

# PSYCHOLOGY DOCTORAL INTERNSHIP

MCFP SPRINGFIELD  
2025-2026

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“

This has been the best training opportunity I could have asked for.

— Bianca Bullock, Doctoral Intern



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**FEDERAL BUREAU OF PRISONS**

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## Introduction

The Psychology Services Department at the Medical Center for Federal Prisoners (MCFP) Springfield is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and MCFP Springfield specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology and the Psychology Internship Program within the FBOP.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at MCFP Springfield. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web pages to learn more about the opportunities that exist at the FBOP.

For interns, the selection and location of the Doctoral Internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have four intern positions available at our site and look forward to receiving your application.

## Overview of the Federal Bureau of Prisons



*FBOP Central Office in Washington, DC*

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 incarcerated individuals. With the core values of Accountability, Integrity, Respect, Compassion, and Correctional Excellence, the FBOP has earned the reputation as one of the most elite correctional agencies in the world.

Incarcerated individuals convicted of the most serious offenses and those whose institutional adjustment is poor are housed in high security settings, or penitentiaries. Most incarcerated individuals live in medium, low, or minimum security institutions that provide greater degrees

of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments. However, the FBOP maintains a series of “medical referral centers” to provide for prisoners whose needs cannot be adequately addressed in general population settings. The U.S. Medical Center for Federal Prisoners is a medical referral center.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, they each have their own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, psychology services play an integral role in mental health treatment of the federal population.

The FBOP provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. 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. These reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## Psychology Services in the Federal Bureau of Prisons

With a team of over 35,000 employees, including more than 600 psychologists and another 600+ clinical service providers and psychology administrative support staff, the FBOP is one of the largest employers of mental health professionals in the United States. In addition to psychology technicians and mid-level provider “Treatment Specialists,” Psychology Services in the FBOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every FBOP psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consulting services to incarcerated individuals and staff. Psychology Services staff assess the needs of each person in custody and ensures all incarcerated individuals 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. Incarcerated individuals within the FBOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Psychologists in the FBOP 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, Psychology Services staff collaborate with a multidisciplinary team and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.

## Psychology Services at MCFP Springfield



Authorized by an act of Congress, the MCFP opened its doors in 1933 (as the “United States Hospital for Defective Delinquents”) to provide medical, surgical, and mental health services for male offenders within the custody of the FBOP. The MCFP was the first federal prison given

responsibility for providing such services. The MCFP is accredited by the Joint Commission for the Accreditation of Healthcare Organizations (JCAHO) in the areas of behavioral health, long-term care, and ambulatory care, and by the American Correctional Association.

As noted previously, institutions within the FBOP provide varying degrees of security from the least secure camps to the most secure penitentiaries. The MCFP is designed to provide services to patients from all security levels (minimum to high). Incarcerated individuals in need of medical or mental health services are transferred to the MCFP from federal institutions throughout the country. Many patients are also transferred to the MCFP pursuant to court orders from federal jurisdictions nationwide. The MCFP has an incarcerated population of approximately 1,000. Approximately 400 individuals are medical or surgical patients, and about 200 are assigned to Mental Health Services. The remaining 400 constitute a low-security “work cadre” that assists in maintaining the facility. Incarcerated individuals are involved with educational and vocational training, recreation facilities, and religious services.

The MCFP has one of the largest staff and budgets of any facility within the Federal Prison System. The two largest departments, Correctional Services and Nursing, employ approximately 230 and 110 staff members, respectively. There are numerous physicians on the medical staff representing an assortment of medical specialties. The MCFP is located in Springfield, Missouri, a city of approximately 170,000. Springfield, the third-largest city in Missouri, is located 170 miles south of Kansas City and 215 miles southwest of St. Louis.

Psychology Services is staffed by 12 doctoral-level psychologists who obtained degrees in clinical or counseling psychology. Ten psychologists are licensed. One psychologist is board-certified in forensic psychology, and one psychologist is board-certified in group psychotherapy by the American Board of Professional Psychology. All licensed psychologists actively participate in the supervision of interns. Clerical support is provided by one Psychology Services secretary, augmented by numerous secretaries assigned to other departments. The internship program is dedicated to attracting, supporting, and retaining diverse interns and supervisors.

Psychology Services is equipped with the traditional assessment tools of psychology. Psychologists and interns all have private offices with computers. A common computer is used to score a variety of psychological tests. Psychologists use a number of professional journals and have access to computerized literature searches and through the FBOP’s library in Central Office. Many articles can be downloaded in full text from the FBOP library website; those not available in full text can be quickly provided by library staff.

The Psychology staff are located in offices near the housing areas where their patients reside. Under the administrative direction of the Chief of Psychology, nine psychologists work in

Mental Health Services. Those staff members conduct evaluations of patients referred from other FBOP facilities and federal courts, and they provide treatment in a hospital setting. There are also three Treatment Specialists that facilitate groups and programming for a newly formed Step-Down unit within Mental Health Services. One Psychologist provides services to our “Work Cadre” of low security individuals who were not referred for mental health or medical care as well as coordination of the Medication-Assisted Treatment program. One Psychologist provides services on the Medical/Surgical Unit. Additionally, the Psychology Services Department includes one Psychologist who coordinates the Residential Drug Abuse Treatment Program (RDAP), and three Treatment Specialists who work in the drug abuse treatment program. In accordance with the by-laws of the medical staff, licensed psychologists are members of the medical staff and have privileges to admit and discharge patients from the Mental Health Treatment Service.

Pen



*2020 North Central Region Intern Familiarization Training*

## Psychology Internship at MCFP Springfield

### Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at MCFP Springfield is to train entry-level professional psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

**Competency 1: Research** – The intern will demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Competency 2: Ethical and Legal Standards** – The intern will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior. The intern will also

demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** – The intern will demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.

**Competency 4: Professional Values and Attitudes** – The intern will demonstrate proficiency in providing psychological services that are consistent with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

**Competency 5: Communication and Interpersonal Skills** – The intern will demonstrate proficiency in both written and verbal communication with peers, supervisors, and other staff that is timely, accurate, and jargon free.

**Competency 6: Assessment** – The intern will demonstrate proficiency in conducting screening, assessment, and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

**Competency 7: Intervention** – The intern will demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations.

**Competency 8: Supervision** – The intern will demonstrate proficiency in understanding basic principles of clinical supervision (e.g., building supervisory alliance, providing and accepting effective summative feedback, promoting growth and self-assessment of peer/trainee, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students, if available.

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills** – The intern will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.



Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge and skills in the above-listed domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that, historically, about 50% of our interns are hired as Staff Psychologists within the FBOP shortly after graduation. However, training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services Department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to incarcerated individuals throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

### Internship Duties

Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations, to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at MCFP Springfield, like all FBOP

employees, are considered essential workers and are expected to report to the institution Monday through Friday (excluding federal holidays), even during the COVID-19 pandemic and other potential emergency situations. The internship year begins in August and ends the following August, and normal working hours for interns are considered 7:30 a.m. to 4:00 p.m. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. The internship is considered a full-time position. It assures 40 hours of services and supervision per week. Administration have permitted the use of sick or annual leave for attending professional conferences or defending a dissertation, rather than any administrative time off. A basic description of additional training experiences will follow.

### **Internship Rotations**

An objective of the internship is to provide each intern with training experiences under the supervision of experienced psychologists in a variety of patient care settings. To attain this objective, each intern has a sequence of rotations at the MCFP, in addition to ongoing didactic activities. All interns at the MCFP complete all rotations; there is no competing for desired opportunities. Interns complete three, four-month major rotations. Two rotations, which focus on forensic evaluation and treatment of serious mental illness, are offered on the Mental Health Services. The third rotation is offered on the Medical/Surgical Unit.

Interns also complete three, four-month minor rotations. These experiences are in Substance Use Treatment, “Work Cadre” or General Population unit, and with group treatment on the Forensic Evaluation Unit (Competency Restoration Groups). These rotations require eight to ten hours per week concurrent with the major rotations.

### **Serious Mental Illness Treatment**

The interns on this major, four-month rotation provide psychological services to male patients troubled by a broad spectrum of psychological difficulties. Most of the patients engaged in inpatient treatment have serious and chronic mental illnesses, such as schizophrenia and bipolar disorder. Symptoms may include hallucinations, delusional beliefs, or severe disorganization of thought and behavior. Individuals with mood disorders may pose a high risk for self-injurious or suicidal behavior. An organic component is sometimes present in these patients. Many patients also have an underlying character disorder, which frequently complicates treatment.

Interns are members of an interdisciplinary team. Each team is represented by an array of disciplines including psychiatry, psychology, social work, nursing, case management, and corrections. The team meets routinely, and team members work together to provide optimum care for their assigned patients. In this context, the intern is expected to grow as a contributing team member as their confidence develops. Under the guidance of a supervising psychologist, each intern will be involved in the patient care process from admission to discharge.

Interns complete assessments of assigned patients and participate in the formulation of patient treatment plans. Interns have the opportunity to perform diagnostic interviews and conduct psychological testing for those incarcerated individuals who are transferred to MCFP Springfield for stabilization and treatment. Interns provide individual therapy and facilitate group therapy sessions with their supervisors. Depending on an intern's skill and comfort level, he or she may lead a group independently. Guidance and instruction are provided on hospital documentation procedures, including the FBOP's electronic medical record. Interns become acquainted with the treatment regulations of the JCAHO and the FBOP. The intern is exposed to ongoing quality improvement programs. This rotation also allows the intern to observe the effects of psychiatric medication. Collegial dialogues with unit psychiatrists further each intern's understanding of psychopharmacology. The intern will also develop skills in crisis intervention and in assessment of risk for violence.

The major treatment rotation generally offers the opportunity to be involved in risk assessments for civilly committed patients or patients nearing the end of a prison sentence. The purpose of these assessments is to determine whether patients are dangerous due to a mental illness, and whether they meet the criteria for civil commitment.

### **Forensic Evaluation**

On this major, four-month rotation, the intern will complete evaluations of pretrial defendants referred to the MCFP from federal jurisdictions across the country. Most referrals request opinions on the issues of competency to stand trial or criminal responsibility, or both. The intern will gain experience in the process of completing such psychological evaluations and applying the various federal legal standards to the referral issues. Great emphasis is placed on the preparation of written reports that are thorough, yet relevant and understandable when read by judges and attorneys. The intern may have an opportunity to accompany staff members to court hearings and/or trials to observe the drama (or sometimes, the tedium) of the adversarial process. Because interns complete evaluations of forensic patients with their supervisors, they may also be subject to being subpoenaed to provide testimony in federal court. Most years, one or two interns testify in federal court; however, there is no guarantee that an intern will testify.

Additionally, interns on this rotation gain experience in evaluating sentenced individuals transferred from other prison facilities to determine whether inpatient treatment is needed. The intern is involved in the process of assessing whether involuntary civil commitment should be pursued for individuals who are opposed to hospitalization. In this process, the intern will learn relevant federal civil commitment laws and observe court proceedings regarding commitment, which may include



*Interns at Federal Court*

testimony about patient treatment needs and justifications for involuntary treatment and commitment. Interns enhance their clinical skills in the provision of psychological testing administration, scoring, and interpretation by running a weekly testing clinic.

### **Medical/Surgical Unit**

On this major, four-month rotation, interns will spend their time working on the Medical/Surgical Unit. Each intern is exposed to the psychological services provided to incarcerated individuals receiving medical care. Interns on this rotation will work in the medical hospital, consulting with medical and unit staff regarding treatment. They will develop skills in consulting with physicians on the mental health issues related to a wide variety of physical diagnoses. They will have an opportunity to lead or co-lead special needs groups, such as medical support groups for dialysis and immune-compromised patients or trauma-informed treatment groups. Interns will participate in interdisciplinary team meetings with professionals from medical specialties. Additionally, interns will provide brief interventions for patients in a clinic setting, although some of those cases become long-term therapy cases. Interns will have an opportunity to work with a variety of behavioral medicine issues, which may include pain management, stress reduction, AIDS and HIV status counseling, and dialysis. The rotation includes periodic opportunity for developing skill in organ transplant evaluations and evaluation of patient readiness for treatment for Hepatitis C. Interns participate in brief assessments for a wide range of presenting problems, including dementia, traumatic brain injuries, and other types of neuropathology encountered in a hospital setting.

### **Substance Use Treatment**

Interns complete a minor, four-month rotation in this program, spending eight to ten hours a week participating in the delivery of substance abuse treatment and monitoring patient progress. In late 2007, the MCFP launched a Residential Drug Abuse Treatment Program (RDAP) for medical patients. RDAP is a standardized drug treatment program offered at over 70 federal prisons. A total of over 6,000 incarcerated individuals are participating at any given time. Those enrolled in the program participate in 500 hours of treatment over a nine-month period using a modified therapeutic community approach. Interns will also become familiar with other aspects of the FBOP's substance use treatment initiative including motivational interviewing, non-residential treatment services, and the eligibility interview process.

In 2020, the MCFP began a Medication-Assisted Treatment (MAT) program. MAT is an integrative program to address the unique needs of incarcerated individuals with opioid use disorders. MAT includes collaboration with professionals from medical specialties and providing counseling and behavioral therapy. Skills acquired in this rotation are easily transferable to any FBOP facility.

### **Forensic Evaluation - Competency Restoration Groups**

On this minor, four-month rotation, also on Mental Health Evaluation unit, interns will facilitate competency restoration groups. Competency restoration groups are for individuals that are adjudicated incompetent to stand trial. The competency restoration services at the MCFP are one of the leading providers of these services for the federal government. Competency restoration is primarily provided in group format, psychoeducational groups on general legal proceedings and concepts. Competency restoration services may also be adapted to be provided on an individual basis. Due to the diversity of the patient population, opportunities to collaborate with translators occurs frequently. Each intern works eight to ten hours per week in this area.

### **General Population - Work Cadre Unit**

On this minor, four-month rotation, each intern works with low security incarcerated individuals who are assigned to the Work Cadre Unit. A portion of these individuals have pressing medical issues; their mental health needs and concerns are similar to other low security incarcerated individuals in other federal institutions and range from adjustment reactions to substance use to schizophrenia. In many ways, this part of the internship resembles an outpatient clinic. General areas in which all interns will become familiar include intake screenings, brief therapy, segregation reviews, and the FBOP's medical records and case management databases. An area of emphasis includes providing group treatment services under the First Step Act. Interns will have the opportunity to co-facilitate or lead groups addressing specific areas, such as criminal thinking, anger management, cognitive skills, and trauma. Specific areas where interns may elect to focus their training may include, but are not limited to, individual and group therapy; development, implementation and evaluation of inmate programs; individual assessment; and presentations in established programs such as the Parenting Program or Release Preparation Program. Time invested in the Work Cadre Unit will enable the intern to become familiar with the workings of a typical prison and the role of Psychology Services in the federal prison system.

### **Didactic and Seminar Training**

During the internship year, each intern will attend a sequence of seminars. At the beginning of the internship year, each intern completes a ten-day orientation course to the FBOP and the MCFP. Next, they complete a four-day department orientation. Weekly general didactic seminars are held throughout the internship year. Such seminars are typically one hour long and are taught primarily by psychologists and psychiatrists on staff. Some weeks, interns prepare for seminars by completing assigned readings and creating presentations. Throughout the training year, interns participate in regional and national training activities through video conferences. A list of recent didactic topics is presented in the Appendix.



*U.S. Supreme Court*

A second seminar series focuses on forensic psychology issues. That seminar combines didactic learning experiences with interactive discussions of landmark decisions in mental health case law. Interns participate in discussions of relevant case law associated with forensic issues and mental health treatment issues. In the forensic seminar, interns prepare legal briefs of significant mental health law cases. At the end of the year, each intern then has a collection of briefs on many of the most significant cases in mental health law. This seminar requires considerable reading.

### Research

The MCFP employs a scientist/practitioner model of training, and the staff value research by psychologists. Interns are urged to complete their dissertations during the internship year. Psychology Interns lacking dissertation topics may receive guidance from the Psychology staff (although most interns who match with MCFP Springfield have a dissertation well underway prior to the beginning of internship). However, interns will not be provided time during each work week to work on their dissertations. While there is not time built into the internship for interns to work on their dissertation projects at the MCFP, interns are encouraged to collaborate with psychologists in conducting other research projects if time allows. Past research studies have investigated various aspects of psychological assessment, malingering, issues of diversity, and internship training in a correctional setting. The allocation of time for this purpose is decided on a case-by-case basis by the intern's major and minor supervisors and the Internship Program Coordinator.

### A Day in the Life of a MCFP Springfield Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and incarcerated population. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no "typical day" at the FBOP, below is a sample of what a day could look like for one of our interns. There is a great amount of flexibility and autonomy for interns to schedule clinical tasks. Many of the training activities, such as seminars, didactics, and group supervision, are at set days and times each week. It is important to note that no two days look exactly alike due to the nature of the clinical work in the hospital-correctional setting. Below are sample schedules as a "snapshot" from one day on each of the major rotations. Please note that there is flexibility in scheduling to address crises as they emerge.

MCFP Springfield Psychology Doctoral Internship

<b>Time</b>	<b>Activities on Forensic Evaluation (Tues)</b>
7:00 am	Arrive to work and catch up on emails
8:00 am	Interdisciplinary morning meeting
8:30 am	Competency restoration groups
10:00 am	Didactic
11:00 am	Lunch
11:30 am	Competency interview
1:00 pm	Individual supervision
2:00 pm	Testing clinic
3:00 pm	Administrative notes
3:30 pm	Leave work with fellow interns

<b>Time</b>	<b>Activities on Serious Mental Illness (Wed)</b>
7:00 am	Arrive to work and catch up on emails
8:00 am	Interdisciplinary morning meeting
8:30 am	Risk assessment panel
9:00 am	Clinical rounds
10:00 am	Group supervision
11:00 am	Lunch
1:00 pm	Individual therapy session
2:00 pm	Individual supervision
3:00 pm	Administrative notes
3:30 pm	Leave work with fellow interns

<b>Time</b>	<b>Activities on Medical/Surgical (Thu)</b>
7:00 am	Arrive to work and catch up on emails
7:30 am	Interdisciplinary meeting (IDT) in medical clinic
8:00 am	IDT rounds
9:00 am	Clinical intakes
11:00 am	Lunch
11:30 am	Clinical intakes
12:30 pm	Forensic Seminar
2:00 pm	Individual Supervision
3:00 pm	Administrative notes
3:30 pm	Leave work with fellow interns

## Supervision

MCFP Springfield adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision by a licensed psychologist. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, review of taped sessions, and live supervision of sessions. Professional development and clinical service provision are emphasized. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision as necessary. At the beginning of the training year, rotation supervisors and interns discuss personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to help interns achieve their desired goals and improve upon targeted competency areas.

The Internship Program Coordinator serves as a resource for interns and is responsible for the development, implementation, and evaluation of the internship program. They make training assignments, handle clinical and administrative problems, plan the sequence of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

Our training program recognizes that no two individuals are the same, and that to be successful, clinicians must be trained to recognize the myriad presentations informed not only by diagnostic difference but by cultural difference arising from unique backgrounds and histories. To recognize individual differences is to recognize their strengths and the specific variables that allow them to overcome challenges and to work with their providers to reduce symptoms and work toward mental health. Furthermore, our supervision is geared toward providing interns with the ability to recognize their strengths as providers but also any tendencies toward bias and the ways in which such tendencies interfere in the therapeutic process, hindering treatment progress for their clients. Such discussions are inter-woven into daily practice, weekly supervision with interns, and didactic learning.

## Intern Evaluation

Evaluation of interns is a continuous, systematic process. Interns receive frequent informal feedback during individual and group supervision sessions. A formal evaluation is completed at the mid-point of the rotation in order to communicate progress on the rotation and identify goals and continued areas of growth. At the conclusion of each rotation, a formal evaluation is completed, and the intern may meet with all the staff members involved in his or her training to discuss progress and future goals. Narrative evaluations are also provided to the training director of each intern's doctoral program following each major rotation.

Our aim at the MCFP is for each intern to successfully complete internship and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the



evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The Due Process procedures at the MCFP address any such problems and will be made available to all matched interns during the orientation week of the internship program. In addition to a hard copy description of the procedures, the IPC will review them with interns during a Psychology Orientation to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

Interns provide evaluations of their internship experiences in a variety of ways. Interns are always encouraged to provide informal feedback to the Internship Program Coordinator, Chief of Psychology, Training Committee, and intern supervisors. Formally, the interns complete evaluations of their supervisors after each rotation. The interns are asked to complete quarterly evaluations of their overall internship experience. In addition, interns complete didactic rating forms to evaluate the trainings provided to them.

Members of the Psychology Services Department at MCFP Springfield are committed to providing interns with a quality training experience and strive to meet interns' training needs in all areas, including supervision, evaluation, the assignment of work, quality or type of training experiences, the establishment and maintenance of respectful supervisory relationships, and working environment. However, during the internship experience, interns may have concerns regarding these or other issues. As with our Due Process procedures, the Grievance Procedures at MCFP Springfield are made available to interns and reviewed during the Psychology Orientation. These procedures can also be made available to those interested upon request.

## Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$59,966 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- 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 that is not covered by accrued leave, the intern would need 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.
- Liability coverage for on-site professional activities
- Professional development benefits, including a fully funded conference in Denver, Colorado, with interns across all FBOP institutions

## MCFP Springfield Psychology Doctoral Internship

- Career conversion opportunity. Pending successful completion of the internship program, interns that are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time role through USAJobs, and will be able to immediately begin their full-time job with FBOP employee benefits.

### APA Accreditation and APPIC Membership

The MCFP Springfield Psychology Internship Program received accreditation by the APA since May 23, 1989, and meets all APA criteria for doctoral internships in professional psychology. MCFP Springfield is also a member Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the MCFP Springfield should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
**Phone:** (202) 336-5979 | **Email:** [apaaccred@apa.org](mailto:apaaccred@apa.org)  
**Web:** [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee  
17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
**Phone:** (832) 284-4080 | **Email:** [appic@appic.org](mailto:appic@appic.org)

## Frequently Asked Questions

### **Q: Won't my training be too limited if I just work with incarcerated individuals?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be otherwise motivated, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some incarcerated individuals fit the popular stereotype of the criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Others experience serious mental illness, including schizophrenia and bipolar disorder.

### **Q: How "marketable" will my internship be?**

A: Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as generalists. Upon completion of training, many interns accept offers of employment with the Bureau of Prisons. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of this exposure, former FBOP Psychology Interns now hold positions not only in FBOP facilities, but also VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices.

### **Q: Is it safe to work in a prison?**

A: The safety of both staff and incarcerated individuals is the highest priority of the FBOP. The FBOP has implemented many security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. FBOP staff are trained to address any situation with the intern to verbally de-escalate, and we have policies guiding this approach. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any other work) setting, the single most important skill of any mental health professional working in a

correctional setting is his/her ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

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

A: No. There is no specified number of direct client contact hours needed to apply. Historically, our interns have had a wide range of experiences in both non-correctional and correctional settings. There are numerous settings that provide training that is relevant to a correctional setting: inpatient hospitals, locked settings, exposure to serious mental illness, substance use treatment facilities, etc.

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

A: There are three aspects of training that all interns must attain to successfully complete internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation form at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Finally, interns are required to complete 2,000 hours of clinical training and will submit one formal psychological assessment during internship that is an adequate reflection of their clinical abilities.

## MCFP Springfield Psychologists



**Brandianne Cook, Psy.D., ABPP (Clinical)**  
**Internship Program Coordinator**  
**Mental Health Treatment Unit**

*Adler University, 2016*

Interests: Clinical supervision, internship and staff training, serious and persistent mental illness, and evidence-based practice.



**Vincen Barnes, Psy.D.**  
**Medical/Surgical Unit**

*Forest Institute of Professional Psychology, 2001*

Interests: Individual and group psychotherapy, and posttraumatic stress disorder.



**Nicole Bozas (Expected Psy.D.)**  
**Post-Doctoral Forensic Psychologist**  
**Mental Health Evaluation Unit**

*University of Denver, 2024*

Interests: Forensic psychology, culturally responsive assessment, Latine psychology, supervision, serious mental illness, and policy and advocacy.



**Sarah L. Burton, Ph.D.**  
**Forensic Psychologist**  
**Mental Health Evaluation Unit**

*Rosalind Franklin University of Medicine and Science, 2016*  
Interests: Serious mental illness, forensic issues, psychopathy,  
and research.



**Lauren Coaker (Expected Ph.D.)**  
**Post-Doctoral SMI Treatment Psychologist**  
**Mental Health Treatment Unit**

*University of Georgia, 2024*  
Interests: Serious mental illness, crisis intervention, trauma  
informed care, reentry, and forensic evaluation.



**Victoria DiSciullo, Ph.D.**  
**Advanced Care Level Psychologist**  
**Mental Health Treatment Unit**

*West Virginia University, 2021*  
Interests: Culturally-responsive practice, evidence based practice,  
CBT, and serious mental illness.



**Katlyn Hanson, Psy.D.**  
**Post-Doctoral Forensic Psychologist**  
**Mental Health Evaluation Unit**

*Wright State University, 2023*

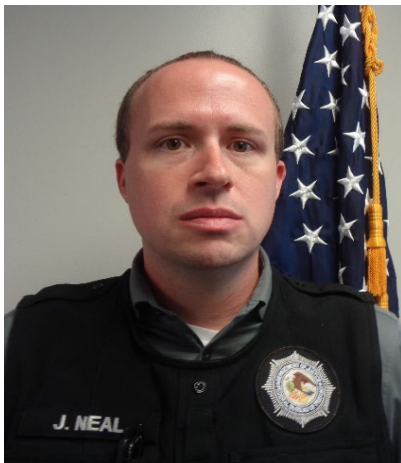
Interests: Forensic evaluation, psychological assessment, serious mental illness, and evidence-based treatment.



**Ryan Harr Kulynych, Psy.D.**  
**Chief of Psychology**

*Indiana State University, 2020*

Interests: Evidence-based individual and group therapy, crisis intervention, personality disorders, and serious mental illness.



**Joe Neal, Ph.D.**  
**Advanced Care Level Psychologist**  
**Mental Health Treatment Unit**

*Idaho State University, 2019*

Interests: Serious Mental Illness, personality disorders, dialectical behavior therapy, cognitive behavior therapy, and forensic psychology.



**Cassandra Simmons Long, Psy.D.  
RDAP Coordinator**

*Chicago School of Professional Psychology, 2018*  
Interests: Sex offender treatment and assessment, juvenile offender treatment and assessment, individual and group psychotherapy, child custody/parent capacity issues, psychopathology, serious mental illness, and trauma informed care.



**Courtney Tindell (Expected Ph.D.)  
Staff Psychologist**

*University of North Dakota, 2024*  
Interests: Serious mental illness, dark personality traits, violence risk assessment, trauma-informed care, and mental health treatment in restricted housing.



**Cynthia Turner, Psy.D.  
Forensic Psychologist  
Mental Health Evaluation Unit**

*Midwestern University, 2019*  
Interests: Forensic evaluation, psychological assessment, ethical and legal issues, counter terrorism, and sex offender assessment and treatment.





**Elizabeth Tyner, Ph.D., ABPP (Forensic)**  
**Mental Health Treatment Coordinator – Central Office**  
**Mental Health Evaluation Unit**

*West Virginia University, 2008*

Interests: Clinical supervision, internship and staff training, forensic psychology, ethical and legal issues, evidence-based practice, and research.



**Lauren Vera, Ph.D., ABPP (Clinical)**  
**Advanced Care Level Psychologist**  
**Mental Health Treatment Unit**

*Sam Houston State University, 2017*

Interests: Cognitive behavioral therapy, dialectical behavior therapy, group psychotherapy, serious mental illness, assessment of risk, and clinical supervision.



**Elizabeth Weiner, Ph.D., ABPP (Group)**  
**Advanced Care Level Psychologist**  
**Mental Health Treatment Unit**

*University of Toledo, 1997*

Interests: Empirically based individual and group therapy, intervention with self-injurious and suicidal patients, dialectical behavior therapy, clinical supervision, psychopathy, intellectual disability, and mental health programming in restrictive housing.



**Ceara Williamsen, Psy.D.**  
**Staff Psychologist**  
**Mental Health Treatment Unit**

*Immaculata University, 2022*

Interests: Trauma informed care, psychodynamic therapy, veterans and military populations, suicidality and self-injurious behavior, and treatment of personality disorder.

## Surrounding Area and Local Points of Interest



Springfield, “The Queen City of the Ozarks,” has one of the lowest overall cost-of-living communities in the nation. The city has a broad economic and industrial base. Since Springfield adjoins major recreational and vacation attractions to the south, tourism services are extensive. The latest census data noted the population is approximately 170,000. The community has five colleges and a major university (Missouri State University, with a current enrollment of approximately 24,000 students). Springfield, the third-largest city in Missouri, has shown consistent economic growth. It provides many of the conveniences of much larger cities, without the common aggravations associated with living in metropolitan areas. The area is known for the large variety of local restaurants that will suit just about any palate. The city truly provides opportunities for a comfortable lifestyle. There is also an airport to make bigger travels easy.

A variety of recreational opportunities exist for enthusiasts of outdoor activities such as canoeing, fishing, hiking, and even caves! Several lakes are within easy driving distance of the city. The community offers plentiful shopping. In 2005, the city became home to the Springfield Cardinals, the Double-A affiliate of the St. Louis Cardinals Baseball Club. The area also provides cultural attractions such as the Springfield Symphony, Springfield Regional Opera, Springfield Little Theater, and Springfield Ballet. Performing arts venues attract national tours of musical acts and Broadway shows. For the history buff, there is a National Civil War Battlefield just outside the city. Numerous other activities are available in St. Louis, Kansas City, and Tulsa, larger cities within easy driving distance.



Springfield Cardinals



Bennett Spring  
State Park



Wilson's Creek  
National Battlefield



Juanita K. Hammons  
Hall for the Performing  
Arts, Missouri State  
University

## Career Opportunities at the Bureau of Prisons

The FBOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists to meet our staffing needs. Many of the psychologists currently employed by the FBOP began their careers after completing a FBOP internship. While jobs are not promised to those who are accepted into the internship program, there are benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the Appendix for initial post-internship placements of the previous three MCFP Springfield intern classes.

Newly selected staff generally start at the GS-11 level, and upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary ranges can be found on the [Office of Personnel Management \(OPM\) website](#)). Salaries are somewhat higher in geographical areas with higher costs of living. Psychologists at MCFP Springfield are also approved for a specialty rate pay through OPM, which makes the salary comparable to those in higher cost of living areas. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Student loan repayment opportunities are available at most facilities.

Psychologists enjoy a great deal of professional autonomy in the FBOP as the main providers of mental health services and there are numerous opportunities to advance your career. The FBOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists 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. FBOP psychologists may also engage in outside employment, such as private practice or teaching.

As permanent federal employees, all psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for tax-deferred savings similar to a 401(k) plan. FBOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The FBOP is an equal opportunity employer.

## How to Apply

The application for all FBOP psychology internships is a three-step process, and you can reference [this helpful one-page guide](#) of the process and the associated timeline on the [FBOP Internship web page](#).

An in-person interview offers a snapshot of the unique nature of a correctional setting. The FBOP has received positive feedback from applicants regarding the in-person interview format,

as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. MCFP Springfield also recognizes that an in-person interview may not always present as an option for all applicants. To meet HR requirements, at least one FBOP interview must be conducted in-person. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility. MCFP Springfield utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants regardless of interview type.

### Eligibility Requirements

The Psychology Internship Program at MCFP Springfield is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection 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 APPIC's Internship Matching Program. MCFP Springfield agrees 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 for the FBOP's internship positions should be aware 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 and psychologist in training, but also suitability for work in a position of public trust. FBOP 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 incarcerated population. Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years. Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the FBOP is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity to explore federal careers while still in school. 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, applicants must submit an application through the USAJobs website to verify eligibility for temporary federal employment (internship).

You will receive additional information on the USAJobs application process after your APPIC Application for Psychology Internships (AAPI) online application has been reviewed.

### Application Process and Deadlines

Outlined below is the standard FBOP internship application process and timeline that applies to all FBOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each FBOP site you are interested in to ensure you meet the requirements of individual internship sites.

#### 1. November 1: AAPI

- a. Submit your AAPI online application on the APPIC website for each FBOP site in which you are interested. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference
- c. All AAPI application materials must be submitted online by 11:59pm on November 1<sup>st</sup>.

#### 2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.
- c. Submit all required documentation, including:
  1. Resume
    - 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.

- We recommend using the resume builder within USAJobs to ensure all information is captured accurately.
2. Transcript verifying current enrollment in a doctoral program
    - Your transcript must include the School Name, Student Name, Degree and Date Awarded. You can use either an unofficial or official copy from the Office of the Registrar.
    - **Please note:** If the transcript you are uploading does not **explicitly state that you are currently enrolled** in your doctoral program, you should upload an additional document that verifies current enrollment. This may be a Current Enrollment Verification Certificate, statement of current enrollment or acceptance letter.
  3. Evidence that you are registered for the Match
    - This could be in the form of one of the following:
      - A copy of your APPIC Match purchase receipt
      - A copy of the email receipt of the APPIC application e-submission
      - A letter from your Director of Clinical Training stating that you have completed the AAPI and are registered for the APPIC Match
- d. During the USAJobs application process, applicants must respond to a series of assessment questions about their experience. Your responses determine category placement (e.g., Best Qualified, Highly Qualified, Qualified).
  - e. After closure of the USAJobs application, only applicants that are assessed as qualified, and included in the Best Qualified category, will 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. Therefore, even if you have applied to numerous FBOP 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.

### **3. December – January: Interviews**

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  1. The FBOP's Core Values Assessment (CVA), which is used to determine if new FBOP employees possess the core values and behaviors required for success at FBOP
  2. Integrity interview, which addresses issues of personal conduct
  3. Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  4. Subject matter expert interview
- c. If applying to more than one FBOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other FBOP sites for convenience.

#### **Additional Information**

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 the information provided in interviews and required forms is accurate. During the background investigation, you will be required to disclose any medical or mental health diagnoses and treatment. Additionally, the FBOP is a drug free workplace, which includes recreational or medicinal marijuana use. 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 internship program. Once hired, interns must comply with the FBOP's Program Statement on Standards of Employee Conduct. This information is not intended to discourage applications, but to ensure applicants are aware of the additional federal requirements that will be imposed should they wish to pursue a FBOP internship position.

#### **Contact Information**

MCFP Springfield is excited about the internship program, and we appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at MCFP Springfield, please contact:

Brandianne (Brandi) Cook, Psy.D., ABPP  
Internship Program Coordinator



Board-Certified in Clinical Psychology  
[b3cook@bop.gov](mailto:b3cook@bop.gov)  
(417) 862-7041, ext. 1131

## Appendix

### Internship Admissions, Support, and Initial Placement Data

Program tables updated: May 20, 2024

#### 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 for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

#### 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>
<p>The internship program at the U.S. Medical Center has a primary aim of the training of entry-level general adult practitioners. Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must have completed a minimum of 400 intervention hours and 100 assessment hours (*exceptions may be made to the hours requirement due to COVID-19 limitations). Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The program is dedicated to attracting, supporting, and retaining diverse interns and supervisors. The Bureau of Prisons is an Equal Opportunity Employer.</p> <p>In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. The U.S. Medical Center for Federal Prisoners is an adult male hospital-correctional facility that maintains a population of approximately 1000 individuals from varying security levels due to our administrative missions. Because the training experience is primarily within a hospital-correctional setting, it has a decidedly forensic orientation and would be of particular interest to doctoral applicants with a burgeoning interest in forensic or correctional psychology. The internship program prepares each aspiring psychologist for a broad range of future employment opportunities, particularly those seeking future employment in a correctional or hospital setting.</p>

<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: N <input checked="" type="radio"/> Y Amount: 400
Total Direct Contact Assessment Hours: N <input checked="" type="radio"/> Y Amount: 100
<b>Describe any other required minimum criteria used to screen applicants:</b>
<p>During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test. The dissertation must be successfully proposed at the time the APPIC application is submitted. Applicants must first go through the USAJobs.gov application process for a Psychology Intern as a qualification step to be selected for an interview.</p> <p>Due to the nature of the FBOP's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. The interview may take several hours so plan accordingly. A psychology-related interview will be conducted with MCFP Springfield. If matched with a FBOP internship site, you will be considered an essential worker and will report daily to the institution.</p>

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

Annual Stipend/Salary for Full-time Interns	\$59,966	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
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="radio"/> Yes	No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

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

**Initial Post-Internship Positions**

	<b>2020-2023</b>	
Total # of interns who were in the 3 cohorts	9	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	<b>PD</b>	<b>EP</b>
Community mental health center	1	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	2	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	2	4
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

### Sample Didactic Schedule

Introduction to Correctional Techniques (Bureau of Prisons orientation)  
Violence Risk Assessment  
Crisis Intervention  
Dialectical Behavior Therapy  
Gender Dysphoria  
Psychology Services in the FBOP  
Differentiating Psychotic Mental Illness  
Federal Mental Health Statutes  
Psychological Testing: Theory and Practice  
Malingering Assessment  
Psychopathy  
Suicide Risk Assessment  
Public Health Service and National Health Service Corps Loan Repayment  
Case Presentations  
Clinical Evaluation of Juveniles  
Psychopharmacology  
Water Intoxication  
Expert Witness Issues and Mock Trial  
Preparing for the EPPP and Licensure  
Treating Chronic Mental Illness  
Evaluating Criminal Responsibility  
Cognitive Processing Therapy  
Assessment of Intellectual Disability  
Motivational Interviewing  
Brief Cognitive Behavioral Therapy for Suicidality  
Report Writing  
Posttraumatic Stress Disorder  
Sex Offender Evaluations  
Crisis Negotiations  
Group Therapy  
Cognitive Behavioral Therapy for Psychosis  
Threat Assessment  
Workplace Violence  
Personal Injury Litigation  
Employee-Related Evaluations  
Clinical Supervision  
Competency Restoration Treatment  
History of Sexually Violent Predator Laws  
Conducting Insanity Evaluations

## References

Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.

Magaletta, P.R., & Boothby, J. (2003). Correctional mental health professionals. In T.J. Fagan & R. K. Ax (Eds.) *Correctional Mental Health Handbook* (pp.21-38). Thousand Oaks, CA: Sage

Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.