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FCC TUCSON  
2025-2026



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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.

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## Introduction

The Psychology Services Department at Federal Correction Complex (FCC) in Tucson, Arizona, 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 FCC Tucson 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 FCC Tucson. 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

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 offenders. 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 which provide greater degrees of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments.

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 individual in custody and ensures all 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 individuals in our care.



## Psychology Services at FCC Tucson

FCC Tucson is a proud member of the FBOP's Western Region. FCC Tucson is comprised of a United States Penitentiary (USP), a Federal Correctional Institution (FCI), and a Satellite Prison Camp (SCP). Interns can work across all security levels with adult male and female offenders from a variety of cultures and backgrounds.



USP Tucson is the only high security facility with a Sex Offender Management Program (SOMP) mission that houses individuals who have committed sexual offenses, individuals with serious mental illness and/or chronic medical issues, and individuals who have struggled to adjust at other FBOP institutions. There are also two administrative security level (all security levels) holdover housing units within the secured perimeter of the institution, the Cholla Unit and the Yucca Unit. The Cholla Unit is a 40-bed female housing unit, and the Yucca Unit is a 269-bed male housing unit. The FCI's population is mostly made up of former gang members, many with a history of substance abuse and trauma. The SCP is an all-male minimum security facility with a newly developed service dog training program.

The Psychology Services Department at FCC Tucson has one Chief Psychologist, one Deputy Chief Psychologist, one Psychology Technician, three Staff Psychologists, one Restrictive Housing Unit Psychologist, one Internship Coordinator, two Advanced Care Level Psychologists, two Advanced Care Treatment Specialists, one Challenge Coordinator, four Challenge Program Treatment Specialists, one Drug Abuse Program Coordinator, two Drug Treatment Specialists, one SOMP Coordinator, two SOMP Psychologists, and one SOMP Treatment Specialist. When all positions are filled the total staff compliment is 24.

Psychology Services staff conduct initial psychological screening of all arriving designated individuals and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the forms of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with all departments in evaluating individuals with adjustment concerns to ensure effective program options are offered. We monitor the adjustment of all individuals with serious mental health conditions and provide regular support and treatment. Psychological services within this institution are designed to ensure that every person with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community.

The USP and FCI are each equipped with its own Psychology Services Department. The Psychology Services Department at the USP also provides coverage for the Satellite Camp. Within each Psychology Services Department there are private offices for assessment and

treatment, and larger rooms for groups. There are regularly scheduled psychologist and staff meetings to help promote a professional treatment atmosphere and foster close working and collegial relationships among staff.

### **Specialty Programs at FCC Tucson**

#### **Serious Mental Illness /RISE Unit**

The Serious Mental Illness Treatment Program is designed to support individuals with significant psychiatric issues who have been designated to USP Tucson. These individuals require significant levels of treatment interventions, often daily from Psychology Services staff. Participants in the CARE3-MH (mental health) program often require psychological testing and thorough mental health evaluations to determine complex differential diagnoses, to include the potential for malingering. Most individuals diagnosed with serious mental illness are housed on the RISE Unit. Individuals identified as CARE2-MH also reside on the RISE Unit if actively participating in group therapy. Participants are also provided the opportunity to participate in milieu activities, to include monthly visits with therapy dogs.

The RISE Unit is a less-intensive, semi-structured unit, staffed with a psychologist and a social worker. Participants are provided all treatment interventions on the housing unit. Treatment interventions include, but are not limited to anger management, dialectical behavioral therapy, mindfulness based cognitive therapy for depression, and illness management and recovery.

A peer companion program is provided on the unit, to support those with serious mental illness in transitioning to and remaining in general population. Peer companions are hand-picked and specially trained in suicide and relevant mental health issues. They play a significant role in assisting the seriously mentally ill individuals in completion of daily tasks such as personal and cell hygiene management, attending pill line, and eating in the chow hall. Companions also serve as mentors for others on the unit.

#### **Challenge Program**

The Challenge Program is designed to address the unique challenges of individuals housed in high security with substance use disorder and mental health issues. Under the direction of a psychologist, this residential program involves using an integrative model that includes an emphasis on a therapeutic community, strong cognitive-behavioral and relapse prevention components, as well as the connection of substance abuse to faulty criminal patterns of thought and action. The program is an evidence-based treatment program designed to promote adaptive life skills to prepare participants for transition to lower security prison settings, as well as to promote successful reentry into society at the conclusion of their terms of incarceration.

The Challenge Program is based on the belief that individuals have the necessary power to change if given the right tools and the opportunity to do so. Participants learn new skills to examine their own personal beliefs and assumptions in order that better decisions can be made and problem solving is more effective and productive. The Challenge Program is about making a transition from former negative, criminal lifestyles to a new, honorable, and more positive ways of living. The FCC Tucson Challenge Program is unique as the only Challenge Program that has a sex offense specific track. The Challenge Program Unit at USP Tucson is staffed with a Challenge Program Coordinator and four Challenge Treatment Specialists.

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

The Nonresidential Drug Abuse Treatment Program (NR-DAP) is a flexible and general population group designed for treatment of individuals with self-reported substance use disorders. NR-DAP is presented through scheduled and time-limited therapeutic group sessions. The journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and unhelpful) ideas about themselves, others, and/or their worlds within the backdrop of their individual substance abuse. The focus of NR-DAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning. NR-DAP is offered at all three institutions at FCC Tucson and is staffed with a Nonresidential Drug Abuse Treatment Program Coordinator and two Drug Treatment Specialists.

### **Medication-Assisted Treatment (MAT)**

Medication-Assisted Treatment (MAT) is an interdisciplinary treatment program typically associated with the treatment of opioid use disorders (OUDs) but may also encompass treatment for other substance use disorders (SUDs), such as alcohol. Psychologists assess for SUDs and other mental health conditions in the referral process for MAT and provide ongoing assessment and group intervention to incarcerated individuals prescribed medication to treat SUDs.

### **Sex Offender Management Program (SOMP)**

The Sex Offender Management Program is a multi-component program comprised of cognitive behavioral treatment programming (either residential or non-residential), risk assessments, and specialized correctional management services. USP Tucson is the only high security SOMP institution within the FBOP and offers the moderate intensity non-residential sex offender treatment program (SOTP-NR) for low to moderate risk sexual offenders.

The SOTP-NR is a voluntary program in the FBOP for individuals convicted of sexual offenses. The SOTP-NR is a moderate-intensity treatment program consisting of three phases. It takes approximately 9 to 12 months to successfully complete the program, with participants in group 4 to 6 hours per week. In Phase I, participants focus on challenging their distorted thinking surrounding their offending and taking responsibility for their behavior. Phase II focuses on healthy coping and skill building, and topics covered include communication skills,



emotional and sexual self-regulation, victim empathy, and intimacy skills. In Phase III, participants continue practicing skills learned earlier in treatment, and begin developing their Relapse Prevention Plan. Throughout treatment, participants are expected to hold each other accountable, give and receive feedback, support, and challenge each other, and focus on leading a healthy, offense-free lifestyle.

### **Administrative Units**

The administrative units at FCC Tucson also provides Psychology Services the unique opportunity of providing prompt and professional services to a highly transient male and female holdover population. Approximately 2,000 individuals cycle through the administrative units on a yearly basis while awaiting transport to designated institutions. This population is considered high risk for suicide, substance use disorder and detoxification from substances. This population, which is housed at the FCI, requires daily psychological interventions from the Psychology Services Department.

## Psychology Internship at FCC Tucson

### Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FCC Tucson 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 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 FCC Tucson, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Fridays (excluding federal holidays), even during the COVID 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 7:00 a.m. to 3:00 p.m. Extended work hours may be necessary to complete required documentation with required timeframes, such as suicide risk assessments. Interns will be provided compensatory time for the extended hours. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. All interns will select two four-month, primary rotations. A rotation in Correctional Psychology/General Population is required. A basic description of training experiences will follow.

### Internship Rotations

#### **Correctional Psychology/General Population**

Individual Psychotherapy – Interns are responsible for completing intake screenings, evaluating mental health functioning and diagnostic presentation, and assigning appropriate mental health care levels based upon diagnosis, level of impairment, and clinical need. Interns may be assigned a caseload of designated CARE1-MH, CARE2-MH, and CARE3-MH individuals. The emphasis of the general population rotation is providing services to designated CARE1-MH individuals.

Group Psychotherapy – Interns facilitate an evidence-based priority practice group with general population individuals. Interns can choose their preferred group topic, and potential protocols include anger management, criminal thinking, emotional self-regulation, and seeking safety (trauma).

Restrictive Housing – Interns participate in a weekly multidisciplinary meeting with upper management to review individuals housed in the Special Housing Unit (SHU). Interns also complete weekly rounds in the SHU and address the needs of individuals in restrictive housing through providing self-study material and individual counseling. For individuals housed in a restrictive housing setting for six months, interns complete a mental health screening to evaluate the impact of restrictive housing on mental status. Interns also manage the Turning Points Program in restrictive housing, a series of in-cell treatment modules provided to

participants to improve coping skills and address criminal thinking, attitudes, gambling, and drug abuse.

Assessment – Interns complete at least one comprehensive evaluation during this rotation. Referral questions vary considerably and may include educational and disability assessment, neuropsychological assessment, and personality assessment. Because of the wide range of referral questions, efforts are made to match referrals to the intern's clinical interests and training goals.

Crisis Intervention – Interns are trained in crisis intervention, suicide risk assessment, and disruptive behavior management. Interns assess static and dynamic risk factors and protective factors for suicide using the Jail Suicide Risk Assessment Tool and collaborate with other psychologists to determine risk level and treatment needs. Interns coordinate with multidisciplinary staff to facilitate suicide watch placement for those determined to be at heightened risk.

### **Serious Mental Illness**

Assessment – All interns complete a comprehensive psychological assessment report including interviewing, testing, record review, and integration of collateral data. Interns will be provided access to numerous psychological testing instruments to include: ABAS-3, BAI, BDI-II, BHS, BSI, BSS, CTMT-2, CTONI-2, DAPS, FAST, FAVT, IORNS, KBIT-2, MCMI-IV, M-FAST, MMPI-2-RF, MMPI-3, PAI, PDS, RBANS, SASSI-4, SCID-I, SIMS, SIRS-2, STROOP, TOMM, TSI-2, WAIS-IV, ACS for WAIS-IV and WMS-IV, WMS-IV, and WRAT5.

Individual Psychotherapy – Interns are assigned a caseload of CARE3-MH program participants with diagnoses such as schizophrenia, delusional disorder, major depressive disorder, bipolar I disorder, schizoaffective disorder, and various personality disorders. Interns collaboratively develop individualized treatment plans and provide weekly individual therapy within the context of the therapeutic community.

Group Psychotherapy – Interns facilitate a variety of psychoeducational groups and co-facilitate process groups with Advanced Care Level Psychologists. Interns facilitate manualized, evidence-based groups which may include emotional self-regulation, CBT for psychosis, anger management, illness management and recovery, and dialectical behavior therapy skills training. Interns are also afforded the opportunity to develop their own group curricula and have creative authority over group topics to facilitate treatment buy-in, skills building, and social engagement.

### **Sex Offense Specific Treatment and Management**

Sex Offender Management Program Administration – Interns work closely with the SOMP Coordinator, SOMP Psychologists, and the SOMP Treatment Specialist to assess, treat, and manage individuals convicted of sexual offenses on the compound of the USP. In the SOMP rotation interns will have the opportunity to shadow supervisors and complete administrative duties typical of a treatment coordinator in the FBOP. Interns may observe clinical supervision

of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation related to correctional management and treatment of individuals with a sex offense history.

Sex Offender Management Program Assessments – Interns have the opportunity to complete assessments including but not limited to psychosexual evaluations, initial risk assessments, Static-99R, and motivational interviewing. The SOMP rotation will provide interns with a unique training opportunity to develop specialized diagnostic, assessment, intervention, and consultation skills with a diverse population of individuals convicted of sexual offenses. Opportunities may also exist to complete psychological testing, as indicated.

Sex Offender Management Program Process Group Therapy/Psychoeducational Group Therapy – Interns facilitate and co-facilitate sex offender-specific process groups and psychoeducational groups with SOMP Psychologists and treatment specialists. Interns are provided training and supervision in providing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills.

Sex Offender Management Program Treatment Team – Interns participate in weekly treatment team meetings for SOMP. The Treatment Team consists of a Program Coordinator, Interns, Psychologists, and a Treatment Specialist. Participants in the program are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The Treatment Team assists the program participants in identifying activities and interventions that will help the participant reach their treatment goals and function effectively in the treatment community.

### **Challenge Program**

Program Administration – Interns in the Residential Challenge Program rotation have the unique opportunity to shadow supervisors and complete administrative duties typical of a residential treatment coordinator in the FBOP. Interns may observe clinical supervision of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation related to program qualification, early release procedures, and placement in residential reentry centers.

Process Group Therapy – Interns facilitate and co-facilitate process groups with treatment specialists. Interns are provided training and supervision in developing a supportive group environment, managing group dynamics, and utilizing process commentary to highlight communication styles and improve social skills.



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

Treatment Team – Interns participate in weekly treatment team meetings for the Challenge Programs. The Treatment Team consists of Program Coordinators, Interns, and Treatment Specialists. Participants in the program are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The Treatment Team assists the program participants in identifying activities and interventions that will help the participant reach their treatment goals and function effectively in the treatment community.

### **Non-Residential Drug Treatment and Medication-Assisted Treatment**

Program Administration – Interns will work closely with the Drug Abuse Program Coordinator and the Drug Abuse Program Treatment Specialist to assess and treat individuals with substance use disorder concerns at all three facilities. Interns will have the opportunity to shadow and complete administrative duties of a Drug Abuse Program Coordinator in the FBOP. Interns may observe and provide clinical supervision for treatment specialists, participate in multidisciplinary meetings, and consult with staff in multiple departments.

Drug Treatment Program Assessments – The intern will complete screenings and diagnostic assessments for the Residential Drug Abuse Treatment Program, Medication-Assisted Treatment Program, and Non-Residential Drug Abuse Treatment Program. These assessments focus on substance use disorder, mental health disorders, and recommendations for treatment.

Drug Treatment Program Process Group Therapy/Psychoeducational Group Therapy – Interns facilitate and co-facilitate process groups and psychoeducational groups with the Drug Abuse Program Coordinator and treatment specialists. The groups focus on learning about patterns that lead to substance abuse, triggers for substance abuse, and coping skills that can be utilized for healthy social lives/interactions.

### **Didactic Training**

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

### A Day in the Life of an FCC Tucson 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 individuals. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the FBOP, we’ve included a sample below of what a day could look like for one of our interns.

Time	Activity
7:00 am	Arrive to work and catch up on emails
8:00 am	Individual Therapy with SMI client
9:00 am	Trauma Response Group
10:00 am	Core Clinical Rounds/Team Meeting
11:00 am	Individual Supervision
11:30 am	Crisis Intervention
1:00 pm	Gender Dysphoria Evaluation
2:00 pm	Documentation
3:00 pm	Leave for the day with Psychology team

### Supervision

FCC Tucson 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 observation of sessions. Professional development is emphasized as well as clinical service provision. 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 (IPC) 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.

### **Supervision Opportunities**

FCC Tucson currently partners with Northern Arizona University and Midwestern University to provide training for doctoral practicum students. Interns will be provided the opportunity to supervise practicum students and receive supervision of supervision. When schedules permit, practicum students also attend group supervision.

### **Intern Evaluation**

Formal evaluation of each intern's performance occurs at the halfway point and end of each rotation for a total of six evaluations. Interns are evaluated using a tool common to all FBOP internship training sites. The evaluations measure intern progress with regards to the profession-wide competencies delineated by APA. A copy of each completed formal evaluation is sent from the Internship Program Coordinator to the Director of Clinical Training from the intern's doctoral program.

Our aim at FCC Tucson 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 FCC Tucson 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 to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

The internship program values and actively solicits feedback from interns regarding their experiences in the overall internship program, each rotation, and each supervisor. Consequently, interns complete evaluations of the internship program and the supervisors after each rotation and at the end of the training year. This feedback is shared anonymously and strongly considered when making modifications to the training program.

Members of the Psychology Services Department at FCC Tucson 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 course of the internship experience, interns may have concerns regarding these or other issues. As with our Due Process procedures, the Grievance

Procedures at FCC Tucson are made available to interns and reviewed during 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 \$61,044 (as of 2024)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- Professional development benefits, including a fully funded conference in Denver with interns across all FBOP institutions.
- 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
- 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

FCC Tucson is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program at FCC Tucson had the APA accreditation site visit in February 2024, and we are eagerly awaiting the Commission on Accreditation's decision. Please contact Dr. Unruh directly at [lunruh-parker@bop.gov](mailto:lunruh-parker@bop.gov) or 520-663-5000 x 6382 regarding status of accreditation. The FBOP currently has 20 other Psychology Doctoral Internship Programs, with 13 accredited by the APA and eight other new programs/not yet APA accredited. The FBOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCC Tucson will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow FBOP institutions.

Any questions or concerns regarding the accreditation status of the FCC Tucson should be addressed to:

FCC Tucson Psychology Internship Program

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
(202) 336-5979 | [apaaccred@apa.org](mailto:apaaccred@apa.org) | [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  
(832) 284-4080 | [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 motivated by a secondary gain, 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 individuals fit the popular stereotype of the hard-core 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 FBOP. 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 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 intent 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, including but not limited to: inpatient hospitals, locked settings, exposure to serious mental illness, substance use disorder treatment facilities, etc.

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

A: There are three aspects of training that all interns must attain to successfully complete an internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation 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 the internship which is an adequate reflection of their clinical abilities.

## FCC Tucson Psychologists

### Chief Psychologist



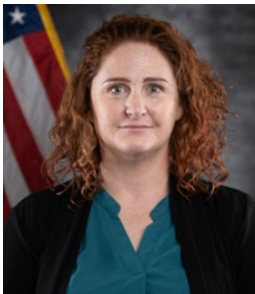
***Dr. James Hayden, Psy.D.*** – Dr. Hayden acquired his Psy.D. in 2003, from Argosy University, Seattle Campus. He began his FBOP career as an intern at MCFP Springfield (MO) in 2002, and progressed to Chief Psychologist of FCC Tucson in 2007. During his tenure at FCC Tucson, Dr. Hayden has overseen the implementation of numerous programs to include the Challenge Program, the SOMP Program, the Care3-MH Services Program and the Restrictive Housing Unit Psychology Program. Over the course of his career, he has provided training to many new psychologists and has contributed to the promotion of psychologists and treatment specialists to greater levels of responsibility within the FBOP.

### Deputy Chief Psychologist



***Dr. Katherine Werner, Psy.D.*** – Dr. Werner completed her doctorate in Clinical Psychology from The Chicago School of Professional Psychology – Chicago, IL campus in 2014. She completed her doctoral internship at FMC (formerly FCI) in Fort Worth, Texas. She has prior experiences in the FBOP as a Staff Psychologist at FCI Ashland (KY) and Sex Offender Program Psychologist at USP Tucson. She is team-oriented and dedicated to helping people identify their strengths. Outside of work, Dr. Werner enjoys playing board games with friends and family, hanging out with her many critters, traveling, going to concerts at the various music venues in the Tucson/Phoenix area, and visiting the Sonora Desert Museum.

### Internship Program Coordinator



***Dr. Lisa Unruh-Parker, Psy.D.*** – Dr. Unruh earned her Psy.D. from the Arizona School of Professional Psychology – Phoenix in 2004. She has worked as an officer and a mental health treatment provider in correctional settings for 27 years. She was also an adjunct professor for Arizona State University for three years and completed assessments at a private residential treatment facility for five years. In the FBOP, she has held the following positions: SOMP Psychologist, SOMP Coordinator, DAP Coordinator, and Internship Program Coordinator. Dr. Unruh enjoys traveling, hiking the many Tucson trails, and swimming and playing games with her family. She is excited about training new psychologists and providing an outstanding training experience.

### Advanced Care Level Psychologist



***Dr. Samantha Licata, Psy.D.***— Dr. Licata earned her Psy.D. from Spalding University in Louisville, Kentucky in 2016. She completed her internship at FCC Petersburg (VA) before starting her career as a Staff Psychologist at FCC Tucson. She promoted to an Advanced Care Level Psychologist position in 2019, wherein she works with the seriously mentally ill population. While initially only planning to stay in Tucson for one year, as Tucson just felt too far away from home in Ohio, she found herself falling in love with the area and decided to call this place home with her two dogs, Finnigan and Sonora. Dr. Licata is most definitely looking forward to sharing her passion of working with this unique population with future interns.

### Challenge Program Coordinator



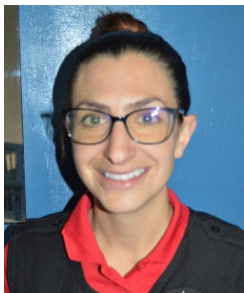
***Dr. Shara Johnson, Psy.D.***— Dr. Johnson earned her Ph.D. from Sam Houston State University in Huntsville, Texas in 2014. She was an intern at FMC Fort Worth (TX) in 2013, and has remained with the FBOP since that time. She has an interest in forensic assessment and a research background in suicide risk. Clinically, she is experienced in conducting crisis interventions and behavior modification in high security settings. Dr. Johnson enjoys leisure reading (let's talk Sci-Fi), weekly board game night with friends, and spending time with her very spoiled fur babies.

### Drug Abuse Program Coordinator



***Dr. Aimee Poleski, Psy.D.***— Dr. Poleski graduated with her Psy.D. from Midwestern University in 2020. Dr. Poleski has a Master's degree in Clinical Mental Health Counseling with a range of clinical experience in both community and correctional settings. Dr. Poleski has six years of experience treating children, adults, couples, and families in private practice. She has also experience providing mental health services in an outpatient medical setting, and she has both forensic and correctional psychology experience with juvenile offenders and incarcerated males and female offenders. Dr. Poleski enjoys learning new skills and activities in her free time, she is a volunteer librarian for the Human Library out of Copenhagen, Denmark, and she is active in animal foster and rescue. Dr. Poleski strongly values mentorship and looks forward to assisting Doctoral Interns in their professional development.

### **Restrictive Housing Unit Psychologist**



***Dr. Karina Hermosillo, Psy.D.***— Dr. Hermosillo was born and raised in New York. She moved to Arizona for her doctorate program and obtained her Psy.D. from Midwestern University in 2018. Her post-doctorate experience was at Arizona Department of Corrections, and she has worked in corrections since. Dr. Hermosillo can be found enjoying the sun, whether that be hiking, laying by the beach, or walking her dogs. She is happy to be part of training psychologist in the field and learning new things in the process!

### **Sex Offender Management Program Psychologist**



***Dr. Ashlee Jayne, Ph.D.***— Dr. Jayne received her doctorate from Oklahoma State University (Go Cowboys!) in 2019. FCC Tucson is her third FBOP institution. She completed her doctoral internship at the MCFP in Springfield (MO). Following internship, she began her career as a Staff Psychologist at FCI Berlin (NH). She is currently on the SOMP team providing treatment to individuals convicted of sexual offenses. Dr. Jayne really enjoys talking about her animals...a lot. For example, she will tell you about her three dogs, desert tortoise, and bearded dragon. Interests outside of her pets include crafting, baking, organizing, and going on new adventures to new places. At work she really strives for a team-oriented atmosphere, and she often gets nerdy excited about group work.

### **Staff Psychologist**



***Dr. Melanie Estrada, Psy.D.***— Dr. Estrada completed her doctorate in Clinical Psychology from California Baptist University in 2023. She completed her doctoral internship at FCC in Tucson, Arizona. She is currently the Staff Psychologist at FCC Tucson, pursuing licensure and looking forward to building her career in the bureau. Dr. Estrada enjoys cooking, baking, fitness, exploring the city of Tucson with friends and spending time with her bearded dragon and cat.



## Surrounding Area and Local Points of Interest

The beauty of the Sonoran Desert is what first pulls many to Tucson, but they're often surprised at how verdant and diverse a living desert can be as they learn about our ecosystems at Tohono Chul Park, Tucson Botanical Gardens, and Arizona-Sonora Desert Museum.



Off the beaten path, you can explore the wide-open wonder of the American Southwest up-close and unrestrained, hiking the five mountain ranges that circle the Old Pueblo or wandering wilderness preserves and parks, from the waterfalls of Seven Falls at Sabino Canyon to the majestic cacti of Saguaro National Parks East & West, or from the high-pine and aspen forests of Mt. Lemmon to the cool, otherworldly depths of Colossal Cave Mountain Park or Kartchner Caverns State Park. The entire Santa Catalina Mountain Range is one of Tucson's most popular vacation spots for cycling, hiking, rock climbing, camping, birding, and in wintertime snowboarding and skiing.

Probe the cosmos at Kitt Peak National Observatory and the Fred Lawrence Whipple Observatory. Feed your spirit in the city's museums and galleries, or travel through time discovering Tucson's unique cultural legacy, from the collision of Spanish and Tohono O'odham cultures in the art and architecture of Mission San Xavier del Bac to 300 vintage-to-modern aircraft illuminating a century of military and aerospace history at the Pima Air & Space Museum.



You can also hop on the 3.9-mile Sun Link Tucson Streetcar and roll your way through the heart of Tucson, from Main Gate Square at the University of Arizona, along Fourth Avenue, and across Downtown Tucson to Mercado San Agustin and back. Step off and on at streetcar stops to explore shops and restaurants, ranging from funky to elegant, but always memorable.

One of this area's greatest offerings is the legendary Fourth Avenue Street Fair, held in spring and winter every year. The fair is a 50-year-old, family-friendly shopping and entertainment tradition that includes artists from around the country, carnival food, local entertainment, and lots to see and do.

Tucson received the distinction of City of Gastronomy from the United Nations Educational, Scientific, and Cultural Organization, because the food here tells a story that dates back 4,000 years. The city's culinary heritage is a tapestry of Mexican and Native American traditions.



## Career Opportunities at the Federal 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 needed 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.

Newly selected staff psychologists 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. 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 can 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 which 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. FCC Tucson 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. FCC Tucson 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 FCC Tucson 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. FCC Tucson 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 federally 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 that you're interested in. 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 11:59 pm 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
    - 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.
    - 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:
  - 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
  - Integrity interview, which addresses issues of personal conduct
  - Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  - 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

We are excited to share our training program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCC Tucson, please contact:

Lisa Unruh-Parker, Psy.D. (she/her/hers)  
Internship Program Coordinator

[lunruh-parker@bop.gov](mailto:lunruh-parker@bop.gov)  
520-663-5000 x 6382

## Appendix

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

Program tables updated: May 8, 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

<p><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>
<p>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 also have completed a minimum of 300 intervention hours and 50 assessment hours (*exceptions may be made to the assessment hours 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 FBOP 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. FCC Tucson is an adult male and female correctional facility that maintains a population of approximately 1,602 incarcerated individuals from varying minimum to high security levels.</p>
<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></p>
<p>Total Direct Contact Intervention Hours: N <input checked="" type="radio"/> Y Amount: 300</p> <p>Total Direct Contact Assessment Hours: N <input checked="" type="radio"/> Y Amount: 50</p>
<p><b>Describe any other required minimum criteria used to screen applicants: N/A</b></p>
<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 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 at a FBOP institution. The interview may take at least 2 to 3 hours so plan accordingly. A psychology-related interview will be conducted in-person or virtually at FCC Tucson.</p> <p>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	\$61,044	
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): N/A		
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	3	
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	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	3
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

<b>Date</b>	<b>Title/Topic</b>	<b>Presenter</b>
8/29/24	Intake Process & Data Tracking Systems: PDS/BEMR, Sentry, Insight	Lisa Unruh-Parker, Psy.D.
9/5/24	Suicide Risk Assessment: Factors to assess with suicide watch	Samantha Licata, Psy.D.
9/12/24	Static 99 R	Katherine Werner, Psy.D.
9/19/24	WebEx: Suicide Prevention	Central Office
9/26/24	Assessment Clinic: Personality Assessment	Shara Johnson, Ph.D.
10/3/24	First Thursday WebEx	Central Office
10/10/24	Assessment Clinic: Intelligence Testing	Shara Johnson, Ph.D.
10/17/24	Internship Conference at MSTC	Central Office
10/24/24	Ethical Principles and Code of Conduct	James Hayden, Psy.D.
10/31/24	Differential Diagnosis	Samantha Licata, Psy.D.
11/7/24	First Thursday WebEx	Central Office
11/14/24	Psychopharmacology	Melissa Spanggaard, D.O.
11/21/24	Impact of Clinician's Identity on Clinical Practice	Lisa Unruh-Parker, Psy.D.
11/26/24	Assessment Clinic: Neuropsychological Assessment (RBANS, D-KEFS, Stroop, WCST, RCFT)	Lisa Unruh-Parker, Psy.D.
12/5/24	First Thursday WebEx	Central Office
12/12/24	Competency-Based Clinical Supervision	Lisa Unruh-Parker, Psy.D.
12/19/24	Priority Practice Groups: CBT, Thinking Errors, RSA's	Aimee Poleski, PsyD.
12/26/24	Assessment Clinic: Malingering Assessment	Shara Johnson, Ph.D.
1/2/25	Functional Behavior Analysis	Ashlee Jayne, Ph.D.
1/9/25	Motivational Interviewing	Katherine Werner, Psy.D.
1/16/25	Modified Therapeutic Communities	Shara Johnson, Ph.D.
1/23/25	Mental Health Services in Restrictive Housing	K. Hermosillo, Psy.D.
1/30/25	Treating Gender Dysphoria	Ashlee Jayne, Ph.D.
2/6/25	First Thursday WebEx	Central Office
2/13/25	Mindfulness Based Cognitive Behavioral Therapy	Aimee Poleski, PsyD.
2/20/25	Dialectical Behavior Therapy	Ashlee Jayne, Ph.D.
2/27/25	Mental Health and Legal Intersection in FBOP	Ryan Hammond, J.D.
3/6/25	First Thursday WebEx	Central Office
3/13/25	Vicarious Trauma and Self-Care	Aimee Poleski, Psy.D.
3/20/25	Dissertation Presentation	Psych Intern
3/27/25	Human Trafficking	Katherine Werner, Psy.D.

FCC Tucson Psychology Internship Program

<b>Date</b>	<b>Title/Topic</b>	<b>Presenter</b>
4/3/25	First Thursday WebEx	Central Office
4/10/25	Counseling Incarcerated Females	Teresa Yeh, Psy.D. (PHX)
4/17/25	Eating Disorders and Body Dysmorphia	Chris Jayne, Ph.D. (VA)
4/24/25	Dissertation Presentation	Psych Intern
5/1/25	First Thursday WebEx	Central Office
5/8/25	De-Escalation Training	Mayra Cano, M.A.
5/15/25	Competency Exam presentation	Practicum Student
5/22/25	Mock Trial Testimony	Lisa Unruh-Parker, Psy.D.
5/29/25	Licensure Review for States of Interest	Lisa Unruh-Parker, Psy.D.
6/5/25	First Thursday WebEx	Central Office
6/12/25	Medication-Assisted Treatment	Aimee Poleski, Psy.D.
6/19/25	Goals for Continued Training	Lisa Unruh-Parker, Psy.D.
6/26/25	Competency Exam presentation	Practicum Student
7/2/25	First Thursday WebEx	Central Office
7/10/25	Emergency Medication	Samantha Licata, Psy.D.
7/17/25	Impact of Religion on AICs	Lisa Unruh-Parker, Psy.D.
7/24/25	Preparing for EPPP and Licensure	Ashlee Jayne, Ph.D.
7/31/25	Emergency Response Teams	Karina Hermosillo, Psy.D. Ashlee Jayne, Ph.D.
8/7/25	Internship Wrap-up	Lisa Unruh-Parker, Psy.D.

## 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.