

Federal Detention Center  
Philadelphia, PA



Doctoral Psychology Internship  
2022-2023

Member of the Association of Psychology Postdoctoral and Internship Centers  
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This program abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant.

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## **Introduction**

The Psychology Services team at the Federal Detention Center (FDC) in Philadelphia, Pennsylvania appreciates your interest in our Doctoral Internship Psychology Program. We recognize that choosing an internship site is an important step in your academic training, and we invite you to seriously consider the unique array of positive training opportunities offered at FDC Philadelphia. We currently have three full-time intern positions available.

The Psychology Internship Program at FDC Philadelphia is currently in its first year and, as such, is not accredited by the American Psychological Association (APA). Please be advised that there is no assurance that FDC Philadelphia will be able to successfully achieve accreditation. The BOP currently has 12 Doctoral Psychology Internship Programs accredited by the APA, 1 accredited on contingency and 5 other new programs actively working toward accreditation. The BOP has a long-standing reputation of commitment to excellence at the various Doctoral Internship sites. FDC Philadelphia will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow institutions.

## **Overview of the Federal Bureau of Prisons**

Organized in 1930 under the direction of Assistant Attorney General Mabel Walker Willebrandt, the Federal Bureau of Prisons (BOP) has grown into the largest division of the United States Department of Justice. Over the last 90 years, the BOP established 122 institutions and currently houses approximately 156,000 offenders. With Core Values of Respect, Integrity, and Correctional Excellence, the BOP has earned the reputation as one of the most elite correctional agencies in the world.

The population housed in federal corrections is diverse in terms of offense, sentence, and security level. Index offenses include drug offenses (45%), weapons offenses (20%), sex offenses (10%), extortion, fraud, or bribery (6%), and immigration offenses (6%), as well as various other legal infractions. About 12% of inmates are convicted with serious offenses or have poor institutional adjustment, and are housed in maximum-security settings, or penitentiaries. However, a majority of inmates live in medium (31%), low (37.5%), or minimum (16%) security institutions, which provide greater degrees of personal autonomy. About 8% of the inmates housed in the various-security settings are women. Sentence lengths range from less than one year to more than 20 years, and the vast majority of inmates (> 97%) eventually reintegrate into our communities.

Our agency's mission statement reads: *The Federal Bureau of Prisons protects 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.* To this end, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, chaplaincy programs, and a wide range of psychological services. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large State Departments of Corrections.

## **Psychology Services in the Bureau of Prisons**

With a team of over 36,258 employees including over 550 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. The Psychology Department at the various institutions range in sizes from a single individual to as many as 30 psychologists. Most inmates are self-referred, however inmates can be staff-

referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consulting services to inmates and staff. Psychology Services assesses the needs of each inmate in our custody and ensures all inmates with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Inmates within the Bureau of Prisons may present with a range of diagnoses, which may include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Therefore, Psychology Services plays an integral role in the mental health management of the federal population both pre- and post- incarceration.

Psychologists in the BOP engage in a wide variety of clinical activities including psycho-diagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, the Psychology Services staff collaborate with a multidisciplinary healthcare team, and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to inmates under our care.

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

### **FDC Philadelphia**

FDC Philadelphia is an Administrative Level facility, housing pretrial inmates for the Eastern District of Pennsylvania, all of Delaware, and southern New Jersey. The institution also houses a small female Work Cadre. The facility is located in Center City, Philadelphia's Historic District. The institution is a 14 story institution with 320,000 square feet of staff offices, inmate work and living areas.

### **FDC Philadelphia**



The Federal Detention Center (FDC Philadelphia) is located in Center City, Philadelphia's Historic District. It holds male and female inmates prior to or during court proceedings, as well as inmates serving brief sentences. The proposal to build the jail its current site, at the time mostly vacant plot of land, was made public in February 1992. The federal government pursued building the prison at its selected site, with the legal processes for condemning structures on the site and

acquiring the site beginning in March 1995 and with groundbreaking at a former parking lot on the tract

in January 1997. During the excavation of the site, a variety of historical artifacts were uncovered including, wells, privies, cisterns, marbles, slate pencils, toys, and shoe buckles.



FDC Philadelphia is a short term facility with 628 cells. The housing towers are located on the 3<sup>rd</sup> through 8<sup>th</sup> Floor. The 3<sup>rd</sup> through 6<sup>th</sup> floor of the housing tower consists of large general housing units. There are two modules per level, and contain double height day rooms and exterior recreation decks. The 7<sup>th</sup> Floor of the housing tower consists of a small Special Emphasis Unit. The Special Emphasis Unit houses male offenders who are mentally ill, having difficulty adjusting to incarceration, or who are interested in participating in a more intensive level of mental health services. Inmate Suicide Watch Companions are also housed on the Special Emphasis Unit. Evidence based therapy groups are also conducted here. The 8<sup>th</sup> Floor holds the Special Housing Unit for inmates requiring segregation and separation from the general population.

### **Psychology Services at FDC Philadelphia**

The Psychology Department at FDC Philadelphia has one Chief Psychologist, one Psychology Secretary, one Staff Psychologist, one Internship Coordinator, one Advanced Care Psychologist, one Drug Abuse Program Coordinator, and a Drug Treatment Specialist. When all positions are filled the total staff compliment is 7.

Psychology staff members conduct initial psychological screening of all arriving designated inmates and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the forms of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We monitor the adjustment of all inmates with serious mental health conditions. Psychological services within this institution are designed to ensure that every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community.

The Psychology Department has private rooms for assessment and treatment, larger rooms for groups, and a staff lounge area. There is also office and group space available on the Special Emphasis Unit. There are regularly scheduled psychologist and staff meetings to help promote a professional treatment atmosphere and foster close working and collegial relationships between staff.

The Psychology Department offers many resources including books from the psychology library. Playaways (pre-loaded audio listening devices) are available for inmates on the Special Emphasis Unit. There are various workbooks that are provided to inmates, some topics for these workbooks include anger management, core skills, family values, life skills, social skills, and seeking employment. Psychology Services does not typically do testing with pre-trial inmates, but the department has a small library of testing materials.

The Psychology Services Department is centralized within the institution, most of the offices are located in one area on the 7<sup>th</sup> floor. This promotes a professional treatment atmosphere and fosters close working relationships with colleagues. The Doctoral Psychology Internship Program will have office space for the interns and the internship coordinator. There will be space for didactic training room and treatment groups. All staff and interns have computer workstations on an institutional and agency network with internet access. Software includes word-processing, database management, and computerized psychology office management applications. Staff and interns have access to a professional library and law library that can be found on-site. The department also maintains psychological testing instruments that are available to staff and interns.

### **Specialty Programs at FDC Philadelphia**

#### **Nonresidential Drug Abuse Program (NR-DAP)**

The Drug Abuse Program at FDC Philadelphia consists of drug education groups and nonresidential drug treatment. Groups begin with an educational component, followed by a more process-oriented phase. In the latter phase, inmates are encouraged to examine the role substance abuse has played in their lives. The Nonresidential Drug Abuse Treatment Program (NR-DAP) is a flexible and general population group designed for treatment of inmates with self-reported substance use disorders. NR-DAP is presented through scheduled and time-limited therapeutic group sessions. The journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and unhelpful) ideas about themselves, others, and/or their worlds within the backdrop of their individual substance abuse. The focus of NR-DAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning.

#### **Suicide Prevention Program**

The Suicide Prevention Program entails identification of, and intervention with, inmates who are at risk for suicide. The procedures include screening of incoming inmates for suicide risk, ongoing staff training for identification of inmates at risk for suicide, special housing to prevent self-destructive behavior, and a training program for inmate companions to provide 24-hour observation of individuals identified as high risk for suicide.

#### **Mental Health Program**

The Mental Health Program concentrates on those inmates placed in the Special Emphasis Unit. These inmates typically need closer observation than those in the general population. Inmates on the Special Emphasis Unit are encouraged to participate in evidence based treatment groups on their housing unit. There is a training program for inmate mental health companions who can assist with the daily management of lower functioning individuals.

## **Employee Assistance Program**

This program allows staff members experiencing personal or family mental health problems to obtain confidential treatment from a psychologist on staff or through referral to an appropriate community practitioner.

## **Trauma**

The Trauma in Life workshop is available at FDC Philadelphia and addresses the challenges individuals face following exposure to traumatic life events and the strategies these individuals may use to enhance their resilience or ability to survive and thrive following these events. Any inmate with a history of abuse or an interest in learning about this topic may participate in the Trauma in Life Workshop. After completion of the workshop, inmates are assessed to determine the need for additional trauma specific treatment.

## **FDC Philadelphia Psychology Internship Program**

### **Training Model, Aims, and Competencies**

The overall aim of the doctoral internship program is to produce entry-level professional psychologists who can also function competently in a correctional environment. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As a result, the training model adopted for the FDC Philadelphia internship program is the Practitioner-Scholar model.

A strong emphasis is placed on quality mental health treatment offered to inmates, and we endeavor to provide interns with diverse and rich clinical experiences. To meet these goals, we offer a safe and supportive learning environment that allows interns to develop and enhance skills through the combination of direct care, individual and group supervision, didactic presentations, and assigned readings. The internship curriculum focuses on the following competency areas as training benchmarks:

Competency 1: Research - The intern is expected to demonstrate the substantially independent ability to critically evaluate and disseminate research or other scholarly activities at the local, regional, or national levels.

Competency 2: Ethical and Legal Standards - The intern is expected to be knowledgeable of and act in accordance with the current version of the APA Ethical Principles of Psychologists and Code of Conduct; relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional and federal levels; and relevant professional standards and guidelines. Interns are also expected to recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas. Interns should conduct themselves in an ethical manner in all professional activities.

Competency 3: Individual and Cultural Diversity - Interns are expected to demonstrate an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves. They will demonstrate knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities. They will also demonstrate the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles. This includes the ability to apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own. Interns should

demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship.

Competency 4: Professional Values and Attitudes - Interns are expected to behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others. They are expected to engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness; actively seek and demonstrate openness and responsiveness to feedback and supervision; and respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.

Competency 5: Communication and Interpersonal Skills - The intern is expected to develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those who receive professional services. They will produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated, demonstrate a thorough grasp of professional language and concepts; and they will demonstrate effective interpersonal skills and the ability to manage difficult communication well.

Competency 6: Assessment - The intern is expected to demonstrate the ability to select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics. They will collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient. They will interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective. They will communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.

Competency 7: Intervention - The intern will demonstrate the ability to establish and maintain effective relationships with the recipients of psychological services. They will develop evidence-based intervention plans specific to the service delivery goals; implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables; and demonstrate the ability to apply the relevant research literature to clinical decision making. They are expected to modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking; and, evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation.

Competency 8: Supervision - The intern is expected to demonstrate knowledge of supervision models and practices, and to apply this knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.

Competency 9: Consultation and Inter-professional/Interdisciplinary Skills - The intern will demonstrate knowledge and respect for the roles and perspectives of other professions, and apply this knowledge in direct or simulated consultation with individuals, other health care professionals, inter-professional groups, or systems related to health and behavior.

Consistent with the Practitioner-Scholar model, the majority of training opportunities are experience-based. Generally, training experiences proceed in a step-wise manner. At the beginning of the training year, interns primarily observe supervisors' work and provide services jointly with a supervisor.

However, as interns feel more comfortable and display increased competence, increased responsibility and autonomy is afforded to them. Across the completion of the internship, interns are expected to demonstrate a degree of autonomy and independence, consistent with their transition from student to practitioner.

### **Training Experiences and Rotations**

FDC Philadelphia interns provide services at the FDC, as well as rotations at nearby BOP facilities. Located approximately 50 miles south of FDC Philadelphia, the Federal Correctional Institution (FCI) Fairton is a medium security male facility with a specialized mission in the provision of psychological services to inmates designated in the diagnosed with Serious Mental Illness (SMI) who require intensive psychological treatment to function in the general population. FCI Ft. Dix is a low security male facility located approximately 40 miles east of FDC Philadelphia and has two Residential Drug Treatment Programs, which offer intensive treatment to individuals diagnosed with Substance Use Disorders. These out placements assure exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs, and offers the intern familiarity and experience for future work with multiple security levels and a wide-range of presenting problems within a generalist training context.

Our training program provides interns three, four-month rotations in General Psychology/Restricted Housing, Serious Mental Illness (SMI), and Drug Abuse Programs. To further broaden the training experience, we request input from the intern, as there is some flexibility in tailoring training experiences to meet each intern's individual training needs and desires. It is expected that interns will spend at least half of their 40 hour work week, or 20 hours, in face-to-face direct service delivery.

#### **General Population and Restrictive Housing Services Rotation**

This rotation will be primarily conducted at FDC Philadelphia, but interns may also have the opportunities to offer these services at FCI Fairton and FCI Ft. Dix.

Individual Psychotherapy - Interns are responsible for completing intake screenings, evaluating mental health functioning and diagnostic presentation. Interns will assign appropriate mental health care levels based upon diagnosis, level of impairment, and clinical need. Interns may be assigned a caseload of CARE1-MH, CARE2-MH, and CARE3-MH inmates. Treatment may also involve providing brief services to inmates who have no chronic mental health conditions, but who are experiencing adjustment problems or acute stressors. At times, psychological interventions may be required to de-escalate individuals engaged in behavioral misconduct.

Group Psychotherapy - Interns facilitate an evidence-based priority practice group with designated inmates in the female work cadre unit. Interns are able to choose their preferred group topic, and potential protocols include anger management, criminal thinking, emotional self-regulation, seeking safety, and Trauma in Life.

Restrictive Housing - Interns participate in a weekly multidisciplinary meeting with upper management to review cases of inmates housed in the Special Housing Unit. Interns also complete weekly rounds in the Special Housing Unit and address the needs of inmates in restrictive housing through providing self-study material and individual counseling. For inmates housed in a restrictive housing setting for six months, interns complete a mental health screening to evaluate the impact of restrictive housing on mental status. Interns also manage the Turning Points program in SHU, a series of in-cell treatment modules provided to inmates to improve coping skills and address criminal thinking, attitudes, gambling, and drug abuse.

Assessment - Interns will complete several intake screenings and diagnostic assessments on this rotation. The focus of these assessments will be on rapid assessment of individuals for whom records may not be available. Interns are expected to complete at least one comprehensive evaluation during the General Population rotation. Referral questions vary considerably and may include educational and disability assessment or personality assessment. Because of the wide range of referral questions, efforts are made to match referrals to the intern's clinical interests and training goals.

Crisis Intervention - Interns are trained in crisis intervention, suicide risk assessment, and disruptive behavior management. Interns assess static and dynamic risk factors and protective factors for suicide and collaborate with other psychologists to determine risk level and treatment needs. Interns coordinate with multidisciplinary staff to facilitate suicide watch placement for those determined to be at heightened risk. In some circumstances, individuals may be at chronic risk for engaging in suicidal gestures, but lack motivation to engage in meaningful treatment. Interns are provided training in the development and implementation of suicide risk management plans to ensure safety in an environment less restrictive than suicide watch while increasing motivation to engage in treatment.

### **Serious Mental Illness Rotation**

This rotation will be shared between FDC Philadelphia and FCI Fairton. Interns will spend up to 40 percent of their time at FCI Fairton.

Program Administration - Interns in this rotation have the unique opportunity to shadow supervisors and complete administrative duties. Interns may participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation. This rotation will focus on identification and diagnosis of serious mental illness, as well as the utilization of empirically supported interventions for individuals experiencing symptoms of SMI.

Individual and Process Group Therapy – Interns facilitate and co-facilitate process groups with Advanced Care Level Psychologists serving pre-trial inmates. Interns will also have the opportunity to provide individual treatment to individuals with serious mental illness. Interns are provided training and supervision in providing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills.

Psycho-educational Group Therapy - Interns facilitate psychoeducational groups utilizing manualized group protocols. Group therapy topics include rational thinking, criminal lifestyles, living with others, lifestyle balance, and recovery maintenance.

Care Coordination and Reentry - Interns will work with staff in Unit Team and Medical as part of providing treatment to individuals with serious mental health concerns. Interns will also work with the Re-Entry Coordinator to help individuals who may be releasing prepare for return to the community.

### **Drug Abuse Program Rotation**

This rotation will be shared between FDC Philadelphia and FCI Ft. Dix. Interns will spend up to 40 percent of their time at FCI Ft. Dix.

Assessment - Interns will work closely with the Drug Abuse Program Coordinator and the Drug Treatment Specialist to assess, treat, and manage inmates with substance abuse problems. Interns will learn to assess and differentiate substance withdrawal from other mental health conditions. In the Drug Abuse Program rotation interns will have the opportunity to shadow supervisors and complete administrative duties typical of a treatment coordinator in the BOP. Interns may observe clinical supervision of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various

documentation related to correctional management and treatment of individuals with Substance Use Disorders. In addition to assessment for the Residential and Nonresidential Drug Abuse Programs, interns will have the opportunity to provide assessment and treatment for individuals receiving Medication Assisted Treatment (MAT) for Opioid Use Disorders. Services at FDC Philadelphia will focus on provision of services in the Nonresidential Drug Abuse Program. At FCI Ft. Dix, the focus will be on providing services in the Modified Therapeutic Community of the Residential Drug Abuse Program.

Process Group Therapy/Psychoeducational Group Therapy - Interns facilitate and co-facilitate process groups and psychoeducational groups with the Drug Abuse Program Coordinator and treatment specialists. Interns are provided training and supervision in providing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills.

Individual and Group Psychotherapy - Interns facilitate a variety of psychoeducational groups, and co-facilitate process groups with the Drug Abuse Program Coordinator and Drug Treatment Specialists. Interns facilitate manualized, evidence-based groups related to substance abuse treatment. Interns will also have the opportunity to conduct psychoeducational Drug Abuse Education groups. Depending on need and circumstances, interns may also have the opportunity to provide adjunct individual services to inmates with identified substance abuse treatment needs.

### **Supervision**

The FDC Philadelphia psychology internship program adheres to the APA guidelines for clinical supervision. All interns are provided no less than four hours of supervision per week, which includes two hours of individual supervision with the rotation supervisor and two hours of group supervision with the Training Director. Unscheduled supervision and consultation is also available to interns as requested or warranted.

Formal evaluation of each intern's performance occurs at the end of each rotation. Informal, written mid-rotation progress reports are also provided. Interns are evaluated using a tool common to all Bureau of Prisons internship training sites. The evaluations measure intern progress with regards to the following profession-wide competencies, as delineated by APA: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values and Attitudes; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; Consultation and Inter-professional/Interdisciplinary Skills.

The Training Director is responsible for the development, implementation, and evaluation of the internship program. The Training Director distributes training assignments, resolves clinical and administrative problems, plans the sequence of formal training experiences, and closely monitors interns' workloads and performance through frequent consultation with other clinical supervisors. Each training rotation has a formal contract outlining interns' expected learning objectives and training activities. The Training Director receives information throughout the year regarding the intern's progress in the internship program. A copy of each completed formal evaluation is sent from the Training Director to the Director of Clinical Training from the intern's doctoral program.

Interns are also afforded the flexibility of incorporating individualized training aims into the rotation contract, and the Training Director and rotation supervisors work with the interns to meet individual training goals during the course of the internship year. In the event an intern wishes to make a formal grievance against the internship program, the Training Director and Chief Psychologist would work in tandem to ensure concerns are equitably addressed.

## **Psychology Staff/Rotation Supervisors**

### **Chad Brinkley, Ph.D., ABPP (Chief Psychologist, FDC Philadelphia)**

Dr. Brinkley received his Ph.D. in Clinical Psychology from the University of Wisconsin-Madison in 2002. He completed his Doctoral Internship at USP Atlanta. He has been employed by the Bureau of Prisons since 2002. During his time with the BOP, Dr. Brinkley has worked as an intern at a high security penitentiary, a staff psychologist at a detention center, and a forensic psychologist at a mental health inpatient facility. He is currently the Chief Psychologist at FDC Philadelphia. He is a licensed clinical psychologist and board certified in forensic psychology. In addition to his administrative duties, Dr. Brinkley is responsible for responding to mental health emergencies, assessing/treating suicidal inmates, and providing clinical services to inmates in restrictive housing. Dr. Brinkley's interests include short term interventions for inmates in crisis, the impact of restrictive housing on mental health, psychopathy, and forensic assessment. Dr. Brinkley provides supervision for interns on the General Population and Restrictive Housing Rotation.

### **Beth Daniels, Psy. D. (Internship Program Coordinator, FDC Philadelphia)**

Dr. Beth Daniels received her PsyD in Clinical Psychology from Widener University in 2005. She worked in the New Jersey Department of Corrections as a Clinical Psychologist at South Woods State Prison from 2005-2009. She began her BOP career in 2009 as a Staff Psychologist at FDC Philadelphia. In 2012, she became an Advanced Care Level Psychologist as the Mental Health Unit Psychologist at FDC Philadelphia. In 2021, she was selected as the Internship Program Coordinator. Dr. Daniels is also the Leader of the Crisis Support Team, and the Federal Women's Program Manager. She is also a member of the Executive Board of FDC Philadelphia's Employees Club. Dr. Daniels is licensed in the state of Pennsylvania. She provides supervision for interns on the Mental Health Unit. Her clinical interests include suicide risk assessment and prevention, chronic and severe mental illnesses, and coping with incarceration.

### **Lori Jagoda, Psy.D. (Drug Abuse Program Coordinator, FDC Philadelphia)**

Dr. Jagoda received her Psy.D. in Clinical Psychology from La Salle University in 2013. She completed her predoctoral internship at Florida State Hospital. She began her career with the Bureau of Prisons in 2013 at FCI Schuylkill as a Staff Psychologist. From 2017 through 2019, she was the Advanced Care Level Psychologist at FCI Fairton. She has been in her current position as Drug Abuse Program Coordinator at FDC Philadelphia since August 2019. In addition to Drug Abuse Program duties, she provides treatment services to inmates receiving Medication Assisted Treatment for Opioid Use Disorders, conducts individual and group psychotherapy on the female work cadre unit, and is a member of the Crisis Negotiation Team. Dr. Jagoda is licensed in the state of Pennsylvania. She provides supervision for interns on the Drug Abuse Program and General Population Rotations. Her clinical interests include suicide risk assessment and prevention, chronic and severe mental illnesses, trauma-informed care, and treatment of Opioid Use Disorders.

### **Stacie Marantz, Psy.D. (Chief Psychologist, FCI Ft. Dix)**

Dr. Marantz received her Psy.D. in Clinical Psychology from Carlos Albizu University in Miami, FL in 2003. She completed her Doctoral Internship at FMC Devens. She has been employed by the Bureau of Prisons since 2002. To get her foot in the door she started as a Drug Treatment Specialist at FCI Fairton. She then worked a year as a Staff Psychologist at FDC Philadelphia before promoting to Staff Psychologist at FCI Fort Dix in 2005. She obtained her Psychology License in 2007. She served as a Drug Abuse Program Coordinator for a year. In 2009 she promoted to Chief Psychologist at FCI Fort Dix. In addition, to her administrative duties as Chief, she responds to mental health crises, and mental health treatment for inmates at the Satellite Camp. During her tenure with the Bureau, she has held several collateral duties to include, Crisis Support Team (CST) Leader, Regional CST Member, CST Resource Staff and Instructor. Dr. Marantz will provide supervision for interns on the Drug Treatment Rotation.

### **Brian Redondo, Psy.D. (Chief Psychologist, FCI Fairton)**

Dr. Redondo received his Psy.D. in Clinical Psychology from the Indiana University of Pennsylvania in 1997. He completed his Doctoral Internship at FCC Petersburg. He has been employed by the Bureau of Prisons since 1996. During his time with the BOP, Dr. Redondo completed a psychology externship at FCI Loretto, interned at FCC Petersburg, activated FCI Elkton, and has been a Staff Psychologist, Drug Abuse Program Coordinator and the current Chief Psychologist at FCI Fairton. He is a licensed clinical psychologist and an adjunct professor at Rowan University. Dr. Redondo consults on all matters related to the Residential Drug Abuse Program and Care 3 Mental Health mission and provides direct services in crisis situations and the management of suicidal inmates. He also serves as the institution Dispute Resolution Specialist in situations involving interpersonal conflict between staff members, and as a consultant during the selection process for Disturbance Control Team applications. Dr. Redondo provides supervision for interns on the Mental Health Rotation.

### **Didactic Training**

Interns participate in a series of weekly didactic seminars on a variety of topics formulated to provide generalist training, while also exposing interns to rotation-specific applications. The didactic schedule includes lectures, discussions, assessment clinics, and webinars that are ordered sequentially throughout the year. Didactic seminars are presented by psychologists as well as multidisciplinary staff from Central Office, Health Services, Special Investigative Services, and other professionals. Interns are also afforded the opportunity to provide expertise to the department by presenting on their dissertations and facilitating a group presentation on a topic of their choice. An example of a didactic seminar schedule is included as an appendix.

## Surrounding Area



Philadelphia, Pennsylvania's largest city and the sixth-most populous U.S. city, with a 2019 estimated population of 1,584,064. It is notable for its rich history, on display at the Liberty Bell, Independence Hall (where the Declaration of Independence and Constitution were signed) and other American Revolutionary sites.

### Benefits

Interns are afforded liability coverage for on-site professional activities, with the expectation interns' work within their scope of expertise and with Bureau of Prisons policy. Interns also have the benefit of 11 paid federal holidays, an annual stipend of \$60,019, and accrual of four hours of sick leave and four hours of annual leave per pay period (every two weeks). While interns are not expected to work in excess of 40 hours per week, compensatory time off is provided for any work hours in excess of this expectation.

For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off needed that is not covered by accrued leave, the intern would be required to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

### Eligibility Requirements

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Centers (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the Bureau is also bound by the specifications of the [Pathways Program](#). While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, after completion of the APPIC process, the most qualified applicants be invited to submit an application through the [USAJOBS website](#) to verify eligibility for temporary federal hiring.

Applicants for the Bureau's internship positions should be aware that they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / psychologist in training," but also suitability for work in a position of public trust. In general, Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.

COVID-19 Note: As a mandatory public safety requirement, the Bureau of Prisons (BOP) now requires all staff, including psychology interns, to receive the COVID-19 vaccination as a condition of employment. Proof of vaccination will be required at all BOP internship program sites. Your completed CDC COVID-19 Vaccination Record Card will meet this requirement. You may, however, request a reasonable accommodation from the mandatory vaccination policy due to a qualifying disability or medical condition, or based on sincerely held religious belief, practice or observance.

### Application Procedures

Early fall, graduate students from APA Accredited Clinical and Counseling schools interested in a doctoral psychology internship position at any of the Bureau's training sites should complete each of the following steps:

1. **AAPI**

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your curriculum vitae, graduate transcripts, and three letters of reference.
- B. **Additional Requirement:** In addition to the APPIC Online application, our site requires that you upload a sanitized comprehensive psychological assessment report as part of your electronic application.

Applicants applying for the 2022-2023 internship year must submit all application materials to our site through the AAPI Online service by **November 1, 2021**. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

Direct applications and inquiries to:

Chad Brinkley, Ph.D., ABPP., Chief Psychologist  
Internship Program Coordinator  
Federal Correctional Institution Philadelphia  
700 Arch Street  
Philadelphia, PA 19109

EMAIL: [cbrinkley@bop.gov](mailto:cbrinkley@bop.gov)  
215-521-4000 x 4471

## 2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed by each Bureau site, applicants will be notified via email, mid-November, if FDC Philadelphia wishes to consider them further. Those applicants will be instructed to continue with the USAJOBS process for possible employment (internship).
- B. 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. You should use an unofficial or official copy from your school's 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)
- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e., Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
- D. 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 forwarded to the internship site to be considered for an interview. Please note that ALL candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 13. Therefore, even though you 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 you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you 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.*

## 3. Interview Process

- A. In early December, FDC Philadelphia will notify applicants who will be invited and scheduled for interviews, which are conducted in January. Once invited to interview, applicants are asked to fill out an NCIC form and a form agreeing to a credit check.

- B. On-site interview:** Due to the nature of the Bureau of Prison's hiring process, you will need to complete an in-person Core Values Assessment (CVA) and a pre-employment integrity interview. If you are applying to more than one BOP internship site, you only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. If you fail any portion of this security clearance, you will no longer be considered for any Bureau of Prisons internship program.

After successful completion of the CVA, each applicant will participate in an interview with FDC Philadelphia staff. This portion of the interview will include a panel interview in which applicants will be asked to respond to a number of scenarios that could arise in a correctional facility, as well as psychology-specific questions. Applicants will also have the opportunity to meet clinical supervisors and current interns and ask questions about our program.

- C.** Offers of positions are made in strict accordance with the policies of the APPIC's Internship Matching Program. No person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

#### *Additional Information*

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 prior to Uniform Notification Day. All offers for temporary employment are made in accordance with APPIC policy.

Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process, which includes a physical examination, a urinalysis drug screen, and a field investigation to verify that the information provided in interviews and on required forms is accurate. During the background investigation you will be required to disclose any mental health diagnoses and treatment. 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, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

If you have any questions regarding whether you would qualify for a federal position, you should seek further information from our Human Resource Department, to determine the advisability of continuing with the application process. Psychology staff are **not** able to advise you on these matters.

Any questions you may have should be resolved **prior** to submitting your list for matching. The foregoing is not intended to discourage applications, but to ensure that applicants are aware of the federal requirements that will be imposed on them should they wish to pursue a Bureau of Prisons internship position.

APPENDIX A

INTERNSHIP ADMISSIONS AND SUPPORT DATA

Date Program Tables updated: July 28, 2021

**Internship Program Admissions**

<b>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:</b>			
Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. Strong applicants will have a breadth of experience in a variety of settings with diverse populations. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. Experience with severe mental illness and substance abuse treatment is also particularly relevant for FDC Philadelphia's specialized rotations.			
<b>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:</b>			
Total Direct Contact Intervention Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 400
Total Direct Contact Assessment Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 100
<b>Describe any other required minimum criteria used to screen applicants:</b>			
None.			

**Financial and Other Benefit Support for Upcoming Training Year\***

Annual Stipend/Salary for Full-time Interns	60,019	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for interns?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	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?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Other Benefits (please describe):</b>		
Eleven (11) paid Federal Holidays; limited authorized leave to attend off-site training.		

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

## APPENDIX B

**2021-2022 Didactic Seminar Schedule**

Location: Psychology Conference Room

Time: 1:00-3:00pm

<b>Date</b>	<b>Title/Topic</b>	<b>Presenter</b>
8/25/21	Providing Clinical Services in a Correctional Environment	Chad Brinkley, Ph.D.
9/1/21	Inmate Data Tracking Systems: PDS/BEMR, Sentry, and Insight	Beth Daniels, Psy.D.
9/8/21	Inmate Intake Process & PSIQs	Chad Brinkley, Ph.D.
9/15/21	Suicide Risk Assessments/Post Suicide Watch Reports	Chad Brinkley, Ph.D.
9/22/21	Suicide Watch, Safety Plans, & Inmate Companions	Beth Daniels, Psy. D.
9/29/21	PREA	Chad Brinkley, Ph.D.
10/6/21	Priority Practice Groups: CBT, Thinking Errors, RSA's	Beth Daniels, Psy.D.
10/13/21	Female Offenders	Lori Jagoda, Psy.D.
10/20/21	Drug Abuse Treatment Programs	Stacie Marantz, Psy.D.
10/27/21	Evaluations and Report Writing	Chad Brinkley, Ph.D.
11/3/21	Treatment of Serious Mental Illness: CBT/Illness Management & Recovery	Beth Daniels, Psy.D.
11/10/21	Ethical Principles and Code of Conduct	Beth Daniels, Psy.D.
11/17/21	<b>Diversity Series:</b> Impact of Clinician's Ethnic and Cultural Identity on Clinical Practice	Corinne Ortega, Ph.D.
11/24/21	Behavior Management Techniques	Chad Brinkley, Ph.D.
12/1/21	Competency-Based Clinical Supervision, Part I	Brian Redondo, Psy.D.
12/8/21	Modified Therapeutic Communities	Matthew Eisenhard, Psy.D.
12/15/21	<b>VTC:</b> Welcome to National VTC	Central Office
12/22/21	Competency-Based Clinical Supervision, Part II	Beth Daniels, Psy. D.
12/29/21	<b>VTC:</b> Suicide Prevention	Central Office
1/5/22	Employee Assistance Program for Providers	Corinne Ortega, Ph.D.
1/12/22	Differential Diagnosis	Christina Morely, Psy.D.
1/19/22	Psychopharmacology	Chief Pharmacist
1/26/22	Motivational Interviewing	Beth Daniels, Psy.D.
2/2/22	<b>Assessment Clinic:</b> Intelligence Assessment	Chad Brinkley, Ph.D.
2/9/22	Group Therapy Skills	David Gomez, Psy.D.
2/16/22	Dialectical Behavior Therapy	Beth Daniels, Psy.D.
2/23/22	Sexual Offenders	Stacie Marantz, Psy.D.
3/2/22	Dissertation Presentation	Psych Intern
3/9/22	Mindfulness	Christina Morely, Psy.D.
3/16/22	Dissertation Presentation	Psych Intern

3/23/22	<b>Assessment Clinic:</b> Personality Assessment	Chad Brinkley, Ph.D.
3/30/22	<b>Diversity Series:</b> Introduction to the Impact of Religion on Inmates	Chaplin
4/6/22	<b>VTC:</b> PREA	Central Office
4/13/22	Dissertation Presentation	Psych Intern
4/20/22	<b>Assessment Clinic:</b> Malingering Assessment	Chad Brinkley, Ph.D.
4/27/22	<b>Diversity Series:</b> Transgender Inmates: Psychologist Roles and Diagnostic Protocols	Brian Redondo, Psy.D.
5/4/22	<b>VTC:</b> Mental Health Treatment in the BOP	Central Office
5/11/22	<b>Assessment Clinic:</b> Psychopathy	Chad Brinkley, Ph.D.
5/18/22	<b>Assessment Clinic:</b> Forensic Assessment	Chad Brinkley, Ph.D.
5/25/22	<b>Diversity Series:</b> Trauma Informed Care	Beth Daniels, Psy.D.
6/1/22	Program Review	Corinne Ortega, Ph.D.
6/8/22	Employee Assistance Program/Crisis Support Team	Beth Daniels, Psy.D.
6/15/22	Emergency Response Teams	ERT Staff
6/22/22	<b>VTC:</b> Careers in the BOP	Chad Brinkley, Ph.D./Central Office
6/29/22	Mindfulness Based Cognitive Behavioral Therapy	Darcelle Curry, Psy.D.
7/6/22	Emergency Medication	Diane Sommer, M.D./Corinne Ortega, Ph.D.
7/13/22	<b>Diversity Series:</b> Counseling Female Offenders	Lori Jagoda, Psy.D.
7/20/22	Security Threat Groups	SIS
7/27/22	Intern Group Presentation	Interns
8/3/22	Preparing for EPPP and Licensure	Beth Daniels, Psy.D.
8/10/22	Case Law and Inmate Rights/Mock Prep	Chad Brinkley, Ph.D.
8/17/22	Mock Testimony	Chad Brinkley, Ph.D.
8/24/22	Intern Graduation Party	Beth Daniels, Psy.D.

## PERFORMANCE REMEDIATION AND DUE PROCESS

We expect every intern to have some challenges or problems during the year, but you wouldn't have been selected if we thought you were incapable of completing your internship program satisfactorily. The internship year is filled with many opportunities for growth, and it is our hope that Interns are able to use constructive feedback in a positive manner. However, we acknowledge that this may be a difficult process at times. While we do not anticipate the need for formal remediation during your internship year, for the benefit of transparency and awareness, all interns should be aware of the process involved in correcting more serious performance problems that could occur and the associated sanctions that may be imposed.

Let us begin by defining what is meant by serious performance problems. Performance problems may be reflected in one or more of the following ways. First, an inability or unwillingness to adhere to standards of professional and ethical behavior. Second, an inability or unwillingness to acquire the professional skills needed to demonstrate an acceptable level of competence. Third, an inability or unwillingness to control reactions to personal stress/problems, or psychological dysfunction, that impact the intern's professional work.

The due process involves several steps, which under most circumstances would be followed in order to address a given problem.

### Notice

1. Informal communications -- A supervisor discusses a problem with an intern which is not serious at the moment. This may occur during weekly supervision or other informal communication. Supervisor and intern formulate a plan for addressing the problem. This may or may not be a written plan.

Hearing and Formal communication -- A supervisor formally notifies an intern in writing of a deficit noted in the performance of the intern's clinical duties/knowledge, or unprofessional behavior on the intern's part. Such a problem would ordinarily have been noted previously via informal communication and failed to show improvement within a period of 30 days. However, this step could be undertaken when a potentially very serious problem was first noted. Interns are provided the opportunity to respond to identified concerns verbally or via written communication to the supervisor, Internship Program Coordinator, Chief Psychologist, and then to the Associate Warden of Programs if appropriate. Upon receipt of a verbal or written request, a hearing will be scheduled within 15 days. Attendance at a hearing will include the Intern, the Chief Psychologist, the Internship Program Coordinator, any other relevant supervisory staff, and may/may not include the Academic Training Director. A decision resulting from the hearing will be reached within 10 business days. The Internship Program Coordinator will subsequently notify the Psychology Intern in writing of which of the following actions will be taken:

- a. No further action will be taken.
- b. Competency Remediation (NOT probation) -- A supervisor develops a competency remediation plan (see attached example) reflective of a deficit noted in the performance of the intern's clinical duties/knowledge, or unprofessional behavior on the intern's part. The nature of the problem will be clearly stated in the remediation plan, which the

supervisor and intern agree upon. Interns are assessed and provided with written feedback during remediation, and at the time the remediation plan is terminated. A copy of the remediation plan, and the progress report(s), is placed in the intern's personnel file; the intern receives copies of all items.

- i. It should also be noted that a formal competency remediation plan will be initiated in the event that an intern receives the lowest possible score (i.e., "1 = Insufficient Competence") on any of the elements of the formal rotation evaluations ("Psychology Internship Competency Outcomes"). However, Interns should have been made aware of potential problems, which would elicit such a score prior to receipt of the formal evaluation. Specifically, it is the expectation of the Internship Program that supervisors make interns aware of any problems or concerns via informal and/or formal communication steps so that problems may be addressed and potentially improved prior to the end of the rotation and the completion of formal evaluation.
- c. Probation -- This ordinarily occurs only when informal communication and a competency remediation plan have been ineffective in remediating the problem, and is considered the consequence for unsuccessful remediation. Placement on probation involves a letter to both the intern and to the Director of Training at his/her school notifying them of the intern's status. It includes a warning that dismissal can or will result unless acceptable improvement in the problem occurs. In this case, probation is the sanction, but its purpose remains remedial. A summative competency remediation plan is created, which identifies the next step in the remediation process. The plan is formulated and agreed upon by supervisor and intern. Major alterations in the intern's training curriculum are likely in an effort to find a solution to the problem. Under most circumstances, an intern would have at least 30 days to demonstrate improvement after being placed on probation.
- d. Dismissal -- This occurs only when a serious problem continues after supervisor and intern have proceeded through the aforementioned steps, or when a problem is so serious that immediate removal is essential. (An example of the latter might be conviction of a felony.) The intern is removed from the program. FDC Philadelphia informs both the intern and the intern's Director of Training in writing that internship has been failed.

## Appeal

Interns can appeal these procedures **at any point** if you feel that your rights as an employee at this institution have been violated. This may be done by verbal or written appeal first to the Chief Psychologist (if the Chief is not directly involved in the remediation process) and then to the Associate Warden of Programs if appropriate. Interns will receive a response regarding an appeal to appropriate staff (i.e., Chief Psychologist and/or Associate Warden of Programs) within 30 days.

It is obviously in the intern's best interest to maintain written documentation related to any concern which in his or her mind may possibly result in probation or dismissal at some point. Interns should also understand that they have grievance rights through the Bureau of Prisons as well as the Association of Psychology Postdoctoral and Internship Centers (APPIC) and the American Psychological Association (APA).

## APPENDIX D

### **Employment Opportunities within the Federal Bureau of Prisons**

For over 30 years, the Bureau has relied upon the psychology internship program to provide a large portion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with us.

While we do not promise jobs automatically for those who are accepted into the internship programs, we prefer to hire people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes first when making employment offers.

Newly selected staff psychologists typically start at the GS-11 salary level (approximately \$65,340). Upon successful completion of the first year, psychologists are routinely upgraded to the GS-12 level (approximately \$78,317). Subsequently, the GS-13 and GS-14 levels may be available. The beginning of the pay scale for a GS-13 is approximately \$93,129; the top end of the GS-14 pay scale is approximately \$110,050.) Some positions include the added benefit of student loan repayment; this varies by facility. Some staff psychologists become Chiefs of Psychology at institutions within a few years of joining the Bureau. Other career tracks include leading specialized treatment programs, substance abuse programs, or internship programs. Psychologists can also become administrators; former BOP Director, Dr. Kathleen Hawk Sawyer, began her Bureau career as a psychology intern.

Psychologists enjoy a great deal of professional autonomy in the Bureau. We are the main providers of mental health services, and our departments are for the most part successful in maintaining complementary, collegial relationships with psychiatrists. Psychologists in the Bureau are routinely involved in forensic evaluations for the Federal Courts, psychological evaluation of candidates for the Federal Witness Protection Program, crisis negotiation teams, substance abuse treatment programs, suicide prevention programs, crisis intervention response teams for trauma victims, doctoral internship training programs, employee assistance programs, inpatient mental health programs, staff training, and research.

The BOP values continuing education of psychologists. Many psychologists attend seminars, workshops, or the national conventions. Funding for outside training may be available, and varies from year to year based on the vagaries of the federal budget. Psychologists also have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income, similar to a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, or at age 45 with 25 years of service, and receive a full pension. The Bureau is an Equal Opportunity Employer. However, in accordance with Public Law 100-238, applicants for entry level staff positions must be under the age of 37 at the time of appointment.

## Philadelphia and the Surrounding Community



Philadelphia is one of the oldest municipalities in the United States. Philadelphia is the home of many U.S. firsts, including the first library (1731),<sup>1</sup> hospital (1751), medical school (1765), national capital (1774), stock exchange (1790), zoo (1874), and business school (1881). Philadelphia contains 67 National Historic Landmarks and the World Heritage Site of Independence Hall. The city became a member of the Organization of World Heritage Cities in 2015, as the first World Heritage City in the United States.

Philadelphia has a humid continental climate with four distinct seasons. The monthly daily average temperature ranges from 33 °F in January to 78.1 °F in July. Many staff at FDC Philadelphia reside in neighboring New Jersey, where the average rent for a one-bedroom apartment is \$1,000 per month.

Philadelphia is home to many national historical sites that relate to the founding of the United States. Independence National Historical Park is the center of these historical landmarks being one of the country's 22 UNESCO World Heritage Sites. Independence Hall, where the Declaration of Independence was signed, and the Liberty Bell are the city's most famous attractions. Other national historic sites include the homes of Edgar Allan Poe and Thaddeus Kosciuszko, early government buildings like the First and Second Banks of the United States, Fort Mifflin, and the Gloria Dei (Old Swedes') Church. Philadelphia alone has 67 National Historic Landmarks, the third most of any city in the country.

Philadelphia's major science museums include the Franklin Institute, which contains the Benjamin Franklin National Memorial; the Academy of Natural Sciences; the Mütter Museum; and the University of Pennsylvania Museum of Archaeology and Anthropology. History museums include the National Constitution Center, the Museum of the American Revolution, the Philadelphia History Museum, the National Museum of American Jewish History, the African American Museum in Philadelphia, the Historical Society of Pennsylvania, the Masonic Library and Museum of Pennsylvania in the Masonic Temple, and the Eastern State Penitentiary. Philadelphia is home to the United States' first zoo and hospital, as well as Fairmount Park, one of America's oldest and largest urban parks, founded in 1855.

Philadelphia is a diverse city with a rich history of activism and change. Pennsylvania's first Friends Public School was founded by William Penn in 1689 to promote education for both genders and acceptance of all races. Lucretia Mott, 19th century feminist, abolitionist, activist and social reformer helped launch the women's rights movement and founded the Philadelphia Female Anti-Slavery

Society in 1833. Barbara Gittings, the “mother of the LGBT civil rights movement,” led progressive initiatives and edited the first widespread lesbian journal. The Philadelphia Tribune is the oldest continuously-published Black newspaper in the United States, since 1884. One of the first Gay Rights protests in U.S. History took place at Independence Hall in 1969. Philadelphia has a prominent Hispanic Community and represents over 20 cultural heritages. It is also home to the second oldest Chinatown on the East Coast. Philadelphia also offers a high level of accessibility for residents and travelers with disabilities.

Philadelphia is one of thirteen cities that hosts teams in the "Big Four" major sports leagues in North America, and Philadelphia is one of just four cities in which one team from every league plays within city limits. These major sports teams are the Philadelphia Phillies of Major League Baseball, the Philadelphia Eagles of the National Football League, the Philadelphia 76ers of the National Basketball Association and the Philadelphia Flyers of the National Hockey League. Each team has played in Philadelphia since at least the 1960s, and each team has won at least two championships. Since 2010, the Greater Philadelphia area has been the home of the Philadelphia Union of Major League Soccer, making the Philadelphia market one of nine cities that hosts a team in the five major sports leagues.