

FEDERAL CORRECTIONAL INSTITUTION
SHERIDAN
Sheridan, Oregon



DOCTORAL PSYCHOLOGY INTERNSHIP
2022 - 2023

APPIC Membership Number: 2550
National Match Code: 255011

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.



U.S. Department of Justice
Federal Bureau of Prisons

Federal Correctional Institution

Sheridan, OR

Welcome,

The Psychology Services Department at the Federal Correctional Institution (FCI) in Sheridan, Oregon appreciates your interest in our Doctoral Psychology Internship Program. We are committed to training well-rounded psychologists, who can excel in the field of Correctional Psychology. FCI Sheridan, located in the beautiful Pacific Northwest, offers a wide variety of training experiences and opportunities for doctoral-level psychology interns. We currently have three full-time intern positions available.

The Psychology Internship Program at FCI Sheridan 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 FCI Sheridan will be able to successfully achieve accreditation. The BOP currently has 13 other Doctoral Psychology Internship Programs, with 12 accredited by the APA and 1 other new program actively working toward accreditation. The BOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCI Sheridan will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements adopted by our fellow institutions.

We look forward to receiving your application for consideration into our program. Please do not hesitate to call or email if you have any questions.

Sincerely,

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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 37,486 employees including over 500 psychologists and over 750 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 40 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 psychodiagnostic 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.

FCI SHERIDAN



The Federal Correctional Institution in Sheridan, Oregon, located approximately 50 miles southwest of Portland, OR, was dedicated on August 24, 1989. It was originally comprised of a minimum security Satellite Camp (SCP) and a medium security Federal Correctional Institution (FCI). The facility was designed for male offenders and received its first prisoners in May, 1989. According to Mortenson (1989), “The work camp housed first-time offenders, lower level drug couriers, banking law violators, and other white collar criminals...The prison housed heavier drug importers, bank robbers and the like.” Pretrial and holdover inmates were housed in the FCI-Sheridan infirmary, until the Detention Center (DC) was built in 1995.

Construction on the site began in 1987 and continued through 1989. At the urging of community members, considerable thought was given to construct a facility that was architecturally consistent with the surrounding landscape. The prison housing units and administration buildings featured long sloping red roofs to resemble the area’s rich farming community. The prison work factories were designed to resemble buildings used for grain storage, which are common in the area.



Today, there are three separate facilities located within the 189 acre reservation. All facilities house male offenders, with a total population of approximately 1700 inmates. There are 26 acres inside the secure perimeter of the FCI and 15 buildings providing space for inmate housing, dining facilities, work areas, administration, and programs.

FCI Sheridan has a rich history of community partnership. Members of the Executive Staff actively participate in various federal, state, and local agency task forces, boards and committees. The facility and staff enjoy a positive working relationship with these agencies, to include shared training opportunities, participation in emergency drills, and cooperative agreements. In addition, the institution hosts an active Community Relations Board with local participants who have been dedicated members since the activation of the facility.

FCI Sheridan has created an institutional culture that strongly supports inmate programs. Staff members from all disciplines provide training and skill development opportunities to inmates for self-improvement and institutional reentry initiatives. Programs such as the Agriculture and Produce Program (APP), offered through the Facilities Department, teaches inmates valuable skill in farming and farm management as they cultivate 19 acres of institutional grounds to produce fruit and vegetables for inmate consumption.



The Education Department offers all basic adult education classes and college opportunities, plus numerous apprenticeship programs, building trade programs, woodworking, and training in computer applications. Religious Services offers over 100 different programs each month, many of which are made possible by the services of approximately 80 dedicated community volunteers. Staff work regularly with state and local reentry resources including a unique and effective relationship with the U.S. District Court's Reentry Court, Drug Court and Prisons and Beyond Program.

PSYCHOLOGY SERVICES AT FCI SHERIDAN

FCI Sheridan Psychology Services Mission Statement

Psychologists, treatment specialists, and administrative support staff at FCI Sheridan work together, and with all staff members, to create a culture of compassion, support, and accountability, in which inmates can participate in empirically based treatment to facilitate recovery, reduce recidivism, and promote successful re-integration to our communities.

The Psychology Department at FCI Sheridan has one Chief Psychologist, one Deputy Chief Psychologist, one Psychology Technician, three Staff Psychologists, one Internship Program Coordinator, one Resolve Coordinator, one Step Down Program Coordinator, two Advanced Care Psychologists, two Mental Health Treatment Specialists, three Drug Abuse Program Coordinators, and twelve Drug Treatment Specialists. When all positions are filled the total staff compliment is 29.



General Population Psychological Services

FCI Sheridan is a Mental Health Care Level III facility, meaning that many of the inmates have significant mental health issues requiring regular therapeutic contact with a psychologist. While our numbers fluctuate, we have approximately 75 CARE2-MH and 30 CARE3-MH inmates, and approximately 10% of our inmate population is prescribed psychiatric medication. For those inmates who have been diagnosed with mental illness, psychologists formulate treatment plans that detail frequency of therapeutic contact and strategies for improving their adjustment to this environment. Psychology Services offers holistic, evidence-based therapeutic interventions, to facilitate lifestyle change in participating inmates. The treatment offerings focus on improving interpersonal skills, managing mental illness, managing

stress, regulating emotions, preparing for community release, recovery from addiction, and improving decision making abilities.

Federal Detention Center

The Federal Detention Center (FDC) houses inmates awaiting trial and sentencing, awaiting transfer to another BOP facility, and designated inmates serving sentences of less than one year. The inmates at the FDC utilize psychological services at a high rate for many reasons to include substance abuse and withdrawal, stress management, fears of incarceration, untreated severe and persistent mental illness from their time in the community, and other factors related to the judicial system. Psychologists who work in the FDC specialize in rapid diagnostic assessment, brief psychotherapy, and collaboration with Health Services for psychiatric triage and management, and suicide prevention.

Suicide Prevention Program

Psychologists provide crisis intervention, and suicide prevention assessments and treatment. The department has a Suicide Companion Program, where inmates are carefully selected to act as observers for inmates who are placed on suicide watch. Under the authority of the Warden, the Psychology department is responsible for the selection, training, assignment, and removal of individual companions. Forty-three inmates are currently participating in this program.

Advanced Care Treatment

In keeping with the mental health mission of our institution, we have developed a Mental Health Housing Unit (MHU). The MHU houses Care3-MH and Care2-MH inmates as well as Care1-MH inmates who have been deemed appropriate to reside in the unit. This housing unit offers evidence-based modified conditions of confinement for inmates with mental illness, while remaining consistent with sound correctional practices. The Executive Staff at FCI Sheridan show unwavering support for innovative strategies, such as additional screening for inmates without mental illness who are assigned to the MHU, the opportunity for sheltered Recreation time, development of a modified therapeutic community, slightly reduced base count to reduce noise and promote a sense of safety for inmates with mental illness, unit-based education classes and recreation opportunities, and numerous additional supports for inmates with mental illness.

Environmental support is essential for the successful management and care of inmates with mental illness. The unit increases formal and informal supports for inmates with mental illness by creating a community of individuals working toward recovery on a unit that is safer and quieter than a typical housing unit.

Resolve Program

Resolve is a non-residential trauma treatment program for inmates. The program

was developed for the large number of inmates who have experienced traumatic life events that have, in some cases, contributed to the development of mental illness such as post-traumatic stress disorder and borderline personality disorder. The Resolve Program includes a number of different groups including a psychoeducational group, cognitive behavioral treatment, cognitive processing therapy, and dialectical behavioral therapy. The purpose of the Resolve program is to:

- promote a trauma informed approach to inmate management
- decrease the incidence of trauma-related psychological disorders and improve inmates' functioning
- increase the effectiveness of other treatments that reduce recidivism, such as RDAP
- manage inmates more effectively by reducing institutional misconduct, segregation placements, and crisis intervention contacts
- contribute to public safety by reducing recidivism and enhancing the ability of inmates to function as productive citizens

Step Down Program

The Step Down Program (SDP) at FCI Sheridan is a soon-to-be-activated, 84-bed program located in the medium security institution. The treatment team for the SDP is comprised of one SDP Coordinator, one psychologist and two treatment specialists. The SDP is a multidisciplinary endeavor and psychologists work closely with Unit Team, Health Services, Correctional Services, and other disciplines to provide life-skill training cognitive rehabilitation to program participants.

The Step Down Program in the Bureau of Prisons serves two primary functions. The first is to increase the availability and cost efficiency of acute mental health beds through appropriate placement of inmates with chronic mental illness who have reached maximum benefit of hospitalization but require ongoing close monitoring. The second is to provide treatment for inmates with chronic mental illness that is evidence-based and focuses on maximizing the functioning of the inmates, and minimizing relapse and the need for recurrent Medical Referral Center (MRC) placement or recidivism after release. Inmates with chronic mental illness who are currently at mainline institutions and who do not meet the criteria for admission to a MRC, but would benefit from increased clinical attention and milieu therapy, may be appropriate for the program and are considered on a case by case basis.

Drug Abuse Programs

There are two Residential Drug Abuse Programs at FCI Sheridan: one at the Satellite Camp (SCP) and another at the Federal Correctional Institution (FCI). Each program provides comprehensive substance abuse treatment to 96 inmates for a period of approximately 9 months, using a modified therapeutic community to effect change. The FCI RDAP serves a dual diagnosis population of inmates. During the course of their treatment, inmates will participate in psycho-educational and process

groups which target addiction, criminal thinking, interpersonal relationships, emotional regulation, and transition to the community.

Non-residential drug treatment and drug abuse education classes are also offered to the inmate population, with the non-residential treatment offered at the FPC and FCI, and drug education classes offered at all three institutions.

Employee Assistance Program

All Psychologists function as in-house Employee Assistance Program (EAP) service providers. Under the supervision of the Chief Psychologist, Psychologists offer consultation, referral services, and brief therapeutic intervention to staff members at FCI Sheridan. As one of our vital functions, Psychologists have adopted a service-orientation to the staff at this institution and, in doing so, support the mental health of our Bureau Family through our professional expertise.

PSYCHOLOGY INTERNSHIP PROGRAM

Objectives and Philosophy

The FCI Sheridan Psychology Internship Program is a comprehensive learning experience, providing 2000 hours of clinical training, within a multidisciplinary institutional setting. Interns are exposed to a variety of clinical situations, security levels, and a range of client problems. It is an intensive experience, structured to enhance the intern's abilities, aid in the acquisition of new skills, and facilitate autonomy with appropriate guidance and consultation.

FCI Sheridan provides many rich training opportunities. Interns work with a wide variety of clinical presentations in conducting evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter adult inmates of all ages and security levels, those with chronic medical and mental disorders, as well as healthy inmates in our general population.

The training offered by the FCI Sheridan Psychology Internship Program is designed to provide a well-rounded training experience leading to the development of entry-level clinical or counseling psychologists who can also function competently in the correctional environment. The training objectives are influenced by the mission of the agency and community standards. Psychology Services also aims to work with interns to develop individualized training goals and learning opportunities. To accomplish these aims, the program provides training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training. Interns receive graduated exposure to the clinician role, practicing with greater independence as skills and confidence increase, always with supervisors available for consultation. We also stress the development of competence in research; ethical and

legal standards; individual and cultural diversity; professional values and attitudes; communication and interpersonal skills; assessment; intervention; supervision; and consultation and interpersonal/ interdisciplinary skills. More specifically, the following competencies serve as benchmarks for our training of interns:

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 independences 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 Interprofessional/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, interprofessional groups, or systems related to health and behavior.

Training Experiences

The FCI Sheridan Psychology Internship Program consists of three primary rotations, each lasting a period of approximately four months. Interns spend a minimum of 15

hours per week in direct service delivery. The rotations include:

- 1. Chronic Mental Illness/Step-Down**
- 2. Drug Abuse Treatment**
- 3. Correctional Psychology II**

In addition to the primary rotations, each intern will be involved in general correctional psychology and detention center services. These activities will continue throughout the course of the year and involve the following:

1. A minimum of one long-term therapy case will be maintained throughout the year. In addition to facilitating individual treatment, the intern will present a case conceptualization on this long-term therapy case during a joint meeting with medical staff.
2. Each week the psychology interns will complete initial psychology intakes at the FCI, FDC, and FPC. This consists of interviewing the inmate, reviewing records, making appropriate recommendations, completing intake documentation, and potentially completing formal suicide risk assessments. These intakes may also include evaluations of risk of sexual abusiveness and/or risk of sexual victimization.
3. Intermittently throughout the year, interns will screen inmates who have referred themselves for mental health services and inmates referred by other institution staff. This may involve crisis intervention, brief counseling, or initiation of long-term therapy services.
4. Interns will regularly participate in assessing and providing services to inmates housed in our Special Housing Unit (SHU). This will involve mental health screens, crisis intervention, monthly clinical encounters, long-term SHU evaluations, and weekly rounds.
5. Each intern will participate in the suicide prevention program. They will conduct suicide risk assessments and collaborate with psychology staff to make treatment recommendations, including placement on suicide watch. Interns will assist in training inmates who have been selected as inmate companions. Inmate companions observe inmates placed on suicide watch and provide mentorship to other at risk inmates within the institution. These trainings take place quarterly and semi-annually throughout the year.
6. Interns will participate in First Step Act evidence-based programming throughout the year, including but not limited to, anger management, criminal thinking groups, and trauma workshops.

7. Each intern will be expected to present their dissertation topic to the Psychology Department staff, and to create one additional didactic on a topic of their choice before the end of the year. Interns may also have the opportunity to develop and implement a training session for institutional staff during the year. In addition, interns may facilitate Staff Wellness initiatives as part of the Employee Assistance Program (EAP).
8. Interns will additionally participate in extensive individual supervision, group supervision, and weekly didactic training seminars.

Chronic Mental Illness/Step-Down Rotation

As discussed previously, FCI Sheridan houses several inmates with severe and persistent mental illness in the general population as well as in both the MHU and the developing SDP. The MHU is a general population unit incorporating both formal and informal supports for inmates with mental illness as well as inmates without mental illness who express interest in supporting the mission. The SDP is a residential treatment program for inmates with severe and persistent mental illness. Enrolled participants have demonstrated a need for intensive therapeutic services in a highly structured and supportive environment, but may not yet require inpatient psychiatric hospitalization. A modified therapeutic community serves as the foundation for treatment intervention in the SDP.

Chronic Mental Illness/Step Down Program Rotation Content Areas

Assessment – Interns will have the opportunity to develop specialized diagnostic, assessment, intervention, and consultation skills with a diverse population of inmates with severe and persistent mental illness. Opportunities may also exist to complete psychological testing, as indicated.

Group and Individual Therapy - Interns facilitate and co-facilitate process, psychoeducation, and skill-development groups with the MHU Advanced Care Level Psychologist and SDP Psychologists 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. Interns will also be assigned individual therapy clients assigned to the MHU and SDP.

Treatment Team - Interns participate in weekly treatment team meetings and multidisciplinary consultation in the MHU and SDP. The treatment team consists of a program coordinator, interns, psychologists, and a treatment specialist. Inmates participating in the programs are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The treatment team assists the program participants in identifying activities and interventions that will help the participant reach their treatment goals and function effectively in the treatment community.

Drug Abuse Treatment Rotation

All Federal Bureau of Prisons locations offer various aspects of drug abuse treatment to inmates. These programs are designed to provide substance abuse treatment at varying levels of intensity dependent on inmate need. FCI Sheridan offers all components of drug abuse treatment to include Drug Education, Non-residential Drug Abuse Program (NR-DAP), Medication-Assisted Treatment (MAT), and three Residential Drug Abuse Programs (RDAP). Although interns may be involved in all aspects of drug abuse programming, the majority of their time on this rotation will be spent facilitating treatment in RDAP. The DAP training rotation will involve improving skills in group facilitation, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a BOP residential treatment unit. Interns will additionally have the opportunity to provide MAT services for inmates with opioid use disorders, as well as coordinating treatment with medical providers within the institution.

Drug Abuse Treatment Rotation Content Areas

Assessment – Interns will participate in the screening process for inmates requesting to participate in RDAP. This will involve reviewing collateral documentation, conducting substance use diagnostic interviews, and completing associated documentation.

Therapeutic Community – Psychology interns on this rotation will actively participate in the Modified Therapeutic Community (MTC) and serve as members of the RDAP treatment team consisting of the program coordinator and four treatment specialists. As part of the treatment team, the intern will participate in daily community meetings in which inmates participate in event coordination, present on relevant topics from the news, discuss the “word of the day,” and provide peer feedback to group members. Interns will additionally participate in weekly treatment meetings with inmates of special focus. Interns will serve in a number of roles such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

Treatment Groups – A primary component of RDAP program is the focus on group treatment. Inmates participate in daily treatment groups including standardized cognitive-behavioral treatment, processing, and specialty intervention groups. Interns typically participate as group co-therapists with an assigned treatment specialist, but should expect to lead the groups as they advance in the rotation. Interns may additionally facilitate NR-DAP groups, as well as Drug Education.

DAP Administrative Duties – As a member of the RDAP treatment team, the intern will carry a caseload of RDAP participants to whom they will provide various case management services. This will involve developing treatment plans, completing various documentation, and may including coordinating services related to medical needs, mental health needs, substance abuse treatment needs and/or other programming needs. The intern will also work closely with DAP Coordinator to

provide supervision to practicum students.

Correctional Psychology II Rotation

Interns will be engaged in general correctional psychology practice throughout the training year. The Correctional Psychology II rotation offers interns the opportunity to explore area of specialized interest more deeply. Interns may choose to continue with generalist training or specialize in one of the following areas: treatment of trauma disorders in the Resolve Program, treatment of chronic mental illness in the Advanced Care level programs, restrictive housing unit intervention, psychological intervention to complement medical treatments, and/or brief assessment and intervention in the detention center. With additional generalist training, interns will further refine the skills necessary to be a staff psychologist in the BOP. In selecting a special population, interns will advance their knowledge and skill within the chosen specialty thus enhancing the breadth and depth of their experience.

Correctional Psychology II Rotation Content Areas

Assessment - All interns complete a comprehensive psychological assessment report including interviewing, testing, record review, and integration of collateral data. Interns defend their reports at the end of internship year during a mock testimony, after completion of a variety of forensic didactic seminars. Interns will be provided access to numerous psychological testing instruments to include: ABAS-3, BAI, BDI-II, BHS, BSI, BSS, IORNS, KBIT-2, MCMI-IV, M-FAST, MMPI-2-RF, PAI, PCL-R, PDS, RBANS, SASSI-4, SCID-I, SIMS, SIRS-2, TOMM, TSI-2, WAIS-IV, VIP, ACS for WAIS-IV and WMS-IV, and WRAT5.

Treatment - Interns will continue to provide services such as intake screenings, diagnostic interviewing and reconciliation, restrictive housing evaluations and intervention, individual and group psychotherapy, crisis intervention, and suicide risk assessments with general and special population inmates.

Administrative Duties – Interns will refine their skills in clinical documentation and report writing. They will have the opportunity to attend institutional meetings, specifically identified to enhance the interns understanding of the relationship between Psychology Services and the greater institution. During this rotation, interns will receive two mentoring sessions with Executive Staff members for networking purposes and to develop perspective on agency and organization need.

Supervision

The FCI Sheridan 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. Supervisors are licensed clinical psychologists who maintain ultimate responsibility for cases assigned to the interns they supervise. Supervisors review

and approve, through co-signing, all documentation created by interns.

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 measures 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 Interprofessional/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.

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.

FCI SHERIDAN PSYCHOLOGISTS

Cynthia A. Campagna, Ph.D., Chief Psychologist *

Dr. Campagna earned her doctoral degree from Alliant International University in 2001, and completed her pre-doctoral internship at the Federal Correctional Complex in Butner, NC. Following graduate school, she worked as a Psychologist at the Joliet Treatment and Detention Facility providing treatment to individuals civilly committed for sexual dangerousness in the State of Illinois. Dr. Campagna returned to FCC Butner as a Staff Psychologist in 2004, and promoted to Clinical Psychologist in the Commitment and Treatment Program at Butner, working with inmates civilly detained under the Adam Walsh Child Protection and Safety Act, 18 U.S.C. §4248. She is licensed in the State of North Carolina and a member of APA Division 55, American Society for the Advancement of Pharmacotherapy. She has been the Chief Psychologist at the Federal Correctional Institution at Sheridan, OR since October 2009. Her clinical interests include psychopharmacology, suicide prevention, and systemic interventions.

Jessica Hinman, Psy.D., Psychology Internship Program Coordinator *

Dr. Hinman completed her doctoral degree in clinical psychology from Pacific University in 2011. She completed her pre-doctoral internship with the Bureau of Prisons at the Metropolitan Detention Center (MDC) Los Angeles in 2011. Following internship, she remained with the Bureau of Prisons as a Staff Psychologist and STAGES Psychologist at FCC Terre Haute from 2011 to 2013. In 2013 she transferred to FCI Sheridan as the Advanced Care Level Psychologist, a position she held until 2021 when she was selected as the Internship Program Coordinator. Dr. Hinman is licensed in Indiana. Her clinical interests include severe and persistent mental illness, recovery- and mindfulness-based interventions, and working on a multidisciplinary team to establish and maintain modified therapeutic communities.

Steven Bindl, Ph.D., Resolve Coordinator *

Dr. Bindl completed his doctoral degree in clinical psychology from Indiana State University in 2011. He completed his internship with the Bureau of Prisons at FCC Terre Haute. Following graduation, he worked as a Staff Psychologist at FCI Mendota. He transferred to FCI Oxford where he worked as a Staff Psychologist until 2015. Dr. Bindl started working at FCI Sheridan in 2015 as the Drug Abuse Program Coordinator. He began working at his current position as the Resolve Coordinator at FCI Sheridan in 2020. He is licensed in Wisconsin. His clinical interests include trauma informed care, substance abuse treatment, and severe mental illness.

Daniel Dougherty, Psy.D., Drug Abuse Program Coordinator *

Dr. Dougherty completed his doctoral degree in clinical psychology from Pacific University (Forest Grove, OR) in 2005. He completed his internship with the Aurora Mental Health Center in Aurora Colorado with an emphasis in working with at-risk youth. Upon completion of his internship he took a position at the Oregon State Penitentiary for several years. In 2007, he accepted a position as a Staff Psychologist

with the Federal Bureau of Prisons in Sheridan, OR and in 2010 took a position as the Drug Abuse Program Coordinator at FCI Sheridan. He is licensed in Hawaii. His clinical interests include Gestalt therapy, Group therapy, and Jungian Psychology.

Shannon Griswold, Psy.D., Drug Abuse Program Coordinator *

Dr. Griswold earned her doctorate degree from Forest Institute of Professional Psychology in 2012 after completing her internship at FCI Terminal Island. She was then hired as a Staff Psychologist at USP Canaan then returned to FCI Terminal Island in 2015. In 2020, Dr. Griswold joined the Psychology Department at FCI Sheridan as a Residential Drug Treatment Program Coordinator for traditional and dual diagnosis inmates. Currently, she holds active licensure in California and Pennsylvania. Dr. Griswold is currently active with APA's Division 18 as the Communications Chair and Chair-Elect for the Criminal Justice Section. Her interests include serious mental illness, malingering, suicide risk management, assessment of violent behavior as well as LGBT and other diversity issues.

Katy Roth, Ph.D. – Drug Abuse Program Coordinator

Dr. Roth completed her doctoral degree in counseling psychology from Tennessee State University in 2018. She completed her internship with the Western Kentucky Psychology Internship Consortium in Hopkinsville, Kentucky. Upon completion of internship, she accepted a position as a Staff Psychologist at FCI Sheridan in 2019. She was selected for her current position as Drug Abuse Program Coordinator in 2021. Dr. Roth is licensed in North Carolina. Her clinical interests include severe persistent mental illness, group therapy, and female offenders.

Amber Maiwald, Psy.D. – Staff Psychologist

Dr. Maiwald completed her doctoral degree in clinical psychology from Antioch New England in 2020. She completed her internship with the Bureau of Prisons at FCC Allenwood in 2020. Upon completion of internship, she accepted a position as a Staff Psychologist at FCI Ray Brook in 2020. She was then selected for her current position as Staff Psychologist at FCI Sheridan in 2021. Her interests include psychological testing, group therapy, and trauma-informed treatment.

(* Supervisor)

EVALUATION AND GRIEVANCE PROCESS

Evaluation Procedures

Evaluation of intern progress occurs both informally and formally. Supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement throughout the training year. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation by the primary rotation supervisor. Each rotation has a statement of expected learning objectives, with the option of additional, individualized goals. Interns will be provided with the

evaluation criteria/elements during orientation, and at the start of each rotation. Written evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern's academic institution. In the event that an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and implement activities to foster clinical growth in that area. Additional supervision will be provided, as needed, until the intern demonstrates an acceptable level of competency. In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year and a final performance evaluation within the month prior to the conclusion of the training year.

These measures are designed to assess progress throughout the year as competencies will vary by order of rotations completed. Successful completion of internship will depend on the intern achieving ratings consistent with the minimum level of achievement identified on the evaluation form. The format will be consistent with evaluations utilized at other BOP internship sites.

Psychology interns also complete evaluations of the quality of training and supervision they receive. Interns will complete an evaluation of the primary supervisor and their experience on each rotation. They will also complete a final evaluation of the internship program and the overall training year. This feedback is utilized by the staff to further enhance the program.

Grievance Procedures

Psychology interns have access to existing federal procedures for resolving grievances, and 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, 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 intern can approach the Associate Warden of Programs, and the Warden.

BENEFITS

Psychology interns are appointed at the GS-09, Step 1 level and receive a stipend of approximately \$58,924 for the program year. Interns accrue annual leave (vacation time) and sick leave at the rate of four hours for every two-week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training.

As temporary employees, interns are eligible for health insurance; however, retirement benefits are not available. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. 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.

CAREER OPPORTUNITIES

For over thirty years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion 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 the federal prison system.

Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as uniquely qualified for available psychologist positions within the BOP.

Newly selected staff members who have just completed their doctoral programs, typically start at the GS-11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible through promotion opportunities.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you may have the opportunity to be involved in a variety of treatment programs, conduct evaluations for the federal courts, and be involved in one of the BOP's many response teams. Annual continuing education is available as a part of each psychologist's professional development program. As the budget allows, psychologists are afforded the opportunity to attend seminars and workshops on topics critical to the field of psychology, in general, and the needs of treatment with an inmate population, specifically. Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility -- maximum, medium, and minimum security -- in which they wish to work.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System and pension plan. Federal employees also have the additional opportunity to contribute income to the Thrift Savings Plan (TSP), which is the

government's version of a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with Public Law 100- 238, applicants for entry-level staff positions must not have reached their 37th birthday at the time of appointment.

APPLICATION REQUIREMENTS

The Doctoral Psychology Internship Program at FCI Sheridan is open to doctoral students in APA-accredited clinical and counseling psychology programs who are citizens of the United States. In order to be internship eligible, students must have successfully completed all doctoral course work, other than the dissertation, by the beginning of the internship. The Bureau of Prisons is an Equal Opportunity Employer and encourages the application of minority and diverse students.

ELIGIBILITY REQUIREMENTS

All BOP positions are considered "sensitive." Applicants must be U.S. citizens (and have lived in the U.S. for three of the last five years) and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Internship offers resulting from participating in the APPIC matching process are tentative and are contingent on security clearance. Prospective candidates may be asked to complete this portion of the interview process prior to the Association of Psychology Postdoctoral and Internship Centers (APPIC) match date. Successful completion of this process is a necessary prerequisite for employment as a BOP intern. The security clearance process may be completed at this institution or at any other BOP facility.

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 FCI Sheridan 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. Our internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should 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 Psychology Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJOBS website to verify eligibility for temporary federal 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 a sincerely held religious belief, practice, or observance.

APPLICATION PROCEDURES

In early fall, graduate students from APA accredited clinical and counseling schools interested in a Doctoral Psychology Internship position at FCI Sheridan 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. Each Bureau training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered. * Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.
- b. Completed applications for FCI Sheridan include:
 - i. APPIC Application for Psychology Internship (AAPI), <http://www.appic.org/>
 - ii. *Official* transcripts of all graduate work
 - iii. Three letters of recommendation from supervisors familiar with the applicant
 - iv. One work sample of an assessment report, preferably with an adult client
- c. Once applications are submitted online via APPIC, they will be reviewed individually by FCI Sheridan Psychology Services staff. While prior clinical experience (i.e. practicum) in a correctional, forensic, or inpatient mental

health setting is not required, applicants with these experiences are typically viewed as having competitive application.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- a. After the AAPI Online application is reviewed, applicants will be notified via e-mail, mid-November, regarding application status. Applicants invited to continue with the process for employment (internship), will be instructed to complete the USAJOBS portion of the application.
- 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:
 - i. 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
 - ii. 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
 - iii. 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 15.

3. Interview Process

- a. In early December, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview.
- b. Interviews will be held in January 2022. 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. If applying to more than one BOP internship site, applicants only have to complete in-person portions of this process once. Results of the security clearance procedures can be shared with other Bureau sites for convenience. If you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other sites. Please plan accordingly.
- c. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that 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. In addition to the scenarios regarding correctional practice, the panel interview will also include psychology- relevant questions.
- d. Offers of positions at FCI Sheridan are made in strict accordance with the policies of the APPIC's Internship Matching Program. If matched with a Bureau of Prisons site, you will be considered an essential worker and will report daily to the institution.

***All AAPI application materials must be submitted online by November 1, 2021 at 11:59PM**

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

Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the matching process, a field investigation will follow to verify that the information provided in interviews and on required forms is accurate. During the background investigation you will be required to disclose medical and 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.

The provided information is not intended to discourage applications. Rather, we wish 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.

We in Psychology Services at FCI Sheridan are very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program Coordinator, Dr. Jessica Hinman, if you have any questions.

APPENDIX A

INTERNSHIP ADMISSIONS, SUPPORT AND INITIAL PLACEMENT DATA

Date Program Tables Updated: 11/1/2021

Internship Program Admissions

<p>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:</p>
<p>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 FCI Sheridan's specialized rotations.</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	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	Amount:
Total Direct Contact Assessment Hours	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes	Amount:

<p>Describe any other required minimum criteria used to screen applicants:</p>
<p>None.</p>

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	57,023	
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
If access to medical insurance is provided:		
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
Other Benefits (please describe): 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.

Initial Post-Internship Positions

	N/A (New Site)	
Total # of interns who were in the 3 cohorts	N/A	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	N/A	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed position

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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If yes, provide website link (or content from brochure) where this specific information is presented: N/A