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FCC TUCSON

2023-2024



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FEDERAL BUREAU OF PRISONS

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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 Bureau of Prisons (BOP) in general, and FCC Tucson specifically. The brochure begins with an overview of the BOP as well as the roles of psychology and the Psychology Internship Program within the BOP.

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 BOP 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 BOP.

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 Bureau of Prisons

Over the last 90 years, the BOP has established 122 institutions and currently houses approximately 153,000 offenders. With the core values of Respect, Integrity, Courage, and Correctional Excellence, the BOP 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 BOP 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 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 BOP 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 BOP 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 BOP Psychologist.

The primary mission of Psychology Services within the BOP 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 BOP 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 BOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, 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 BOP's Western Region. FCC Tucson is comprised of an United States Penitentiary (USP), a Federal Correctional Institution (FCI), and a Satellite Prison Camp (SCP). Interns have the opportunity to work across all security levels with 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 been unsuccessful at other BOP institutions. USP Tucson also has one of the largest transgender populations in the BOP. The FCI houses medium security level offenders. There are also two administrative security level (all security levels) pretrial housing units within the secured perimeter of the institution, the Cholla Unit and the Yucca Unit. The Cholla Unit is a 40-bed female pretrial housing unit, and the Yucca Unit is a 269-bed male pretrial housing unit. The FCI's population is mostly made up of former gang members, many with a history of substance use and trauma. The SCP is an all-male minimum security facility.

The Psychology Services Department at FCC Tucson has one Chief Psychologist, one Psychology Technician, three Staff Psychologists, one Internship Coordinator, two Advanced Care Level Psychologists, one Challenge Coordinator, four Challenge Program Treatment Specialists, two Drug Abuse Program Coordinators, two Drug Treatment Specialists, one SOMP Coordinator, three SOMP Psychologists, and one SOMP Treatment Specialist. When all positions are filled the total staff compliment is 22.

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 FCI also provides coverage for the Satellite Camp. Within each Psychology Services Department there are private offices for assessment and treatment, larger rooms for groups, and a staff lounge area. 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/CARE3-MH Treatment Program

The Serious Mental Illness/CARE3-MH Treatment Program is designed to support individuals with significant medical and psychiatric issues who have been designated to USP Tucson. These individuals require significant levels of treatment interventions, often on a daily basis 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. All seriously mentally ill individuals are housed on the Care Level 3 Unit.

The Care Level 3 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 Care Level 3 unit, in an effort to guide those with serious mental illness transition to 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 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 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.

Pretrial Services

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

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 BOP 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 BOP 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.

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 BOP 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 BOP 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 7:30 a.m. to 4:00 p.m. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A basic description of additional 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 are able to 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, IORNS, KBIT-2, MCMI-IV, M-FAST, MMPI-2-RF, MMPI-3, PAI, PCL-R, PDS, RBANS, SASSI-4, SCID-I, SIMS, SIRS-2, 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 Offender and Drug Treatment

Sex Offender Management Program Administration - Interns will 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 BOP. Interns may observe clinical supervision of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation related to correctional management and treatment of individuals with a sex offense history.

Sex Offender Management Program Assessments – Interns will 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.

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.

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

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 BOP. Interns may observe clinical supervision of treatment specialists, participate in multidisciplinary meetings, consult with upper management and unit team staff, organize group treatment schedules, and complete various documentation related to 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.

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 BOP 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 BOP, we’ve included a sample below of what a day could look like for one of our interns.

Time	Activity
7:30 am	Arrive to work and catch up on emails
8:00am	Individual Therapy with SMI client
9:00am	Trauma Response Group
10:00am	Core Clinical Rounds/Team Meeting
11:00am	Lunch
11:30am	Crisis Intervention
1:00pm	Gender Dysphoria Evaluation

2:00pm	Initial Assessments
3:00pm	Individual Supervision
4:00pm	Leave work with fellow psychology staff

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 supervision 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 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.

Multicultural Supervision

Our training program approaches diversity from a cultural humility perspective, which encourages clinicians to work with diverse clients while maintaining an attitude of openness, acknowledging and owning one's limitations to understanding a client's cultural background and experience, and emphasizing continued growth and development over time rather than obtaining a level of multicultural competence. Given the diverse population, conversations about diversity and culture are inter-woven into our daily practice, weekly supervision with interns, and didactic learning.

As previously noted, diversity is valued at FCC Tucson. It is expected everyone will be respected without regard to sex, race, color, ethnicity, national origin, gender identity, sexual orientation, religion, age, social class or disability. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.

Intern Evaluation

Formal evaluation of each intern's performance occurs at the end of each rotation and at the 6th month and 12th month of internship. Interns are evaluated using a tool common to all BOP 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.

Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$57,315 (as of 2022)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.
- Liability coverage for on-site professional activities

APA Accreditation and APPIC Membership

FCC Tucson is a provisional member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program at FCC Tucson is currently in its first year (2022/2023) and, as such, is not yet accredited by the APA. The BOP currently has 18 other Psychology Doctoral Internship Programs, with 12 accredited by the APA, one accredited on contingency, and five other new programs/no yet APA accredited. The BOP 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 BOP institutions.

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

Office of Program Consultation and Accreditation
American Psychological Association
750 First Street, NE, Washington, DC 20002-4242
(202) 336-5979 | apaaccred@apa.org | 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

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 BOP. 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 BOP Psychology Interns now hold positions not only in BOP 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 BOP. The BOP has implemented security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any other work) setting, staff and interns who conduct themselves professionally have little reason to fear for their safety. Perhaps 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 BOP?

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 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. (he/him/his) – Dr. Hayden acquired his Psy.D in 2003, from Argosy University, Seattle Campus. He began his BOP 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 BOP.

Internship Program Coordinator



Dr. Lisa Unruh-Parker, Psy.D. (she/her/hers) – Dr. Unruh earned her Psy.D. from the Arizona School of Professional Psychology – Phoenix in 2004. She has worked as an officer and as a mental health treatment provider in correctional settings for 26 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. Dr. Unruh enjoys her morning workouts with some of her favorite people, 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. (she/her/hers) – 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.

Advanced Care Level Psychologist



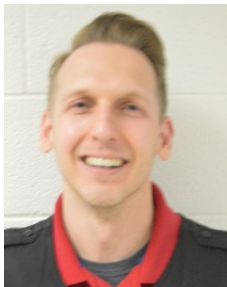
Dr. Lauren Apodaca, Ph.D. (she/her/hers) – Dr. Apodaca earned her Ph.D. from Rosemead School of Professional Psychology, Biola University in 2019. She completed her doctoral internship at MDC Los Angeles (CA) and transitioned to FCC Tucson as a Staff Psychologist. Dr. Apodaca enjoys facilitating group therapy and working through complex diagnostic cases. When away from the institution, Dr. Apodaca frequents community events, spends time with friends, and travels with her two energetic dogs.

Challenge Program Coordinator



Dr. Shara Johnson, Psy.D. (she/her/hers) – Dr. Johnson earned her Ph.D. from Sam Houston State University in Huntsville, Texas in 2014. She was an intern at FMC Forth Worth in 2013, and has remained with the BOP 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 SciFi), weekly board game night with friends, and spending time with her very spoiled fur babies.

Drug Abuse Program Coordinator



Dr. Daniel Hudak, Psy.D. (he/him/his) – Dr. Hudak graduated from Indiana State University in 2016, with a Psy.D. He completed his internship in 2015/2016 at FMC Lexington (KY). He was hired as a Staff Psychologist in 2016, at FMC Lexington. In 2019, he moved to FCC Tucson where he currently serves as the Drug Abuse Program Coordinator. His clinical interests are in serious mental illness and trauma. Dr. Hudak enjoys all things superhero related and loves going to San Diego ComicCon. He also enjoys all things movie and TV-related, and is always trying to find a good hard rock or metal concert to attend.

Restrictive Housing Unit Psychologist



Dr. Karina Hermosillo, Psy.D. (she/her/hers) – 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 Coordinator



Dr. Katherine Werner, Psy.D. (she/her/hers) – 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 BOP 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.

Sex Offender Management Program Psychologist



Dr. Ashlee Jayne, Ph.D. (she/her/hers) – Dr. Jayne received her doctorate from Oklahoma State University (Go Cowboys!) in 2019. FCC Tucson is her third BOP institution. She completed her doctoral internship at the MCFP in Springfield. 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, rabbit, 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.

Sex Offender Management Program Psychologist



Dr. Cynthia Turner, Psy.D. (she/her/hers) – Dr. Turner obtained her Psy.D. at Midwestern University - Glendale in 2019. She has primarily been a career student while earning masters in both Psychology and Criminology. While attending school, she ran a successful dog walking and obedience business, and was a veterinary technician. She continues to improve her diagnostic skills when possible by working and collaborating with community providers. Dr. Turner enjoys camping and spending time with her family. She is often out playing softball or traveling to Northern Arizona.

Staff Psychologist



Dr. Aimee Poleski, Psy.D. (she/her/hers) – Dr. Poleski graduated with her Psy.D. from Midwestern University in 2020. Dr. Poleski has a previous 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.

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 cascades 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.

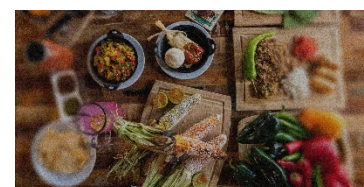
Probe the cosmos at Kitt Peak National Observatory and the Fred Lawrence Whipple Observatory. Feed your spirit in the city's museums and galleries, or travel through time discovering Tucson's unique cultural legacy, from the collision of Spanish and Tohono O'odham cultures in the art and architecture 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 Bureau of Prisons

The BOP 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 BOP began their careers after completing a BOP 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 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 BOP as the main providers of mental health services and there are numerous opportunities to advance your career. The BOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work. BOP 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. BOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The BOP is an equal opportunity employer.

How to Apply

The application for all BOP 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 BOP Internship web page.

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 BOP'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. BOP 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. Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years.

Applicants should understand that the BOP 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.

COVID-19 Note: As a mandatory public safety requirement, the 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 Process and Deadlines

Outlined below is the standard BOP internship application process and timeline that applies to all BOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each BOP 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 BOP 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 11:59pm on November 1st.

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 BOP 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 in-person 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 BOP's Core Values Assessment (CVA), which is used to determine if new BOP employees possess the core values and behaviors required for success at BOP
 - 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 BOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other BOP 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 BOP 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 BOP'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 BOP Internship position.

Contact Information

We are excited about our internship 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
(520) 663-5000

Appendix

Internship Admissions, Support, and Initial Placement Data

Program tables updated: May 5, 2022

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>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program’s policies on intern selection and practicum and academic preparation requirements:</p>
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. 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 BOP 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 a male and female correctional facility that maintains a population of approximately 1,602 incarcerated individuals from varying minimum to high security levels.</p>
<p>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:</p>
<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>Describe any other required minimum criteria used to screen applicants: N/A</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.gov application process for a psychology intern as a qualification step to be selected for an interview.</p> <p>*Due to the nature of the BOP's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. The interview may take at least 2 to 3 hours so plan accordingly. A psychology-related interview will be conducted in-person and on-site at FCC Tucson.</p> <p>If matched with a BOP 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	\$57,315	
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

	2018-2021	
Total # of interns who were in the 3 cohorts	0	
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	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Sample Didactic Schedule

Date	Title/Topic	Presenter
8/31/22	Intake Process & Data Tracking Systems: PDS/BEMR, Sentry, and Insight Part I	Lisa Unruh-Parker, Psy.D.
9/7/22	Intake Process & Data Tracking Systems: PDS/BEMR, Sentry, and Insight Part II	Lisa Unruh-Parker, Psy.D.
9/14/22	Suicide Risk Assessments: Part I	James Hayden, Psy.D. Samantha Licata, Psy.D.
9/21/22	Suicide Risk Assessments: Part II	Samantha Licata, Psy.D.
9/28/22	Suicide Watch	James Hayden, Psy.D.
10/5/22	Post-Watch Reports	James Hayden, Psy.D.
10/12/22	Priority Practice Groups: CBT, Thinking Errors, RSAs	Samantha Licata, Psy.D.
10/19/22	Ethical Principles and Code of Conduct	James Hayden, Psy.D.
10/26/22	Group Therapy Skills	Daniel Hudak, Psy.D.
11/2/22	Evaluations and Report Writing	Shara Johnson, Ph.D.
11/9/22	Mental Status Exams	James Hayden, Psy.D.
11/16/22	Assessment Clinic: Personality Assessment	Lauren Apodaca, Ph.D.
11/23/22	Diversity Series: Impact of Clinician's Ethnic and Cultural Identity on Clinical Practice	Lisa Unruh-Parker, Psy.D.
11/30/22	Behavior Management Techniques	Shara Johnson, Ph.D.
12/7/22	Competency-Based Clinical Supervision: Part I	Lisa Unruh-Parker, Psy.D.
12/14/22	Modified Therapeutic Communities	Shara Johnson, Ph.D.
12/21/22	VTC: Suicide Prevention	Central Office
12/28/22	Competency-Based Clinical Supervision: Part II	Lisa Unruh-Parker, Psy.D.
1/4/23	Providing Mental Health Services in Restrictive Housing	Karina Fleming, Psy.D.
1/11/23	Etiology, Treatment, and Assessment of Individuals Who Have Committed Sexual Offenses	Katherine Werner, Psy.D.
1/18/23	Differential Diagnosis	Samantha Licata, Psy.D.
1/25/23	Psychopharmacology	Melissa Spanggaard, D.O. Lisa Unruh-Parker, Psy.D.
2/1/23	Motivational Interviewing	Katherine Werner, Psy.D.
2/8/23	Assessment Clinic: Intelligence Assessment	Cynthia Turner, Psy.D.
2/15/23	Mindfulness Based Cognitive Behavioral Therapy	Lauren Apodaca, Ph.D.
2/22/23	Dialectical Behavior Therapy	Ashlee Jayne, Ph.D.
3/1/23	Diversity Series: Trauma Informed Care	Daniel Hudak, Psy.D.
3/8/23	Dissertation Presentation	Psych Intern
3/15/23	Vicarious Trauma and Self-Care	Aimee Poleski, Psy.D.

FCC Tucson Psychology Internship Program

Date	Title/Topic	Presenter
3/22/23	Dissertation Presentation	Psych Intern
3/29/23	Human Trafficking	Katherine Werner, Psy.D.
4/5/23	Diversity Series: Counseling Incarcerated Females	Daniel Hudak, Psy.D.
4/12/23	VTC: PREA	Central Office
4/19/23	Dissertation Presentation	Psych Intern
4/26/23	Assessment Clinic: Malingering Assessment	Shara Johnson, Ph.D.
5/2/23	Diversity Series: Treatment concerns for Incarcerated Transgender Individuals	Ashlee Jayne, Ph.D.
5/10/23	VTC: Mental Health Treatment in the BOP	Central Office
5/17/23	Dissertation Presentation	Psych Intern
5/24/23	Assessment Clinic: Neuropsychological Assessment (RBANS, D-KEFS, Stroop, WCST, RCFT)	Cynthia Turner, Psy.D.
5/31/23	Diversity Series: Impact of Religion during Incarceration	Lisa Unruh-Parker, Psy.D. Religious Services staff
6/7/23	Employee Assistance Program	James Hayden, Psy.D.
6/14/23	Medication Assisted Treatment	Daniel Hudak, Psy.D.
6/21/23	Program Review	James Hayden, Psy.D.
6/28/23	VTC: Careers in the BOP	Central Office
7/5/23	Intern Presentation: Diversity in Corrections	Psych Interns
7/12/23	Emergency Medication	Samantha Licata, Psy.D.
7/19/23	Diversity Series: Impact of Religion on Incarcerated Individuals	Lisa Unruh-Parker, Psy.D.
7/26/23	Preparing for EPPP and Licensure	Aimee Poleski, Psy.D.
8/2/23	Emergency Response Teams	Karina Hermosillo, Psy.D. Ashlee Jayne, Ph.D.
8/9/23	Internship Wrap-up	Lisa Unruh-Parker, Psy.D.

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- 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.