

FEDERAL CORRECTIONAL COMPLEX

Petersburg, Virginia



DOCTORAL PSYCHOLOGY INTERNSHIP 2020-2021

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 / Email: 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 122 institutions, six regional offices, a Central Office (headquarters), two staff training centers, and 27 residential reentry management offices. The Bureau is responsible for the custody and care of approximately 177,000 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. Over 35,000 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 three former BOP Doctoral Psychology Interns.

Early career psychologists typically start at the GS-11 salary level (\$64,232 based upon 2019 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 (\$76,988 based on 2019 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 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.

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 1,500 inmates. The Low security facility houses an average population of approximately 1,000 inmates. The Camp is a Minimum security facility which has an average population of approximately 275 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/Eligibility Requirements

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 2020-2021 internship year at FCC Petersburg will begin during the week of August 3, 2020. 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.

The Bureau of Prisons (BOP) is an equal opportunity employer. FCC Petersburg Doctoral Psychology Internship staff are dedicated to attracting, supporting, and retaining diverse Psychology Interns and staff. 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.

Intern selection at FCC Petersburg is based largely on breadth and quality of clinical experience, demonstrated academic achievement, compatibility of interests with the training goals of the program, personal integrity, and maturity. Selections, and the offer of Doctoral Psychology Internship positions at FCC Petersburg, are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to APPIC's website. The FCC Petersburg Doctoral Psychology Internship program agrees to abide by the APPIC policy that no person at FCC Petersburg will solicit, accept, or use any ranking-related information from any intern applicant.

The BOP is associated with the Pathways Program, a specific process for verifying eligibility for the Doctoral Psychology Intern positions within the BOP. However, the Pathways application process is separate from APPIC processes and procedures. Accordingly, applicants must submit an application through the USAJOBS website to verify eligibility for temporary federal hiring. These procedures are outlined in detail on pages 16-18 of this brochure.

Applicants for FCC Petersburg Doctoral Psychology Internship positions are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / Psychologist in training," but also suitability for work in a position of public trust. In general, BOP employees, including Doctoral Psychology Interns, are held to a high standard of personal conduct and responsibility, and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.

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.

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 2020-2021 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 (approximately \$54,859 based on 2019 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 nearly 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. Psychology 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 / Case Law Seminar

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/Case Law Seminar where they will present and discuss current research articles and relevant case law. 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, 2014-2015, and 2017-2018, FCC Petersburg Psychology Interns completed a week-long TDY at the BOP Central Office, in Washington, DC. In 2014-2015 and 2017-2018, FCC Petersburg Psychology Interns

also completed a week-long TDY at another BOP facility within the Mid-Atlantic Region (e.g., FCI McDowell, FCI Gilmer, FCC Hazelton, USP McCreary). In 2013-2014 and 2014-2015, Mid-Atlantic Regional staff 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 a 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, 2014-1015 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

Lacie Biber, Psy.D., Sex Offender Management Program (SOMP) Psychologist

Dr. Biber received her degree in Clinical Psychology from Midwestern University. Her clinical interest areas include violence risk assessment and sexual recidivism, the impact of trauma on the development of serious mental illness, and pretrial mental health, competency, and responsibility assessment.

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.

S. Brooke Lawler, Psy.D., Staff Psychologist

Dr. Lawler received her degree in Clinical Psychology from Regent University. Her clinical interest areas include personality disorders, mindfulness-based practices, complex trauma, human sexuality, and Integral 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.

Hilary Pethtel, Psy.D., Sex Offender Management Program (SOMP) Psychologist

Dr. Pethtel received her degree in Clinical Psychology from Regent University. Her clinical interest areas include sex offender treatment and assessment, complex trauma, mindfulness-based cognitive therapy, and cultural intelligence.

Jamila Thomas, Psy.D., Chief Psychologist

Dr. Thomas received her degree in Clinical Psychology from University of Vermont. Her clinical interest areas include psychopathy, mood disorders and correctional psychology.

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.

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 2020-2021 APPIC Match as an APPIC Member (Member #: 2169; Program Code #: 216911). In September and October 2019, graduate students from APA Accredited Clinical Psychology and Counseling Psychology program who are interested in a Doctoral Psychology Internship position at FCC Petersburg should complete each of the following steps:

AAPI

- Complete and upload the AAPI Online application for Psychology Internships available on the APPIC Website.
- Include the following three components: 1) a copy of your vitae; 2) graduate transcripts; and 3) three (3) letters of reference. No additional materials (e.g., work sample) are required to apply for an FCC Petersburg Doctoral Psychology Internship.
- Notably, each BOP training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site by the applicable deadline.
- ***The application deadline for FCC Petersburg is November 3, 2019. Incomplete application packets will not be considered.***

USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- After the AAPI Online application is reviewed by FCC Petersburg internship staff, applicants will be notified in mid-November via e-mail, if the applicant remains under consideration for an FCC Petersburg Doctoral Psychology Internship position. Applicants who remain under consideration will be instructed to complete USAJOBS procedures, which are necessary for all applicants for employment (internship).
- Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required documents include:
 - Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date, and include the number of hours worked per week. Failure to follow this format may result in disqualification.
 - Transcript – a transcript which includes the school name, student name, degree and date awarded. An unofficial or official copy of the transcript should be obtained from the relevant school registrar's office.
 - Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program or 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number).
- During the USAJOBS application process, applicants must respond to a series of assessment questions. The responses provided by applicants determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.

- After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category.
- Applicants in the Best Qualified category will be notified of their status by the CSU, and the CSU will also forward information to the relevant internship site(s). Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even though an applicant may have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a **vital** role in the certification of an applicant to one or all sites. This means it is possible that applicants can be found ineligible for BOP sites, and applicants are advised to plan accordingly. For example, applicants might want to consider developing a larger pool of internship applications.
- *Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.*

Interview Process

- In early December, FCC Petersburg staff will be notified by the CSU of which applicants can be invited and scheduled for an interview. The FCC Petersburg Internship Program Coordinator will subsequently contact those who will be invited for an interview via email or telephone, and schedule an in-person/on-site interview. Interviews are typically conducted at FCC Petersburg in the month of January.
- 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, a subject matter expert interview, and a drug test. Applicants to more than one BOP internship site generally only have to complete this process once. Results of the security clearance procedures can be shared among BOP internship sites for the convenience of applicants. However, applicants who fail any portion of the security clearance at the site where their first interview occurs, will no longer be considered at any other BOP site(s). Applicants are encouraged to plan accordingly.
- The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios which could arise in a correctional facility. 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.
- Offers of positions at each site are subsequently made in strict accordance with the policies of APPIC's Internship Matching Program.

Additional Information

- Questions regarding whether applicants qualify for a federal position should be directed to Human Resource Specialists at any of the BOP internship sites. Psychology staff are **not** able to advise applicants on these matters.
- Applicants should resolve questions regarding their qualification for a federal position prior to submitting rank order lists via the match. Offers of BOP Doctoral Psychology Internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the match

process, a field investigation will follow to verify that the information provided in interviews and on required forms is accurate. Failure to complete this process, or a finding that an applicant is outside the guidelines for employment in a sensitive position, would preclude participation in the program.

- Once hired, Doctoral Psychology Interns must comply with the BOP's Program Statement on Standards of Employee Conduct.
- The foregoing is not intended to discourage applications to the FCC Petersburg Doctoral Psychology Internship program, but to ensure that applicants are aware of all of the federal requirements imposed on BOP Doctoral Psychology Interns.

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
Petersburg, VA 23804
Phone: (804) 733-7881 ext. 4249 or (804) 504-7200
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INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

Date Program Table updated: 09/20/2019

Internship Program Admissions			
<p>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 FCC Petersburg Doctoral Psychology Internship program affords Psychology Interns training in three distinct rotations: Drug Abuse Treatment, General Population/ Mental Health, and Sex Offender Management.</p> <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. 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> <p>Applicants for FCC Petersburg Doctoral Psychology Internship positions are applying for a position within a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / Psychologist in training," but also suitability for work in a position of public trust. In general, BOP employees, including Doctoral Psychology Interns, are held to a high standard of personal conduct and responsibility, and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.</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		N/A
Total Direct Contact Assessment Hours	No		N/A
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: 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. Additional requirements for application to a position of federal public trust are detailed within the “Application and Interview Process” section of the FCC Petersburg Doctoral Psychology Internship brochure.</p>			

Financial and Other Benefit Support for Upcoming Training Year*	
Annual Stipend/Salary for Full-time Interns	\$54,859
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

Initial Post-Internship Positions	2015-2018	
Total # of interns who were in the 3 cohorts	9	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	1	
	PD	EP
Community mental health center		1
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		1
Psychiatric hospital		
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		5
School district/system		
Independent practice setting		
Not currently employed		
Changed to another field		
Other		
Unknown		2

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.