

# Psychology Internship Program

## 2022/2023

U.S. Medical Center for Federal Prisoners  
Springfield, Missouri



Accredited by the  
American Psychological Association (APA)

Member, Association of Psychology Postdoctoral  
and Internship Centers (APPIC)

Member Number: 1398 ♦ Program Code: 139811

Notice 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.

*Updated: July 12, 2021*

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## Introduction

Philosophy, Aims, Profession-Wide Competencies, Training Sequence, and Expected Outcomes

We are delighted that you are considering the U.S. Medical Center for Federal Prisoners as a potential internship for the upcoming internship year! Our internship program at the U.S. Medical Center seeks to foster the professional and personal growth of each intern. The program is structured to provide certain core experiences to each intern, yet is sufficiently flexible that the training experience is individualized to provide learning opportunities in areas of special interest. Although each intern completes all rotations, we request input from the intern in selecting training experiences designed for the intern's specific training needs.



*U.S. Medical Center for Federal Prisoners*

The internship year at the U.S. Medical Center permits each intern to practice previously learned skills and develop new clinical skills under the supervision of a variety of experienced psychologists representing a diversity of professional orientations. Our psychologists adhere to a scientist-practitioner model of supervision with our primary aim being the training of entry-level general adult practitioners. The internship experience fosters the improvement and acquisition of traditional skills in assessment and psychotherapy with a broad spectrum of patients. Interns collaborate with a

variety of professional disciplines and develop increasing sensitivity to ethical and cultural issues. Each intern completes every major and minor rotation, yet in a different order. It is expected that at the end of every major and minor rotation, each intern perform at a minimum level of achievement in each of the nine profession-wide competencies of APA (Research, Ethical and Legal Standards, Individual and Cultural Diversity, Professional Values and Attitudes, Communication and Interpersonal Skills, Assessment, Intervention, Supervision, and Consultation and Interprofessional/Interdisciplinary Skills).

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 setting. We are looking forward to receiving your application.

Please contact me if you have any questions, and good luck with your application process.

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## Overview of the Federal Bureau of Prisons

For over 90 years, the Federal Bureau of Prisons (BOP) has housed federal inmates. In July 2021, Bureau institutions housed approximately 153,996 federal prisoners. Most of these individuals are serving sentences for offenses involving weapons, illegal drugs, or bank robbery, but a variety of other crimes against persons or property are represented among the prison population, including “white collar” crimes, such as embezzlement, bank and credit card fraud, and securities violations.

Inmates convicted of the most serious offenses, and those whose institutional adjustment is poor, are housed in high security level facilities, or penitentiaries. Most inmates live in minimum, low or medium security institutions which have increasing staff-to-inmate ratios, strengthening perimeter fencing and greater internal controls as the security levels rise.

Most facilities have in-house support services, including Health and Psychology Services departments. However, the BOP 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 is a medical referral center.



*BOP Central Office in Washington, DC*

Male and female inmates are diverse in their cultural orientations, educational levels, mental conditions, motivations, needs, and abilities. Some have made conscious decisions to engage in repeated criminal acts. Others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Most institutions offer psychology services to these inmates.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the BOP provides ample resources to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, which have enabled thousands of prisoners to earn high school equivalency certificates and to gain proficiency in graphic arts, food services, diesel mechanics, engine repair, computer sciences, and a surprising variety of other marketable skills.

## Psychology Services in the Federal Bureau of Prisons

Within most institutions of the BOP, psychologists function as the main providers of mental health services to inmates. Departments range in size from a single individual to a large group of psychologists, and they typically operate in much the same way as community mental health centers. Most inmates are self-referred, while some are sent by other staff members, or are

advised by the federal courts or parole boards to seek treatment. In most cases, inmates have the right to accept or refuse psychological services.

A large proportion of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP (Drug Abuse Program), a treatment program which combines didactic and therapeutic approaches to offer inmates a way out of the addiction-crime-prison cycle.

Psychologists are frequently called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals, as well as long-term psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists routinely provide assessments. Often, these are referrals from federal courts or parole boards. Sometimes other staff members, particularly teachers in the Education Department, will request evaluations. Some Bureau psychologists have been involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

The BOP employs doctoral-level clinical and counseling psychologists. Staff psychologists are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority, and continuing education opportunities are occasionally offered by the BOP.



### **U.S. Medical Center for Federal Prisoners (USMCFP): Our Mission**

Authorized by an act of Congress, the United States Medical Center for Federal Prisoners opened its doors in 1933 (as the United States Hospital for Defective Delinquents) to provide medical, surgical, and mental health services for male inmates within the custody of the Federal Bureau of Prisons. The U.S. Medical Center was the first federal prison given responsibility for providing such services. The U.S. Medical Center 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 (ACA).

As noted previously, institutions within the BOP provide varying degrees of security from the least secure camps to the most secure penitentiaries. The U.S. Medical Center is designed to provide services to patients from all security levels. Inmates in need of medical or mental health

services are transferred to the U.S. Medical Center from federal institutions throughout the country. Many patients are also transferred to the U.S. Medical Center pursuant to court orders from federal jurisdictions nationwide. The U.S. Medical Center has an inmate population of approximately 1,040. Approximately 400 inmates are medical or surgical patients, and about 200 are assigned to the Mental Health Service. The remaining 440 inmates constitute a lower security “work cadre” that assists in maintaining the facility. Inmates are involved with educational and vocational training, recreation facilities, and religious services.

The U.S. Medical Center has one of the largest staffs 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. Currently, the psychology staff is composed of nine licensed psychologists, three treatment specialists, and three doctoral interns. There are also two psychiatrists and six social workers. The U.S. Medical Center 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 at the USMCFP**

Psychology Services is staffed by 12 doctoral-level psychologists who obtained degrees in clinical psychology; 11 psychologists are licensed. Three psychologists are 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 program is dedicated to attracting, supporting, and retaining diverse interns and supervisors.

Psychology Services is equipped with the traditional assessment tools of psychology. All psychologists and interns 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 BOP’s library in Central Office. Many articles can be downloaded in full text from the BOP 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, ten psychologists work in the Mental Health Service. Those staff members conduct evaluations of patients referred from other BOP facilities and federal courts, and they provide treatment in a hospital setting. One psychologist provides services to our “Work Cadre” of low security inmates who were not referred for mental health or medical care as well as coordination of the Medication Assisted Treatment (MAT) program. One psychologist provides services on the Medical/Surgical Unit. Additionally, Psychology Services includes one psychologist who coordinates the Residential Drug Abuse Program (RDAP), and three treatment specialists who work in the Drug Abuse 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 services. All psychologists on staff for the 2022-2023 internship year are described in Appendix A.

## **Description of the USMCFP Internship Program**

### Overview

The U.S. Medical Center for Federal Prisoners Internship Program is accredited by the American Psychological Association and meets all APA criteria for doctoral internships in professional psychology. Any questions concerning accreditation procedures of this internship program can be directed to the Office of Program Consultation and Accreditation, American Psychological Association, 750 First St., NE, Washington, DC 20002-4242, (202) 336-5979.

The internship is considered a full-time position. It assures forty 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.

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 U.S. Medical Center, in addition to ongoing didactic activities. All interns at the U.S. Medical Center complete all rotations; there is no competing for desired opportunities. Interns complete three, four-month **major** rotations. Two rotations, which focus on evaluation and treatment, are offered on the Mental Health Service. The third rotation is offered on the Medical/Surgical Unit.

Interns also complete three, four-month **minor** rotations. These experiences are in the Residential Drug Abuse Program, on the Work Cadre unit, and with group treatment on the Mental Health Service (Competency Restoration Groups). These rotations require 8 to 10 hours per week concurrent with the major rotations.

### Individual Supervision

The psychology internship program at the U.S. Medical Center adheres to APA guidelines for supervision. At a minimum, each intern will receive four hours of supervision (at least two of which are individual) each week. There are 11 licensed psychologists on staff available for supervision, with supervisory duties divided fairly equally among them. The Internship Program Coordinator is responsible for the development, implementation, and evaluation of the internship program. She works in conjunction with the Chief of Psychology and Training Committee in making training assignments, handling clinical and administrative problems, planning the sequence of formal training experiences, preventing duplication of experiences, and maintaining close contact with other supervisors.

### Seminars and Case Presentations

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 BOP and the U.S. Medical Center. 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, such as through video conferences. A list of recent didactic seminar topics is presented in Appendix B.

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.



*U.S. Supreme Court*

### Evaluation Procedures

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.

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.

## **Description of Internship Rotations**

### **Mental Health Treatment**

The interns on this major four-month rotation provide psychological services to male inmates troubled by a broad spectrum of psychological difficulties. Most of the patients engaged in inpatient treatment have severe 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 inmates who are transferred to USMCFP 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 is provided on hospital documentation procedures, including the BOP's electronic medical record. Interns become acquainted with the treatment regulations of the Joint Commission on the Accreditation of Healthcare Organizations and the Bureau of Prisons. 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.

### **Mental Health Evaluation**

On this major, four-month rotation, the intern will complete evaluations of pretrial defendants referred to the U.S. Medical Center from federal jurisdictions across the country. Most referrals request opinions on the issues of competency to stand trial, 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 which 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 are also subject to being subpoenaed to provide testimony in federal court. Most years, one or two interns testify in federal court.

Additionally, interns on this rotation gain experience in evaluating sentenced inmates transferred from other prison facilities to



*Dr. Preston receiving a national BOP award*

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 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 at times 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 inmates 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.

### **Drug Abuse Program**

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 U.S. Medical Center launched a Residential Drug Abuse Program (RDAP) for medical patients. RDAP is a standardized drug abuse treatment program offered at over 50 federal prisons. A total of over 6,000 inmates are participating at any given time. Inmates 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 BOP's substance abuse treatment initiative including motivational interviewing, non-residential treatment services, and the eligibility interview process.

In 2020, the U.S. Medical Center began a Medication Assisted Treatment (MAT) program. MAT is an integrative program to address the unique needs of inmates 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 BOP facility.

### **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 U.S. Medical Center 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 as well. Due to the diversity of the patient population, opportunities to collaborate with translators occurs frequently. Each intern works 8 to 10 hours per week in this area.

### **Work Cadre Unit**

On this minor, four-month rotation, each intern works with low security inmates who are assigned to the Work Cadre Unit. A portion of these inmates have pressing medical issues but none have severely unstable mental health problems. Their needs and concerns are similar to other low security inmates in other federal institutions and range from adjustment reactions to substance abuse 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 Psychology Services and BOP databases (PDS and SENTRY, respectively). An area of emphasis includes providing group treatment services under the First Step Act (FSA). 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.

### **Research**

The U.S. Medical Center 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 with whom the internship is matched have a dissertation progress 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 U.S. Medical Center, 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.



2020 NCR  
Intern  
Familiarization  
Training

## Commonly Asked Questions

- Won't my training be too limited if I just work with inmates?

Prisoners are individuals, much more different than they are alike. There are many parallels that can be drawn between the presenting problems and characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those with hidden agendas, inmates-in-crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others.

Inmates have a variety of presenting problems including substance abuse, depression, schizophrenia and bipolar disorder. Many inmates desire to change the maladaptive behavior and thought patterns that led them to prison.

Notably, the federal inmate population is rich in diversity with inmates from all U.S. states and territories, consisting of a broad variety of racial, ethnic, religious, socioeconomic, and cultural groups. While all have been charged or convicted of a federal crime, they present a degree of diversity rarely seen in traditional clinical settings.

- How "marketable" will my internship be?

We seek interns who are interested in being trained as clinical generalists and who also would like to learn a specialty in substance abuse, forensic assessment, and/or correctional psychology. Upon completion of their training, many interns accept offers of employment with the BOP. Others obtain postdoctoral fellowships or assume positions in community mental health centers, private practices, hospitals, academia, and other settings.

- Would I have the chance to focus at length on specific sub-areas of psychology during my internship?

The BOP has made it a point to provide enough flexibility in the internship program model to accommodate the interests of all interns, within limits. For example, some sites may provide training in a particular area onsite or provide leave to allow an intern to attend off-site training.

- Is the Bureau of Prisons an Equal Opportunity Employer?

Absolutely. We highly encourage the applications of women and ethnic minorities.

- Does the Bureau of Prisons value staff diversity?

Absolutely. We are a family and career-oriented agency, offering a broad range of exciting career opportunities in a work environment that promotes integrity, diversity, and professional development. In our agency, you'll find a diverse workforce employed from entry level jobs to senior management positions because we value that people are different and our talent reflects the communities we serve.

## Eligibility Requirements and Application Procedures

### Eligibility Requirements

Positions offered for the coming internship year are open to students enrolled in doctoral programs in Clinical or Counseling Psychology. Applicants must be from APA accredited programs and have completed three years of graduate training. Applicants must have successfully completed all doctoral coursework by the beginning of internship. Preference will be given to those who have accrued at least 1,000 hours of intervention, assessment, and support hours. **Applicants must have accrued a minimum of 500 hours of intervention experience and 150 hours of assessment experience at the time of application; these figures do not include support hours.** Also, applicants must be U.S. Citizens and have lived in the U.S. for three of the last five years. Applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure involves a written test and a personnel interview as well as a background investigation, physical examination, and drug screening. This written test and interview must take place before a tentative offer can be made. The Bureau of Prisons is an Equal Opportunity Employer and encourages the application of women and ethnic minorities. Positions will be filled strictly in accordance with APPIC policy.

To be eligible for a doctoral internship program position, must be enrolled at least part-time as an advanced graduate student in a clinical or counseling psychology program leading to a doctoral degree. 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 aims of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

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

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

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

## **Application Guidelines**

**This internship is an APPIC Member and participates in the National Match. All applications must be submitted electronically in accordance with the Online AAPI procedures established by APPIC.**

After applications are submitted electronically via the APPIC portal, all are evaluated and the most suitable candidates are contacted to verify each person's eligibility for temporary federal employment with additional application materials at [www.usajobs.com](http://www.usajobs.com). This is a necessary requirement for federal employment. Further details will be forthcoming to those candidates. Once an applicant has successfully completed this process, they will be contacted to arrange an interview. Applicants visiting the U.S. Medical Center can tour the institution and meet with staff and the current interns. Applicants thus have the opportunity to learn more about the program, information that will be beneficial when rank-ordering preferences for internship programs. The interview process also provides our staff an opportunity to assess the candidate's clinical and interpersonal skills. Interviews will be scheduled in December and held during January. **All efforts will be made to notify applicants of their interview status by December 13.** An **onsite interview** at the U.S. Medical Center has obvious advantages for both parties. When this is not feasible, a telephone interview can be arranged. However, the applicant must complete a pre-employment interview at a Bureau of Prisons correctional facility before rank order lists are submitted.

**Because all Bureau of Prisons positions are designated as "sensitive," applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final.** This procedure involves a written test and a personnel interview as well as a background investigation, physical examination, and drug screening. This written test and interview must take place before a tentative offer can be made. Such interviews may take place at any Bureau of Prisons correctional facility, making it easier on applicants who cannot visit the site to which they are applying due to time or financial constraints.

Additionally, any questions an applicant may have regarding eligibility should be resolved prior to submitting their list for matching. Offers of internship positions resulting from the APPIC 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. 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 BOP's Program Statement on Standards of Employee Conduct.

**The deadline for completed applications is November 1.** All application materials must be submitted electronically to the APPIC application portal, in accordance with APPIC policy. You may apply to one or more of the Bureau of Prisons internship programs, but you will need to apply separately to each program where you wish to be considered. Your credentials will be evaluated independently at each site.

A computer matching program employed by APPIC is used to match intern applicants with internship sites. All positions will be filled strictly in accordance with APPIC policy. Rank Order List Submission Day, the deadline by which all programs and applicants must submit their preference lists to APPIC, and Notification of Results Day are determined by APPIC. The current APPIC Match Policies can be viewed on their website: <http://www.appic.org/>. (Click on “Match Policies” in the right-side menu).

Completed applications **must** include:

- 1) APPIC Application for Psychology Internship form (AAPI);
- 2) A current curriculum vita that lists academic and professional experience, and research;
- 3) Official transcripts of all graduate coursework, and
- 4) Reference letters from three graduate faculty or supervisors who are familiar with your work in psychology as well as your personal qualifications.

Most Bureau of Prisons internship sites request a work sample and work samples are listed as a requirement on the BOP webpage. You may provide one if desired; however, the U.S. Medical Center does not require a work sample.

### **Application Procedures**

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

1. AAPI
  - A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.
  - B. Refer to the brochure for each Bureau training site to determine if additional materials are required.

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.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern
  - A. After the AAPI Online application is reviewed by each Bureau site, applicants will be notified via email, mid-November, which sites wish to consider them further. Those applicants will be instructed to continue with the USAJOBS process for possible employment.

- B. Read the announcement on USAJOBS completely, especially the sections “Qualifications Required” and “Required Documents.” Apply online and submit ALL required supporting documentation. Required Documents include:
- Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
  - Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school’s registrar’s office.
  - Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program or 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e., proof of payment or APPIC Match ID number)
- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e., Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
- D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. **Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15.** Therefore, even though you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a vital role in the certification of an applicant to one or all sites. This means it is possible that you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

*Applicants can contact the Bureau's Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.*

### 3. Interview Process

- A. In early December, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview, which are generally conducted in December, January, or early February.
- B. Due to the nature of the Bureau of Prisons hiring process, you will need to complete an **in-person** Core Values Assessment and a pre-employment integrity



interview. These interview must be completed **onsite** at any of our 122 institutions nationwide and can usually be scheduled at an institution within driving distance. The interview may take at least 2 to 3 hours, so plan accordingly. Results of the security clearance procedures will be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance, you will no longer be considered at any of the other sites.

- C. A psychology-related interview will be conducted. You will be asked to respond to a number of scenarios that could arise in a correctional facility.

Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program. If matched with a Bureau of Prisons internship site, you will be considered an essential worker and will report daily to the institution.

### **Additional Information**

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.

Any questions you may have should be resolved prior to submitting your list for matching. 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. 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 BOP's Program Statement on Standards of Employee Conduct.

The foregoing is not intended to discourage applications, but to ensure that applicants are aware of all of the federal requirements that will be imposed on them should they wish to pursue a Bureau of Prisons Internship position.

If you have any questions, please do not hesitate to contact the Internship Program Coordinator. Dr. Cook can be contacted by email ([b3cook@bop.gov](mailto:b3cook@bop.gov)) or by phone (417) 862-7041, ext. 1131.

## Compensation and Benefits

Psychology interns during the 2022/2023 training year will receive the following benefits:

- 1) a stipend of approximately \$55,214;
- 2) annual (vacation) leave and sick leave earned at the rate of 4 hours per 80 hours worked, equivalent to 13 days per year;
- 3) liability coverage for professional activities performed within the scope of employment at the U.S. Medical Center for Federal Prisoners;
- 4) support for research activities, not including dissertations, upon approval by the Internship Program Coordinator and major supervisor, and
- 5) authorized leave to attend off-site training, upon approval by the Internship Program Coordinator, Chief of Psychology, and the Warden.

Please note: that psychology interns will have the option of enrolling in health insurance as part of the compensation package. Upon hire, the Human Resource Department can provide detailed information about health insurance benefits.

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. Additional time off will be determined on a case-by-case basis by the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Following the internship year, the BOP offers many promising interns positions as staff psychologists. New psychologists are given a degree of choice in terms of geographic area and type of prison setting (minimum, low, medium, or high security). Some positions include the added benefit of student loan repayment; this varies by facility.

Because the stipend is so generous, interns are discouraged from engaging in paid work outside the Bureau of Prisons during the internship year. Moreover, by BOP policy, outside employment may require approval by the agency before it begins (this varies based on the type of employment). Certain types of employment (such as work in law enforcement) are specifically precluded.

## Internship Admissions, Support and Initial Placement Data

Date Program Table updated: 07/12/2021

<b>Internship Program Admissions</b>			
<i>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.]</i>			
The doctoral psychology internship at the U.S. Medical Center has a primary aim of the training of entry-level general adult practitioners. 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 setting. Prior work experience in forensic or correctional settings is not required, but experience indicative of relevant interest is an important selection consideration. The program is dedicated to attracting, supporting, and retaining diverse interns and supervisors.			
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:			
Total Direct Contact Intervention Hours	No	<input checked="" type="radio"/> Yes	Amount 500
Total Direct Contact Assessment Hours	No	<input checked="" type="radio"/> Yes	Amount 150
Any other required minimum criteria used to screen applicants:	No	<input checked="" type="radio"/> Yes	Amount 3 years of graduate training
<i>Describe any other required minimum criteria used to screen applicants:</i>			
Applicants must be enrolled in APA accredited doctoral programs in Clinical or Counseling Psychology. A minimum of three years of graduate training is required. Applicants must have successfully completed all doctoral coursework by the beginning of internship. Preference will be given to those who have accrued at least 1,000 hours of intervention, assessment, and support hours. Additionally, applicants must have accrued a minimum of 500 hours of intervention experience and 150 hours of assessment experience at the time of application; these figures do not include support hours.			
Applicants must be U.S. Citizens and have lived in the U.S. for three of the last five years. Applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure involves a written test and a personnel interview as well as a background investigation, physical examination, and drug screening. This written test and interview must take place before a tentative offer can be made.			

<b>Financial and Other Benefit Support for Upcoming Training Year*</b>	
Annual Stipend/Salary for Full-time Interns	\$55,214
Annual Stipend/Salary for Half-time Interns	N/A
Program provides access to medical insurance for intern?	YES
If access to medical insurance is provided:	
Trainee contribution to cost required?	YES
Coverage of family member(s) available?	YES
Coverage of legally married partner available?	YES
Coverage of domestic partner available?	YES
Hours of Annual Paid Personal Time Off (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 in excess of personal time off and sick leave?	YES, pending administrative approval
Other Benefits: Interns may use their accrued sick or annual leave for dissertation defense, which will be granted pending approval (this is not guaranteed). Specific maternity and paternity policies are also available.	

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

<b>Initial Post-Internship Positions</b>		
[Provide an Aggregated Tally for the Preceding 3 cohorts]		
(2018/2019, 2019/2020, and 2020/2021 cohorts)	2018-2021	
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	
	PD*	EP*
Community mental health center	NA	NA
Federally qualified health center	NA	NA
Independent primary care facility/clinic	NA	NA
University counseling center	NA	NA
Veterans Affairs medical center	NA	NA
Military health center	NA	NA
Academic health center	NA	NA
Other medical center or hospital	NA	NA
Psychiatric hospital	NA	NA
Academic university/department	NA	NA
Community college or other teaching setting	NA	NA
Independent research institution	NA	NA
Correctional facility	2	6
School district/system	NA	NA
Independent practice setting	NA	NA
Not currently employed	NA	NA
Changed to another field	NA	NA
Other	NA	NA
Unknown	NA	NA

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

**Appendix A**  
**Psychologists on Staff**



Elizabeth (Libby) Tyner, Ph.D., ABPP (Forensic)  
Chief of Psychology  
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.



Brandianne (Brandi) Cook, Psy.D., HSP  
Internship Program Coordinator  
Mental Health Treatment Unit  
*Adler University, 2016*

Interests: Clinical supervision, internship and staff training, trauma informed treatment, severe 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.



Ashley Christiansen, Ph.D., ABPP (Forensic)  
Mental Health Evaluation Unit  
*University of Houston, 2012*

Interests: Forensic psychology, psychological assessment, clinical supervision/internship training, research, ethical and legal issues, and empirically-based treatment.



Victoria DiSciullo, Ph.D.  
Staff Psychologist  
*West Virginia University, 2021*

Interests: Culturally-responsive practice, evidence-based practice, CBT, and severe mental illness.



Jason Engel, Psy.D.  
Medication Assisted Treatment Coordinator  
*Forest Institute of Professional Psychology, 2001*

Interests: Individual and group psychotherapy, substance abuse treatment, and internship training.



Sarah L. Hampton, Ph.D.  
Mental Health Evaluation Unit  
*Rosalind Franklin University of Medicine and Science, 2016*  
Interests: Individual and group psychotherapy, sex offender assessment and treatment, forensic issues, psychopathy, ethical and legal issues, and research.



Ryan Harr Kulynych, Psy.D., HSPP  
Staff Psychologist  
*Indiana State University, 2020*  
Interests: Evidence-based individual and group therapy, crisis intervention, personality disorders, and severe mental illness.



Lea Ann Preston Baecht, Ph.D., ABPP (Forensic)  
Mental Health Evaluation Unit  
*Southern Illinois University, 1998*  
Interests: Forensic issues, court testimony, psychological assessment, and risk assessment.



Amanda Reed, Ph.D.  
Post-Doctoral Forensic Psychologist  
*John Jay College of Criminal Justice CUNY, 2021*  
Interests: Forensic evaluation, psychological assessment, research,  
and empirically-based treatment.



Cassandra Simmons, Psy.D., LASOP  
Residential Drug Abuse Program 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, severe  
mental illness, multiculturalism, racial trauma, trauma informed  
care.



Lauren Vera, Ph.D.  
Mental Health Treatment Unit  
*Sam Houston State University, 2017*  
Interests: Cognitive Behavioral Therapy, Dialectical Behavior  
Therapy, group psychotherapy, severe mental illness, assessment  
of risk, and clinical supervision.





Elizabeth Weiner, Ph.D., ABPP (Group)  
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.



Emma Welch, Ph.D.  
Post-Doctoral Forensic Psychologist  
*Texas Tech University, 2020*

Interests: Forensic Psychology, psychological assessment, severe mental illness, evidence-based treatment.

## **Appendix B**

### **Sample of Recent Didactic and Seminar Topics**

Introduction to Correctional Techniques (Bureau of Prisons orientation)  
Clinical Work in a Correctional Setting  
Violence Risk Assessment  
Crisis Intervention  
Dialectical Behavior Therapy  
Gender Dysphoria  
Psychology Services in the BOP  
Differentiating Psychotic Mental Illness  
Federal Mental Health Statutes  
Psychological Testing: Theory and Practice  
Malingering Assessment  
Psychopathy  
Suicide Risk Assessment  
Assessing Competencies  
BOP Job Opportunities  
Public Health Service and National Health Service Corps Loan Repayment  
Cultural Diversity 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  
Psychological Autopsy  
Report Writing  
Posttraumatic Stress Disorder  
Sex Offender Evaluations  
Crisis Negotiations  
Anxiety Disorders  
Group Therapy  
Threat Assessment  
Workplace Violence  
Personal Injury Litigation  
Employee-Related Evaluations  
Clinical Supervision  
Competency Restoration Treatment  
History of Sexually Violent Predator Laws  
Conducting Insanity Evaluations

## Appendix C

### Employment Opportunities within the Federal Bureau of Prisons

For over 40 years, the Federal Bureau of Prisons (BOP) has relied upon the psychology internship program to provide a large portion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the BOP began their careers after completing internships with us.

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

Newly selected staff psychologists typically start at the GS-11 salary level (approximately \$64,009). Upon successful completion of the first year, psychologists are routinely upgraded to the GS-12 level (approximately \$76,721). Subsequently, the GS-13 and GS-14 levels may be available. The beginning of the pay scale for a GS-13 is approximately \$91,231; the top end of the GS-14 pay scale is approximately \$140,146.) Some positions include the added benefit of student loan repayment; this varies by facility. Some staff psychologists become Chiefs of Psychology at institutions within a few years of joining the BOP. Other career tracks include leading specialized treatment programs, substance abuse programs, or internship programs. Psychologists can also become administrators; former Director of the BOP, Dr. Kathleen Hawk Sawyer, began her Bureau career as a psychology intern.

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

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

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income, similar to a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, or at age 45 with 25 years of service, and receive a full pension. The Bureau is an Equal Opportunity Employer.

**Appendix D**  
**Springfield and the Surrounding Community**



Springfield, “The Queen City of the Ozarks,” is 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 community has five colleges and a major university (Missouri State University, with a current enrollment of approximately 26,000 students). Springfield, as the third-largest city in Missouri, has shown consistent economic growth. It provides many of the conveniences of much larger cities, without the various 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.

A variety of recreational opportunities exist for enthusiasts of outdoor activities such as canoeing, fishing, and hiking. Numerous 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 Springs State Park*



*Wilson's Creek National Battlefield*



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