serves as the primary mental health provider to male and female inmates with diverse criminal histories and a wide array of psychological issues. Intern responsibilities on this rotation include psychological screening of inmates, special housing unit reviews, provision of individual and group psychotherapy, crisis counseling, and consultation with physicians and other health services and corrections staff. Interns conduct psychological evaluations at the request of other unit staff and administer psychological tests in support of the forensic assessment and educational programs. Interns build a client caseload, and may wish to take advantage of the opportunity to provide ongoing, long-term (6+ months) treatment to a number of clients. Many opportunities exist for interns to provide either process or psycho-educational groups for inmates including co-lead training for inmates in our suicide watch program.

Resolve/Female Camp Elective – FMC Lexington is unique in that it has a female satellite camp that is within walking distance from the main institution. This provides an intern the rare opportunity to gain experience providing clinical services to female offenders. Clinical services typically consist of individual and group psychotherapy, medication monitoring, crisis management, and intake screenings. Camp interns have historically had the opportunity to supervise doctoral-level practicum students who attend counseling or clinical programs at a local

university. Interns may serve as tertiary supervisors to practicum students and assist in oversight of clinical documentation and co-facilitate psychotherapy groups and workshops. FMC Lexington also offers the Resolve Trauma Recovery Psychology Treatment Program for female inmates at the Camp. This program will provide interns in-depth exposure to assessment and interventions for female inmates with histories of trauma.

Drug Abuse Program Elective – Interns who participate in this training become immersed in an intensive substance abuse treatment program. FMC Lexington was one of the first drug programs in the BOP and has served as a model for the modified therapeutic community (MTC) for over two decades. We currently offer multiple modalities of substance abuse treatment for inmates to include the GP Residential Drug Abuse Program (RDAP); Dual-Diagnosis RDAP, and Non-Residential Drug Abuse Program. Within our combined residential programs approximately 160 inmates live together in an MTC and participate in four hours of treatment daily for a nine-month period. Interns serve in a number of roles within the MTC such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

Forensic Evaluation Elective – This training experience will afford interns the opportunity for in-depth experience with forensic evaluation. Interns perform psychological evaluations which have been ordered by the Federal Courts to assess competency to stand trial, responsibility at the time of the offense, and other questions. Interns become involved in the entire evaluation process including psychological testing, clinical interviews, case conceptualization and report writing. On occasion, interns may have the opportunity to attend related trials and observe psychologists providing expert testimony. FMC Lexington has historically offered interested interns the ability to provide testimony in a mock trial in a real court, with a real judge, and actual attorneys based on a relationship with Eastern Kentucky University. In the future, we are looking to expand our expert testimony training opportunities for interns in collaboration with other government agencies.

SMI Chronic Mental Health Treatment Rotation – FMC Lexington has approximately 30 Seriously Mentally Ill (SMI, Care Level 3-Mental Health) sentenced inmates who are maintained on a general population unit. These inmates do not meet current criteria for inpatient admission, but receive intensive outpatient, wraparound-type services. Typically, these inmates will have past psychiatric hospitalizations within the past three years, suffer from a psychotic illness treated with three or more anti-psychotic medications, and/or have multiple Axis-I or Axis-II diagnoses which must be maintained with psychotropic intervention. This Care Level 3 elective was developed to provide interns with first-hand experience working with chronically and severely mentally ill offenders. This intern will work closely with his/her supervisor, develop suicide risk management plans, complete comprehensive mental health histories, create diagnostic formulations using objective measures as needed, conduct trainings for Mental Health Inmate Companions, participate in tele-psychiatry services, consult with physicians, and provide individual/group psychotherapy. This training opportunity has proven particularly useful for interns looking to pursue a career with the BOP after internship.

Didactic Training

The didactic training schedule was developed to provide the most generalist training while at the same time exposing all interns to specific correctional applications. Interns participate in a planned series of lectures, case conferences, workshops, discussions, and seminars on a multitude of issues that coincide with the available training electives. Specifically, interns are versed on topics ordered sequentially throughout the year that relate to general population, substance abuse, forensics, and overall professional development. Interns have also been asked to present clinical cases and one topical seminar at various periods during the year. The Executive Staff has been quite supportive of training for the FMC Lexington workforce as a whole. This support has been a great benefit to our psychology internship program, in that interns are exposed to a wide array of knowledge that does not solely apply to correctional psychology. We continue to make efforts to improve our didactic training to meet the ever changing needs of future practitioners.

A typical monthly didactic schedule may include the following:

Week 1	Guest Presenter	Ex. Pharmacy, Executive Staff, Visiting Professor
Week 2	Correctional Psych	DAP, FOR, SMI
Week 3	Case Presentations	Long-Term Therapy Cases
Week 4	Journal Article Review	Peer Reviewed Journal Article Discussion
Holiday/Week 5	BLU (formerly BOPLearn)	Working with Transgendered Inmates

Supervision

The psychology internship program at FMC Lexington adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision. Unscheduled and less formal supervision is also available during normal business hours at the request of the intern.

The Director of Psychology Training serves as a resource for interns and is responsible for the development, implementation and evaluation of the internship program. He makes training assignments, handles clinical and administrative problems, plans the sequence of formal training experiences, prevents duplication of experiences, and keeps in close contact with other supervisors. Each training experience has a formal contract outlining the intern's expected learning objectives and training activities. These contracts are fairly dynamic and are intended to include intern's individualized training aims. In the event that an intern wishes to make a formal grievance against the internship program, the Training Director and Chief Psychologist would work in tandem to ensure the issue is equitably addressed.

Research

Intern participation in research is encouraged at FMC Lexington. Interns are permitted to spend up to ten percent of their work week (4 hours) engaged in planning, conducting, and evaluating research. Frequently, research hours involve the dissertation, but this allotment of time may also

be used for other activities, such as staff projects or the intern's particular area of research interest. Interns are required to participate in a monthly group discussion of relevant peer reviewed journal articles. Opportunities exist for interns to conduct dissertation research using FMC inmates or staff as research subjects. However, the approval time for this research can be quite lengthy and may even exceed the internship year. Please note: all research time must be spent during normal working hours within the institution unless otherwise approved by the Training Director.

Professional Development

The program at FMC Lexington is dedicated to the professional development of its interns. Therefore Fridays are devoted to group supervision, research, specialized readings, didactic trainings, tours, role plays and/or peer supervision. Interns are allotted an entire day to reflect on the weeks' events and fine tune clinical skills. In addition, interns are provided with up-to-date EPPP training materials and resources to get them one step closer to licensure.

Full-Time Supervisory Staff

Psychology Services at FMC Lexington currently employs eight full-time psychologists, four psychology interns, a full-time psychology technician and up to two part-time psychology practicum students. Twelve drug treatment specialists are also a part of the department. Psychological Services are offered to all male inmates on all units to include the Special Housing Unit and females housed at the minimum security camp. Psychologists and psychology interns have private offices and an assigned case load. Secretarial support is available on all units.

Adu Boateng, Ph.D.* – Dr. Boateng serves as the current Director of Psychology Training. He is a graduate of the FMC Lexington Psychology Internship Program. He received his Ph.D. in Counseling Psychology from Southern Illinois University in 2008. Dr. Boateng has held positions as Staff Psychologist and Drug Abuse Program Coordinator, respectively, at FCI Manchester, KY. He is an adjunct professor for two universities and is licensed in KY.

Ashley Burgett, Ph.D.* – Dr. Burgett serves as the Residential Drug Abuse Coordinator for the general population. She completed her internship at the Medical Center for Federal Prisoners in Springfield, MO. She obtained her Ph.D. in Counseling Psychology from the University of Georgia in 2012. She is fully licensed from the state of Alabama.

James Erikson, Ph.D.* – Dr. Erikson serves as a Advanced Care (Care Level 3-MH) Psychologist working with the chronically mentally ill. He received his doctorate in Counseling Psychology from Indiana State University and is a 2011 graduate of the FCC Terre Haute Psychology Internship Program. Dr. Erikson has previously held positions as Staff Psychologist, Non-Residential Drug Treatment Coordinator and (Interim) Challenge Coordinator at USP McCreary. He is licensed in Kentucky as a Health Services Provider in Psychology.

Geoffrey Grimm, Ph.D., ABPP* – Dr. Grimm is the Chief of Psychology Services. He received his degree in Counseling Psychology from West Virginia University in 2001, following completion of an internship at Eastern State Hospital in Vinita, OK. Dr. Grimm previously

served as a Licensed Professional Counselor at Summit Community Mental Health Center in Clarksburg, WV, and later, as a Staff Psychologist on the Forensic Admissions Unit at William R. Sharpe Jr. (State) Hospital in Weston, WV. He has worked in several Federal Bureau of Prisons facilities. He is licensed in West Virginia, and is a Diplomate of the American Board of Professional Psychology (Forensic).

William E. Harris, Jr., Ph.D.+ – Dr. Harris serves as a Advanced Care Level Psychologist at FMC Lexington. He is a graduate of the FMC Lexington Psychology Internship Program. He obtained his Ph.D. in Counseling Psychology from the University of Kentucky in 2009. Dr. Harris was previously the Drug Abuse Program Coordinator at FCI Manchester.

Angie F. Hernandez, Psy.D.* – Dr. Hernandez is currently a Staff Psychologist at FMC Lexington. She earned her doctorate degree in Clinical Psychology from Carlos Albizu University (Miami Campus) in 2019. She is a graduate of the FMC Lexington Psychology Internship Program. Her clinical interests include substance abuse treatment, serious mental illness, and assessment.

Kristen Schramm, PsyD.+ – Dr. Schramm earned a Psy.D. in Clinical Forensic Psychology from The Chicago School of Professional Psychology in Chicago, Illinois. She completed her pre- doctoral internship with Kentucky Department of Corrections (DOC) in La Grange, Kentucky. Following this, she worked in private practice before returning to Kentucky DOC where she served as the Program Administrator over the dual-diagnosis substance abuse program for male offenders. Dr. Schramm currently works as a Forensic Psychologist and is licensed in Kentucky.

Megan Schuster, Psy.D.* – Dr. Schuster serves as the current Resolve Trauma Program Coordinator. She carries a professional background in psychiatric inpatient treatment and trauma recovery. She received her doctorate degree in Clinical Psychology from Xavier University in 2011. Dr. Schuster was previously the Staff Psychologist at FMC Lexington. She is licensed in Kentucky with Health Service Provider designation.

Marlo Ellis Walters, Psy.D.* – Dr. Walters is the Dual Diagnosis Drug Abuse Program Coordinator. She is a graduate of Albizu University and the internship program at Cermak Health Services within Cook County Jail in Chicago in 2003. Dr. Walters is licensed in Indiana. She provides supervision for interns in the Drug Abuse Program Elective.

Hailey Wentowski, Psy.D.+ – Dr. Wentowski completed her Psy.D. degree in Clinical Psychology with a concentration in Forensic Psychology from Nova Southeastern University. She completed her internship with the Federal Bureau of Prisons at the Federal Medical Center in Lexington, Kentucky. Following the internship, she worked as the Mental Health Department Head at a Florida Department of Corrections prison in Wewahitchka, Florida. She then worked at the VA providing residential substance abuse and PTSD treatment to Veterans. Dr. Wentowski currently works as a Forensic Psychologist and is licensed in Florida.

** Denotes primary supervisor*

+ Denotes contributing psychologist

Frequently Asked Questions

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

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among inmates. 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 with hidden agendas, clients-in-crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. Boothby & Clements (2000) note psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychoses, anxiety) that is nearly identical to non-correctional settings. Although many inmates fit the popular stereotype of the hard-core criminal or repeat offender, others are first-time offenders who genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Some are "white-collar" offenders. Others suffer from severe Axis-I disorders, 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 clinical generalists. Upon completion of their training, many interns accept offers of employment with the Bureau of Prisons. 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 FMC Lexington interns now hold positions not only in BOP facilities, but, VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices as well.

Q: Is it safe to work in a prison?

A: The safety of both staff and inmates is the highest priority of the Bureau of Prisons. The Federal Prison System has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and inmates alike. In this and many other respects, we consider ourselves second to no other prison system in the world. Although it would be impossible to guarantee unconditionally anyone's safety in a correctional (or any other work) setting, staff and interns who conduct themselves professionally have little reason to fear for their safety.

Perhaps 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 inmates (Magaletta & Boothby, 2003).

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

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.

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

A: There are three aspects of training that all interns must attain in order to successfully complete internship. First, interns are evaluated in each of the nine profession-wide competencies (see pages 8-9) 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 must agree on a set of training activities that coincide with the nine profession-wide competencies that need to be completed in order to complete that specific rotation. Finally interns are required to submit one formal case presentation at the end of the internship which is an adequate reflection of their clinical abilities.

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.

Benefits

Interns at FMC will receive the following benefits:

- A GS-09, Step 1 **Salary** of approx. \$54,668 (2020 figures)
- **Annual and Sick Leave** (accrued at four hours per pay period)
- 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 needed that is not covered by accrued leave, the intern would be required to submit a request for leave 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.
- **Paid Federal Holidays**
- **Liability coverage** for on-site professional activities
- **Support for research** activity

THE COMMUNITY AND SURROUNDING AREA



The city of Lexington is located in the heart of the “Bluegrass Region” of central Kentucky. The present population of greater Lexington is approximately 300,000. Surrounding the city are many luxurious horse-breeding farms and country estates. The “Bluegrass Region,” the horse capital of the world, is characterized by miles of white fences and acres of pastures and horses. Lexington serves as a center of trade for central and eastern Kentucky. The climate is pleasant with generally cool nights in summer, and no prolonged periods of heat, cold, rain, wind or snow. Lexington is served by national and regional airlines. The city is also the hub of a network of interstate highways which provide easy access by bus or automobile. Housing is readily available on either a rental or purchase basis. Lexingtonians enjoy extensive opportunities for shopping and dining.

Educational Facilities – Lexington is the home of the University of Kentucky, Transylvania University, Bluegrass Community Technical College, Sullivan University, Lexington Theological Seminary, and several denominational seminaries. The University of Kentucky

EMPLOYMENT OPPORTUNITIES WITH THE FEDERAL BUREAU OF PRISONS

For over twenty years, the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of entry-level clinical and counseling psychologists required to meet staffing needs. About 60% of the psychologists currently employed by the Bureau began their careers after completing internships with us.

Projections indicate a significant increase in the inmate census in the coming years. Positions for psychologists will be available to meet the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the internship program, we prefer to hire people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes in making employment offers.

Newly selected staff generally start at the GS-11 salary level (\$64,009; 2020 figure). Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary range \$76,721 - \$99,741). 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. Positions with the BOP at all grade levels include the full federal employment benefits package. Many staff psychologists become Department Heads within several years of joining the Bureau.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy as the main providers of mental health services. As a psychologist in the BOP, you could have the opportunity to be involved in:

- Substance Abuse Treatment Programs
- Suicide Prevention Program
- Crisis Intervention Response Team for Trauma Victims
- Doctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research
- Sex Offender Management and Treatment

Annual continuing education may be funded by the Bureau and is part of each psychologist's professional development program. Bureau psychologists may engage in outside employment, such as private practice or teaching.

As **permanent** federal employees, all new 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. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with Executive Order 11935 & Public Law 100-238, applicants for **entry-level** staff positions must be U.S. citizens, under the age of 37 at the time of appointment, with waivers possible through age 39 for psychologists.

INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA

Date Program Table updated: August 2020

Internship Program Admissions			
Strong applicants typically have a breadth of experiences in different settings and activities with adults and/or juveniles, along with at least some forensic and/or correctional training (practicum placement, courses, research). Testing, assessment, and diagnosis are important activities during the forensic rotation at FMC Lexington. Intervention skills, especially group treatments, are particularly relevant in the other rotations. Therefore, one with training and skills in both intervention and assessment will fit well into our program.			
Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:			
Total Direct Contact Intervention Hours	<input checked="" type="radio"/> No	Yes	Amount
Total Direct Contact Assessment Hours	<input checked="" type="radio"/> No	Yes	Amount
Any other required minimum criteria used to screen applicants:	<input checked="" type="radio"/> No	Yes	Amount
The program at FMC Lexington does NOT have any minimum direct contact hours. Many of our previously selected applicants have varied experiences in correctional, juvenile detention, probation, inpatient, and/or forensic settings.			

Financial and Other Benefit Support for Upcoming Training Year*	
Annual Stipend/Salary for Full-time Interns	\$54,668 (2020)
Annual Stipend/Salary for Half-time Interns	N/A
Program provides access to medical insurance for intern?	YES
Trainee contribution to cost required?	YES
Coverage of family member(s) available?	YES
Coverage of legally married partner available?	YES
Coverage of domestic partner available?	YES
Hours of Annual Paid Personal Time Off	4 hrs/Pay Period
Hours of Annual Paid Sick Leave	4 hrs/Pay Period
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	YES
Other Benefits: 10 paid Federal Holidays; Limited authorized leave to attend off-site training.	

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

Initial Post-Internship Positions (2014-2019 cohorts)		
Total # of interns who were in the 6 cohorts	27	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree		
	PD*	EP*
Community mental health center		1
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		2
Veterans Affairs medical center		1
Military health center		
Academic health center		
Other medical center or hospital		1
Psychiatric hospital		
Academic university/department		3
Community college or other teaching setting		
Independent research institution		
BOP Correctional facility		16
School district/system		
Independent practice setting		3
Not currently employed		
Changed to another field		
Other		
Unknown		

* *PD* = Post-Doctoral residency position; *EP* = Employed Position

APPLYING TO THE DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM

Requirements and Procedures

The positions offered for the 2021-2022 year are open to all students enrolled in **APA-accredited** doctoral programs in clinical or counseling psychology. In order to be internship eligible, students must have successfully completed all doctoral course work, as well as at least two, and preferably three years of practicum training, by the beginning of the internship. Please note that experience in a correctional setting is not a requirement. Applicants are evaluated using the following rubric: letters of recommendation, assessment experience, specialized clinical experience, and overall academic preparation. As applications are reviewed and evaluated by psychology staff through the APPI process. We must also verify your eligibility for temporary federal employment. This process begins with you completing the www.usajobs.gov process. Once you have successfully completed this process, you may be invited for a personal interview. Interviews will generally be held in January. When applicants arrive, a credit check will be completed, a general background interview by personnel will be conducted, a core values

assessment, and the applicant will be asked correctional-specific questions. If the applicant successfully completes this portion of the interview, he/she will be asked psychology-specific questions by psychology staff. Applicants will also receive a tour and meet with the current interns.

The Bureau of Prisons is an Equal Opportunity Employer, and encourages the applications of students of both sexes and all racial, ethnic and religious backgrounds. The internship does not discriminate on the basis of sexual orientation or disability unrelated to successful work in a correctional environment. For more detailed descriptions of the BOP hiring policies, you may access the following websites:

<http://www.bop.gov/jobs/>

<http://www.opm.gov/>

Note: The deadline for completed applications is November 1, 2020.

Your application must be submitted in its entirety via APPI Online on or before November 1, 2020 to be considered. Positions will be filled strictly in accordance with APPIC policy. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. Applicants should complete the AAPI Online application process and designate FMC Lexington, KY, as a recipient. Online applications will be reviewed and suitable candidates invited for an interview. Required on-site interviews will be held during January. Details regarding APPIC match procedures may be accessed at: <http://www.appic.org>. **WORK SAMPLES ARE NOT NECESSARY. There is also no specific number of clinical/assessment hours required to apply.**

Applicants will be notified prior to December 15, 2020, whether they will be scheduled for an interview at FMC Lexington.

Due to the impact of COVID-19, the interview process will contain a remote and on-site component. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, and a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. This portion of the interview will be conducted **on-site** at the Bureau of Prisons institution closest to the applicant; it does not have to occur at an internship site. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons. Results of the security clearance procedures can be shared with other Bureau internship sites for your convenience. However, if you fail any portion of this security clearance, you will no longer be considered at any of the other sites.

After successful completion of the on-site interview, each applicant will then be scheduled to participate in a **remote** interview with FMC Lexington Psychology Services staff via video conferencing. The interview will highlight aspects of the department and the internship program at FMC Lexington. This will also allow applicants to meet and interact with supervisory psychologists.

If matched with a BOP internship site, you will be considered an essential worker and must report daily to the institution.

All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be made. This procedure includes an interview with the Personnel Department, as well as a background investigation and drug screen. The personnel interviews will generally take place on the same date as the interview with the Psychology Services. If you are applying to more than one Bureau of Prisons internship site, results of the personnel interview may be transferred to other sites. As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law. Once selected and enrolled, Interns must adhere to the requirements of the Program Statement (3420.09) titled "Standards for Employee Conduct and Responsibility."

Psychology Services at FMC Lexington is very proud of our internship program. I look forward to the opportunity to talk with you about it. If you have questions you'd like answered before beginning the application procedure, please contact:

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