

FEDERAL CORRECTIONAL COMPLEX

Petersburg, Virginia



DOCTORAL PSYCHOLOGY INTERNSHIP 2018-2019

Association of Psychology Postdoctoral and Internship Centers (APPIC) Member
Member #: 2169 Program Code #: 216911

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

American Psychological Association (APA) Accredited (04/14)

Questions related to the program's accreditation status should be directed to the Commission on Accreditation:
Office of Program Consultation and Accreditation
American Psychological Association
750 First Street, NE, Washington, DC 20002
Phone: (202) 336-5979 / E-mail: apaaccred@apa.org / Web: www.apa.org/ed/accreditation

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INTRODUCTION

We truly appreciate your interest in the Doctoral Psychology Internship Program at the Federal Correctional Complex in Petersburg, Virginia (FCC Petersburg). We realize that choosing a doctoral psychology internship site is one of the most important steps in your academic training, and we invite you to seriously consider the training offered at FCC Petersburg.

Included in this manual you will find general information regarding the Federal Bureau of Prisons, information regarding the provision of psychology services within the Federal Bureau of Prisons, and information specific to FCC Petersburg and the Doctoral Psychology Internship offered at FCC Petersburg.

OVERVIEW OF THE FEDERAL BUREAU OF PRISONS

History of the Bureau of Prisons & Mission Statement

Per the Bureau of Prisons website, “Our agency was established in 1930 to provide more progressive and humane care for federal inmates, to professionalize the prison service, and to ensure consistent and centralized administration of federal prisons.” The mission of the agency is “to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.” Today, the Bureau consists of 121 institutions, six regional offices, a Central Office (headquarters), two staff training centers, and 26 residential re-entry management offices. The Bureau is responsible for the custody and care of over 180,000 Federal offenders. The vast majority of these inmates are confined in Bureau-operated facilities, while the remaining offenders are confined in secure, privately-managed or community-based facilities and local jails. The Bureau helps reduce the potential for future criminal activity by encouraging inmates to participate in a wide range of programs which have been proven to reduce recidivism. Nearly 40,000 BOP employees ensure the security of Federal prisons, provide inmates with needed programs and services, and model mainstream values.

Psychology Services Within the Federal Bureau of Prisons

Psychology Services departments in all Bureau of Prisons institutions offer basic mental health care to inmates. This care may include assessment and treatment of mental health or drug abuse problems, individual and/or group counseling, psycho-educational classes, self-help and supportive services, or referral to Health Services staff for medical evaluation.

In addition, Psychology Services staff collaborate with an inmate’s Unit Team and other staff to develop a comprehensive assessment of the inmate’s strengths and weaknesses. Based on this assessment, Psychology Services staff offer programming recommendations specific to the individual’s psychological needs. These recommendations are designed to maximize the inmate’s adjustment to incarceration and additionally to prepare the inmate for eventual release.

Current Bureau of Prisons Psychology Treatment Programs

Residential Drug Abuse Treatment Program (RDAP)

The RDAP provides intensive drug abuse treatment to inmates diagnosed with a substance use disorder. Inmates in the residential program are housed together in a treatment unit that is set apart from the general population. Treatment is provided for a minimum of nine months; however, total time in the program depends on the inmate’s progress in treatment.

The RDAP is operated as a modified therapeutic community where inmates are expected to model the pro-social behaviors expected in a community. RDAP participants are expected to demonstrate honesty, to relate positively with their peers, and to fully participate in all treatment activities in the unit. The RDAP is a half-day program, with the rest of the day devoted to work, school, and other self-improvement activities. The Violent Crime Control and Law Enforcement Act of 1994 allows the BOP to grant a non-violent inmate up to one year off his or her term of imprisonment for successful completion of the RDAP [Title 18 U.S.C. § 3621(e)(2)].

Community Transition Drug Abuse Treatment

To successfully complete the RDAP, inmates are required to participate in the Community Transition Drug Abuse Treatment component of the program. The Bureau ensures that inmates receive continued treatment when transferred to a residential reentry center (RRC) or to home confinement. RRCs provide a structured, supervised environment and support job placement, counseling, and other services. Within the structure of the RRC, RDAP participants continue their drug abuse treatment with a community-based treatment provider.

The Resolve Program [female institutions only]

A large portion of female inmates who enter the custody of the Bureau of Prisons report a history of physical and/or sexual abuse. In order to address the needs of this population, all institutions which house female inmates must offer at least some aspect of the Resolve Program.

The Resolve Program is a voluntary, non-residential treatment program. It includes a psycho-educational component, the Trauma in Life Workshop, and a treatment component which consists of non-residential counseling groups. Only those inmates with a history of trauma and an associated mental health problem may participate in Resolve Program counseling groups. These groups are designed to improve coping skills, build healthy relationships, and enhance emotional stability.

The Challenge Program [high security institutions only]

The Challenge Program is an intensive, residential program for inmates with drug abuse and/or mental health problems, and is available in all Bureau penitentiaries. Inmates participating in drug programs and those participating in mental health programs, are housed together in a treatment unit that is set apart from the general population. Inmates may volunteer for the Challenge Program at any time during their incarceration. The Challenge Program is typically a nine month program; however, total time in the program depends on the inmate's treatment needs and progress in treatment.

Specialized Mental Health Programs

The Bureau also has several residential mental health programs designed to help inmates with severe emotional, cognitive, and behavioral problems. These programs are indicated for inmates who are having difficulty functioning in a mainline institution due to a psychological disorder. They are designed to improve the day to day functioning of inmates, with the goal of helping them return to a mainline institution or preventing the need for hospitalization.

The Sex Offender Management Program (SOMP)

The Bureau of Prisons offers low-intensity, non-residential sex offender treatment programs at Sex Offender Management Program (SOMP) institutions. SOMP institutions have a higher percentage of sex offenders in the general population than do typical mainline institutions. A larger number of sex offenders at SOMP institutions increases the likelihood that low risk sexual offenders will feel sufficiently safe on the compound to volunteer for treatment. There are currently SOMP sites identified within the Bureau of Prisons, serving Low, Medium, and High security inmates.

The Residential Sex Offender Treatment Program (SOTP-R)

The Residential Sex Offender Treatment Program (SOTP-R) is a high intensity program designed to provide treatment to high risk sexual offenders who ordinarily have multiple sex offenses, or a history of contact sexual offenses.

Employment Opportunities Within the Federal Bureau of Prisons

The Federal Bureau of Prisons (BOP) is one of the largest employers of psychologists in the United States. In most BOP institutions, doctoral-level psychologists function as front-line providers of mental health services to inmates.

Many BOP Psychology Interns choose to apply for full-time Psychologist positions within the BOP at the conclusion of their internship. Many have promoted to Program Coordinators or Department Heads shortly after joining the BOP. Presently, the Psychology Services department at FCC Petersburg employs four former BOP Doctoral Psychology Interns.

Early career psychologists typically start at the GS-11 salary level (\$61,848 based upon 2017 figures for Richmond, Virginia). However, it is not uncommon for well-established clinicians to begin their BOP career at a higher salary. Unique to most government agencies, BOP psychologists are automatically promoted to the GS-12 level (\$74,131 based on 2017 figures for Richmond, Virginia) after successful completion of their first (probationary) year. Promotions to GS-13 and GS-14 levels are also possible for Program Coordinators and Chief Psychologists. Actual salaries are calculated based on cost of living figures for particular geographical areas.

All full-time BOP positions offer a benefits package, inclusive of sick and annual leave, life and health insurance, Thrift Savings Plan (TSP), and enrollment in the Federal Employees Retirement System (FERS). Further, there are opportunities available to BOP psychologists for student loan repayment. The BOP program has supported up to \$60,000 in loan repayment in past years.

The National Health Service Corps (NHSC) Loan Repayment Program also provides loan repayment to qualified clinicians in eligible disciplines, in exchange for an employment commitment to the NHSC. Primary care providers working full-time at an NHSC-approved site could receive up to \$40,000 in loan repayment, for the first two years of service combined. At the end of the first two years of service Corp members can apply to continue their service and receive additional loan repayment, up to \$30,000 annually.

Current statistics and projections indicate that the BOP will continue to need competent psychologists to address the mental health needs of federal inmates. Although employment following the successful completion of a BOP Psychology internship is not guaranteed, the BOP strives to hire clinicians who demonstrate competence and skill within a correctional setting. The BOP is an equal opportunity employer. However, to be eligible for an entry-level psychology position within the BOP, persons must have completed all requirements for their doctoral degree, must be a U.S. citizen, and must not have reached age 37 at the time of initial appointment, in accordance with Public Law 100-238. Age waivers may be granted typically to age 40.

FCC PETERSBURG DOCTORAL PSYCHOLOGY INTERNSHIP PROGRAM

FCC Petersburg Mission Statement and Institution Overview

FCC Petersburg is committed to fulfilling the mission of the Bureau of Prisons while accomplishing the following goals:

- Ensuring the safety of the public.
- Maintaining a safe and secure environment for inmates which provides essential services and assists the offender in transitioning from incarceration into the community.
- Promoting a positive, safe work environment for staff which is encouraging and supports learning, advancement, and diversity.
- Providing quality service and support to the federal courts, the law enforcement community, and the citizens of the Tri-Cities Area.

FCC Petersburg has a long history and rich tradition in the field of corrections. FCC Petersburg has been in operation since 1930 and has undergone several mission changes since opening. Currently, the Complex is comprised of three separate facilities: a Medium security facility, a Low security facility, and a Satellite Prison Camp. Male and transgender inmates are housed at FCC Petersburg. The Medium security facility houses an average population of approximately 1,600 inmates. The Low security facility houses an average population of approximately 1,200 inmates. The Camp is a Minimum security facility which has an average population of approximately 320 inmates. Approximately 600 staff work at FCC Petersburg.

Overview of FCC Petersburg Psychology Services Department

The FCC Petersburg Psychology Services Department averages approximately 19 full-time staff members, including staff members of diverse training and personal backgrounds. Psychology staff at FCC Petersburg serve medium, low, and minimum security male and transgender inmates. Psychological services are provided to maximize public safety and personal [inmate] change, via the provision of multiple services including crisis intervention, suicide risk management, psychiatric referrals, psycho-educational and psychotherapy groups, individual psychotherapy, brief counseling sessions, intake screenings, and diverse preventative services. Psychology staff at FCC Petersburg are committed to providing high quality, ethical, and culturally informed psychological services which are guided by empirically supported interventions.

FCC Petersburg offers inmates multiple programming options. FCC Petersburg is the only Sex Offender Management Program (SOMP) site in the Mid-Atlantic Region of the Bureau of Prisons, and is one of only several Bureau of Prisons Psychology Internship sites offering a sex offender focused rotation. FCC Petersburg SOMP staff serve to assess, treat, and manage the largest population of sex offenders housed at any Bureau of Prisons medium or low security facility. FCC Petersburg also serves to provide extensive residential and non-residential substance abuse treatment to FCC Petersburg inmates. Somewhat unique to FCC Petersburg, it staffs residential substance abuse treatment programs at both its Low and Medium security facilities, and additionally offers non-residential substance abuse treatment across all three security levels.

Internship Overview

The Doctoral Psychology Internship Program at FCC Petersburg will provide one year of full-time training (approximately 2,000 hours) in the FCC Petersburg Psychology Services department to three doctoral level Psychology Interns. The 2018-2019 internship year at FCC Petersburg will begin during the week of August 5, 2018.

FCC Petersburg Doctoral Psychology Internship positions are available to students enrolled in APA-accredited Clinical Psychology and Counseling Psychology doctoral programs. Eligible Psychology Intern candidates will have successfully completed all graduate level coursework and practicum requirements, and should have demonstrated progress in the completion of their dissertation. Successful proposal of the applicant's dissertation prior to interviewing for a potential internship position is considered mandatory. Prior experience working in corrections is not required, however, demonstrated prior pursuit of clinical experience in correctional settings, and expressed interest in obtaining future employment in a correctional setting, are considered positively. *FCC Petersburg Doctoral Psychology Internship staff are dedicated to attracting, supporting, and retaining diverse Psychology Interns and staff.*

The Bureau of Prisons (BOP) is an equal opportunity employer, and all BOP positions are designated as "sensitive." As such, Psychology Intern candidates must meet the same eligibility and pre-employment requirements as permanent BOP staff members before assuming employment. These requirements include successful completion of a USAJOBS application and Core Values Assessment (CVA), basic correctional background investigation, drug screen, and panel/pre-employment interview. Selected FCC Petersburg Doctoral Psychology Interns subsequently complete a two week BOP Institution Familiarization training course at the outset of their internship year, another requirement of all new BOP employees. Selected Psychology Interns additionally participate in a one-week orientation to the FCC Petersburg Psychology Services department.

The FCC Petersburg Doctoral Psychology Internship program will afford interns training in three distinct rotations: Drug Abuse Treatment, General Population/ Mental Health, and Sex Offender Management. A detailed description of the rotations, and corresponding Psychology Intern responsibilities, has been outlined later in this document.

Association of Psychology Postdoctoral and Internship Centers (APPIC) Membership

FCC Petersburg earned Association of Psychology Postdoctoral and Internship Centers (APPIC) Membership in August 2012, and will participate in the 2018-2019 Match as an APPIC Member.

American Psychological Association (APA) Accreditation

The FCC Petersburg Doctoral Psychology Internship earned American Psychological Association (APA) Accreditation in April 2014. The program was accredited for seven years, with the next scheduled site visit to take place in 2021. Questions related to the program's accreditation status should be directed to the Commission on Accreditation: Office of Program Consultation and Accreditation, American Psychological Association, 750 First Street, NE, Washington, DC 20002. Phone: (202) 336-5979 / E-mail: apaaccred@apa.org / Web: www.apa.org/ed/accreditation

Training Model, Training Aim, and Training Competencies

The FCC Petersburg Doctoral Psychology Internship program is guided by the Practitioner-Scholar model. Intern training emphasizes the collaborative relationship between practice and science, within a primarily practice based setting. Using this clinical framework as a guide, Psychology Interns at FCC Petersburg will be encouraged to utilize their clinical experiences and opportunities at FCC Petersburg to move from their role as student to that of a skilled generalist in the field of psychology. Psychology Interns will be encouraged to actively engage in varied professional activities which emphasize knowledge acquisition, professional collaboration and supervision, critical thinking, reflection, and practical experience, with increased responsibility and autonomy afforded to them, as appropriate, across the completion of the internship. The internship focuses on providing extensive and varied opportunities to obtain clinical experience working with a diverse population which varies significantly across age, race, ethnicity, socioeconomic status, religious preference, culture, and educational level. Psychology Interns will spend at least 25% (10 hours) of their 40 hour work week providing face-to face psychological service to inmates.

The training related aim specified for the FCC Petersburg Doctoral Psychology Internship program combines the aims and values of the Federal Bureau of Prisons with the aims and values of professional practitioners in psychology. The aim of the FCC Petersburg Doctoral Psychology Internship is to train entry-level professional psychologists who can also function competently in the correctional environment.

The following training related competencies have been identified in association with the FCC Petersburg Doctoral Psychology Internship. The FCC Petersburg internship attempts to train Psychology Interns to be proficient in the following areas:

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

- Consultation and Interpersonal/Interdisciplinary Skills: The Psychology Intern will demonstrate proficiency in the intentional collaboration of professionals in Health Services Psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional activities.

Employment Benefits

FCC Petersburg Doctoral Psychology Interns will receive a GS-09, Step 1 salary of approximately \$52,823 based on 2017 annual rates for Richmond, VA. Psychology Interns will also accrue four hours of annual leave and four hours of sick leave bi-weekly, totaling 13 days of each during the internship year. Psychology Interns also receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans. As temporary BOP employees, retirement benefits are not authorized. Interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Doctoral Psychology Internship Rotations

FCC Petersburg Doctoral Psychology Interns will have the opportunity to complete a four month rotation on each of the available primary rotations (e.g., Drug Abuse Program, General Population/Mental Health, and Sex Offender Management Program). Psychology Interns will additionally complete a year-long secondary general population/mental health focused rotation, where each Psychology Intern will have the opportunity to provide longer term care to their caseload.

Sex Offender Management Program (SOMP) Rotation

FCC Petersburg is one of only a finite number of currently activated Sex Offender Management Programs (SOMPs) in the BOP. This rotation presents Psychology Interns with the exclusive opportunity to work with offenders with sexual offending histories. Psychology Interns will work closely with the SOMP Coordinator, SOMP Psychologists and SOMP Treatment Specialists to assess, treat, and manage sexual offenders at FCC Petersburg. Psychology Interns will be trained to use risk assessment instruments, provide empirically supported treatment, identify risks to the public, and develop discharge summaries. Psychology Interns will participate in both the individual and group treatment of sexual offenders. Opportunities may also exist to complete psychological testing, as indicated. Typically, there are approximately 750 sexual offenders on the compound of the FCC Petersburg Medium security facility.

Drug Abuse Program (DAP) Rotation

The Residential Drug Abuse Program (RDAP) is an evidenced based residential treatment program designed to address the challenges of inmates with severe substance abuse disorders. RDAP makes use of a Modified Therapeutic Community to facilitate change. Psychology Interns will have the opportunity to be members of the therapeutic community, to participate in Community Meetings, and to provide individual and group treatment. Training will include engaging inmates in various stages of treatment through the use of motivational interviewing and a cognitive therapy model. Individual and group treatment, and diagnostic evaluations, are conducted to support inmate efforts to successfully re-enter into society with a substance free lifestyle.

General Population/Mental Health Rotation

Provision of psychological services for the general population remains a core responsibility of any correctional psychologist. FCC Petersburg houses approximately 3000 general population inmates. Typical requests for services from general population inmates pertain to depression, anxiety, adjustment issues, identity issues, desire for self-improvement, grief issues, and/or family related distress.

Psychology Interns will be actively involved in the provision of varied clinical activities associated with meeting the psychological needs of the general population. Such clinical activities include providing individual and group therapy, completing psychological intake assessments with inmates entering the complex, obtaining and reviewing psychological treatment reports and assessment data, completing psychological assessments (e.g., MMPI-2), developing diagnostic impressions and treatment plans, and writing psychological evaluations. Psychology Interns will also be actively involved in learning how to complete, document, and disseminate suicide risk assessments, and will complete psychological assessments in response to referrals from other departments. Interns additionally will develop case conceptualizations of inmates presenting with symptoms of a psychological disorder, conduct psychological reviews of inmates housed in the Special Housing Unit (SHU), and make referrals to medical staff for psychotropic medication evaluations.

FCC Petersburg houses a growing number of individuals diagnosed with severe mental illness and personality disorders. The effective management of this group of offenders is crucial and typically requires the utilization of significant psychology and correctional staff resources. To assist in the management of these challenging inmates, Psychology Interns will conduct crisis intervention contacts, coordinate psychopharmacological treatment, provide clinical case management, consult with institutional staff, and communicate treatment and management recommendations to relevant staff. Psychological testing and assessment, group treatment, and individual treatment will be provided as indicated.

Supervision

Consistent with APA guidelines for internships, all Psychology Interns will receive four hours of supervision per week, of which at least two hours will involve individual supervision. Psychology Interns will additionally participate in weekly group supervision where interns will present challenging clinical cases and discuss professional issues relevant to their internship experiences. Additional opportunities for less formal consultation and supervision are available to Psychology Interns as well. Psychology Interns will maintain a record of supervision received. All formal supervision will be provided by a licensed Psychologist and licensed supervisors will maintain overall clinical responsibility for the clinical work completed by Psychology Interns under their supervision.

Didactic Training

Psychology Interns participate in weekly didactic seminars addressing such topics as professional ethics, suicide risk assessment, sex offender risk assessment, Dialectical Behavior Therapy, CBT interventions, transgender / LGBT issues, vicarious trauma, and multicultural counseling. Psychology Interns also present their dissertation research during a didactic seminar, work collaboratively to develop and present training applicable to the internship setting (e.g., Stress Management, Cultural Awareness) during one or more didactic seminars, and participate in a mock testimony exercise. Additionally, the Bureau of Prisons offers periodic live computer facilitated training to Psychology staff, addressing issues such as managing suicide risk and ethics. Interns will be encouraged to participate in these computer facilitated (CENTRA) training seminars.

Journal Group

Psychology Intern training at FCC Petersburg emphasizes the collaborative relationship between practice and science, within a primarily practice based setting. Using this clinical framework as a guide, Psychology Interns at FCC Petersburg will participate in a weekly Journal Group where they will present and discuss current research articles. This group serves to encourage Psychology Interns to actively engage in knowledge acquisition, professional collaboration, critical thinking, and reflection, across the completion of the internship.

Temporary Duty Assignment (TDY) Opportunities

FCC Petersburg Psychology staff recognize the value of offering opportunities to observe and participate in the day-to-day operation of other BOP facilities, to broaden understanding of the roles and experiences of correctional psychologists working in facilities which vary according to location, institutional culture, and security level. As such, in the past FCC Petersburg Psychology Interns have been provided with Temporary Duty Assignment (TDY) opportunities when possible. In 2013-2014 and in 2014-2015, FCC Petersburg Psychology Interns completed a week-long TDY at the BOP Central Office, in Washington, DC. Each 2014-2015 FCC Petersburg Psychology Intern additionally completed a week-long TDY at another BOP facility within the Mid-Atlantic Region (e.g., FCI McDowell, FCI Gilmer, FCC Hazelton). In 2013-2014 and 2014-2015 Mid-Atlantic Regional staff also invited FCC Petersburg Psychology Interns to a training at the Mid-Atlantic Regional Office in Annapolis Junction, MD, where Psychology Interns were provided with opportunities to meet with BOP Mid-Atlantic Regional Staff, BOP Central Office staff, and to teleconference with Mid-Atlantic Chief Psychologists and Executive Staff attempting to recruit BOP Psychology Interns for future employment as Staff Psychologists. FCC Petersburg staff are committed to seeking TDY opportunities for future FCC Petersburg Psychology Interns.

Evaluation / Due Process / Grievance Process

FCC Petersburg Doctoral Psychology Interns will be evaluated by their primary rotation supervisor at the conclusion of each four month primary rotation. Psychology Interns will additionally be evaluated by their secondary rotation and group supervision supervisors every four months, with the time frame coinciding with the conclusion of each primary rotation.

Psychology Interns will be asked to provide a written evaluation of their primary supervisor and experiences at the completion of each four month primary rotation. Psychology Interns will be asked to provide a written evaluation of their secondary rotation and group supervision supervisors and experiences every four months.

A six month evaluation will be completed for each Psychology Intern by the Internship Program Coordinator, and shared with each Psychology Intern's individual academic institution. A final performance evaluation will also be completed for each Psychology Intern by the Internship Program Coordinator, and forwarded to each Psychology Intern's individual academic institution two weeks prior to the conclusion of the training year.

Psychology Interns will be provided with the evaluation criteria/elements during orientation, and at the start of each rotation. It is hoped that there are no surprises for the Psychology Intern or supervisor upon evaluation of intern progress. Furthermore, it is expected that feedback regarding a Psychology Intern's progress and identified strengths and weaknesses will be provided by supervisors throughout the rotation. In the event that a Psychology Intern receives an unsatisfactory performance evaluation,

the Internship Program Coordinator and rotation supervisor(s) will identify areas for improvement and implement activities to foster clinical growth, consistent with formal Due Process Procedures discussed with Psychology Interns during orientation. A written copy of the Due Process Procedures is given to Psychology Interns during orientation.

Psychology Interns are strongly encouraged to discuss any concerns or grievances about professional, ethical, or departmental issues. Written Grievance Process and Procedures are reviewed with Psychology Interns during orientation to the Psychology Department. Psychology Interns are provided with a written copy of these procedures. Most times, informal resolution will be successful. However, we recognize that this is not always the case. In those instances, use of the "chain of command" is warranted. In ascending order, and in accordance with the established Grievance Process and Procedures, Psychology Interns should bring the matter to the attention of the rotation supervisor, Internship Program Coordinator, and Chief Psychologist. If there is still no resolution, the Psychology Intern can approach the Associate Warden of Programs.

FCC Petersburg has additionally established a Training Committee comprised of the Chief Psychologist, the Internship Program Coordinator, a licensed Psychologist, and one or two Psychology Interns. Psychology Interns participate on the Training Committee on a rotating basis. The Training Committee meets at least every two months to provide formal opportunities to discuss general Psychology Intern / internship issues, and to provide an additional avenue for Psychology Interns to raise concerns related to the FCC Petersburg internship.

Office Facilities

Each Psychology Intern has their own office space which includes a telephone, computer, scanner, and printer. Psychology Services operates from centralized areas within the Low and Medium institutions, in addition to satellite offices located in RDAP and the Satellite Prison Camp. When away from the centralized areas, space for individual contacts is available. At no time will a Psychology Intern be placed in an isolated office area separate from other Psychology Services staff.

Research Opportunities

Opportunities for Psychology Interns to conduct research exist and are guided by policy within the BOP. For example, 2014-2015 Psychology Interns participated in research collaboration with BOP Central Office staff, assessing attitudes toward inmates diagnosed with a mental illness. Psychology Interns are afforded one hour weekly of duty-free time to work on their dissertation or to pursue research interests. Psychology Interns have online access to the research database maintained by the BOP Library.

FCC Petersburg Licensed Psychologists

Matthew Eisenhard, Psy.D., Sex Offender Management Program (SOMP) Psychologist
Dr. Eisenhard received his degree in Clinical Psychology from Marywood University. His clinical interests include sex offender treatment and assessment, forensic psychology, neuropsychology, clinical supervision, and severe mental illness.

Eric Evenson, Psy.D., Chief Psychologist
Dr. Evenson received his degree in Clinical Psychology from the Minnesota School of Professional Psychology. His clinical interest areas include School Psychology, administrative issues, and suicide prevention.

Kelli Heck, Ph.D., Internship Program Coordinator

Dr. Heck received her degree in Counseling Psychology from West Virginia University. Her clinical interest areas include sex offender treatment, cognitive behavioral treatment strategies, Employee Assistance Program (EAP) intervention, and sport psychology.

Lisa Magazine, Ph.D., Sex Offender Management Program (SOMP) Coordinator

Dr. Magazine received her degree in Clinical Psychology with a specialty in Forensic Psychology from Nova Southeastern University. Her clinical interest areas include sex offender treatment and assessment, sexual deviance and the range of normal sexuality, anxiety disorders, forensic psychology, and antisocial personality disorder.

Scharles Tinsley, Ph.D., Drug Abuse Program (DAP) Coordinator

Dr. Tinsley received her degree in Clinical Psychology from Florida State University. Her clinical interest areas include substance use and dual-diagnosis treatment and forensic psychology.

Byron Williams, Psy.D., Sex Offender Management Program (SOMP) Psychologist

Dr. Williams received his degree in Clinical Psychology from Regent University. His clinical interest areas include severe mental illness, suicide prevention, sex offender treatment, and group therapy.

Markita Wolf, Psy.D., Drug Abuse Program (DAP) Coordinator

Dr. Wolf received her degree in Clinical Psychology with a specialty in Forensic Psychology from The Chicago School of Professional Psychology. Her clinical interest areas include substance use and dual-diagnosis treatment, trauma therapy, forensic psychology, and antisocial personality disorders.

Petersburg Community and Surrounding Area

The “Tri-Cities” area consists of Petersburg, Hopewell, and Colonial Heights, as well as the counties of Prince George, Dinwiddie, and Chesterfield. Petersburg is located approximately 23 miles south of the state capital of Richmond, and is within a two and a half hour drive of Washington D.C., the Blue Ridge Mountains, the Atlantic Ocean, and the North Carolina state line.

Central Virginia is well known for its rich Colonial, Revolutionary, and Civil War History. Many travel to the colonial town of Williamsburg to visit the numerous historical sites, including plantations and museums. The majority of these establishments pre-date the Civil War. Central Virginia is also home to a variety of lakes, rivers, and woods, which offer fishing, hunting, hiking, and camping opportunities for the outdoor enthusiast. The following link provides additional information regarding Petersburg and the surrounding area: www.richmond.com.

APPLICATION AND INTERVIEW PROCESS

FCC Petersburg is participating in the 2018-2019 APPIC Match as an APPIC Member (Member #: 2169; Program Code #: 216911). As such, each Psychology Intern applicant to the FCC Petersburg Doctoral Psychology Internship is required to submit a completed on-line application consistent with procedures established by APPIC. A completed online application consists of:

- Online AAPIC Application for Psychology Internship (AAPI), which includes completed verification of internship by the applicant's academic program Training Director.
- Official graduate transcripts.
- Three (3) letters of professional reference.

The application deadline is November 1, 2017. Incomplete application packets will not be considered. Complete applications will be reviewed and eligible applicants will be invited to proceed to further steps in the BOP interview process. Questions regarding application packets should be addressed via email to Dr. Kelli Heck, Internship Program Coordinator, at the following email address: kheck@bop.gov.

Due to the fact that all Bureau of Prisons positions are designated as "sensitive," Psychology Intern candidates must meet the same eligibility and pre-employment requirements as permanent staff members before assuming the position. This process includes successful completion of a USAJOBS application, passing score on the Core Values Assessment (CVA), and successful completion of a background investigation, drug screen, panel/pre-employment interview, and two-week Institution Familiarization course.

Notably, applicants may apply to more than one BOP internship program; however, an applicant's credentials will be evaluated independently at each site. Applicants will only be required to complete the panel/pre-employment interview and CVA at one Bureau of Prisons site, and the results will be forwarded to the other Bureau of Prisons internship programs to which an applicant has applied. Therefore, it is important that applicants communicate if they have been offered an interview at more than one Bureau of Prisons internship site so that pre-employment interview and CVA results can be dispersed accordingly.

Directions to FCC Petersburg

- Using I-95, take Exit 54 (Temple Avenue). Take a right off the exit.
- Follow Temple Avenue through five traffic lights, passing South Park Mall on the right.
- At the fifth traffic light, make a left turn onto River Road (Route 725). Cross the railroad tracks and continue for approximately one mile.
- The road makes a sharp curve to the right as you pass the low security facility. After the sharp curve, take your second left onto Magnolia Road.
- Magnolia Road ends in the parking lot for the medium security facility. Enter the building in front of the parking lot where a front lobby officer can provide assistance.

CLOSING REMARKS

We hope that you have found our internship manual to be a useful resource in your internship search. In the event that you have questions or concerns regarding the FCC Petersburg Doctoral Psychology Internship, please do not hesitate to contact the Internship Program Coordinator via the information below. Email is preferred. Best wishes as you pursue your match for internship.

Kelli Heck, Ph.D.
Internship Program Coordinator
FCC Petersburg - Low
P.O. Box 90026
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Internship Admissions, Support and Initial Placement Data

Date Program Table updated: 08/07/2017

Internship Program Admissions			
<p>FCC Petersburg Doctoral Psychology Internship positions are available to students enrolled in APA-accredited Clinical Psychology and Counseling Psychology doctoral programs. Eligible Psychology Intern candidates will have successfully completed all graduate level coursework and practicum requirements, and should have demonstrated progress in the completion of their dissertation. Successful proposal of the applicant's dissertation prior to interviewing for a potential internship position is considered mandatory. <i>FCC Petersburg Doctoral Psychology Internship staff are dedicated to attracting, supporting, and retaining diverse Psychology Interns and staff.</i></p>			
<p>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:</p>			
Total Direct Contact Intervention Hours	No		
Total Direct Contact Assessment Hours	No		
Any other required minimum criteria used to screen applicants:		Yes	Dissertation must be successfully proposed at the time the APPIC application is submitted.
<p>Describe any other required minimum criteria used to screen applicants: Prior experience working in corrections is not required, however, demonstrated prior pursuit of clinical experience in correctional settings, and expressed interest in obtaining future employment in a correctional setting, are considered positively.</p>			

Financial and Other Benefit Support for Upcoming Training Year*	
Annual Stipend/Salary for Full-time Interns	\$52,823
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
<p>Other Benefits: FCC Petersburg Doctoral Psychology Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans. As temporary BOP employees, retirement benefits are not authorized. Interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.</p>	

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

Internship Admissions, Support and Initial Placement Data (Continued)

Date Program Table updated: 08/07/2017

Initial Post-Internship Positions (2014-2015, 2015-2016, and 2016-2017 cohorts)		
Total # of interns who were in the 3 cohorts		11
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree		1
	PD*	EP*
Community mental health center		3
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center		
Military health center		
Academic health center		
Other medical center or hospital		
Psychiatric hospital		
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		7
School district/system		
Independent practice setting		
Not currently employed		
Changed to another field		
Other		
Unknown		

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