

Federal Correctional Complex
Tucson, Arizona



Doctoral Psychology Internship
2022-2023

APPIC Match Code #2536

This program abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any internship applicant.

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Introduction

The Psychology Services team at the Federal Correctional Complex (FCC) in Tucson, Arizona appreciates your interest in our Doctoral Internship Psychology Program. We recognize that choosing an internship site is an important step in your academic training, and we invite you to seriously consider the unique array of positive training opportunities offered at FCC Tucson. We currently have three full-time intern positions available.

The Psychology Internship Program at FCC Tucson is currently in its first year and, as such, is not accredited by the American Psychological Association (APA). Please be advised that there is no assurance that FCC Tucson will be able to successfully achieve accreditation. The BOP currently has 13 other Doctoral Psychology Internship Programs, with 12 accredited by the APA and 1 other new program actively working toward accreditation. The BOP has a long-standing reputation of commitment to excellence at the various Doctoral Internship sites. FCC Tucson will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow institutions.

Overview of the Federal Bureau of Prisons

Organized in 1930 under the direction of Assistant Attorney General Mabel Walker Willebrandt, the Federal Bureau of Prisons (BOP) has grown into the largest division of the United States Department of Justice. Over the last 90 years, the BOP established 122 institutions and currently houses approximately 156,000 offenders. With Core Values of Respect, Integrity, and Correctional Excellence, the BOP has earned the reputation as one of the most elite correctional agencies in the world.

The population housed in federal corrections is diverse in terms of offense, sentence, and security level. Index offenses include drug offenses (45%), weapons offenses (20%), sex offenses (10%), extortion, fraud, or bribery (6%), and immigration offenses (6%), as well as various other legal infractions. About 12% of inmates are convicted with serious offenses or have poor institutional adjustment, and are housed in maximum-security settings, or penitentiaries. However, a majority of inmates live in medium (31%), low (37.5%), or minimum (16%) security institutions, which provide greater degrees of personal autonomy. About 8% of the inmates housed in the various-security settings are women. Sentence lengths range from less than one year to more than 20 years, and the vast majority of inmates (> 97%) eventually reintegrate into our communities.

Our agency's mission statement reads: *The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.* To this end, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, chaplaincy programs, and a wide range of psychological services. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large State Departments of Corrections.

Psychology Services in the Bureau of Prisons

With a team of over 36,258 employees including over 400 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. The Psychology Department at the various institutions range in sizes from a single individual to as many as 30 psychologists. Most inmates are self-referred, however inmates can be staff-

referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

The primary mission of Psychology Services within the BOP is to provide appropriate psychological, psycho-educational, and consulting services to inmates and staff. Psychology Services assesses the needs of each inmate in our custody and ensures all inmates with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Inmates within the Bureau of Prisons may present with a range of diagnoses, which may include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Therefore, Psychology Services plays an integral role in the mental health management of the federal population both pre- and post- incarceration.

Psychologists in the BOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, the Psychology Services staff collaborate with a multidisciplinary healthcare team, and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to inmates under our care.

Psychology Services within the BOP employs only doctoral-level clinical and counseling psychologists, as well as masters-level treatment specialists. Psychologists are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP and APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every Bureau psychologist.

FCC Tucson

The Federal Correctional Complex (FCC) Tucson is a proud member of the Bureau's Western Region. FCC Tucson is comprised of a United States Penitentiary (USP), Federal Correctional Institution (FCI), and a Satellite Prison Camp (SPC).

USP Tucson



In February 2006, the USP was activated to house high security level offenders. There is a secured perimeter around the institution, there are six towers around the perimeter of the USP. USP Tucson is the only High Security Facility with a Sex Offender Management Program (SOMP) mission.

FCI Tucson



In 1982, the FCI was the first facility to be activated as a Metropolitan Correctional Center. In 1985, it was converted into a Federal Correctional Institution to house medium security level offenders. There are two 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 pre-trial housing unit. The FCI's population is mostly made up of gang drop-outs.

SPC Tucson



In 2006, the Camp was activated as an all-male minimum security facility. There is no fence around this facility due to the minimum security level designation. The facility is comprised of two buildings, one building contains administrative and programs area while the other building contains an open cubed bunk bed living area.

Psychology Services at FCC Tucson

The Psychology 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, one Drug Abuse Program Coordinator, 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 21.

Psychology staff members conduct initial psychological screening of all arriving designated inmates 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 staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We monitor the adjustment of all inmates with serious mental health conditions. Psychological services within this institution are designed to ensure that every inmate 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 Department, the Psychology Department at the FCI 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 between staff.

The Psychology Department offers many resources, inmates are able to check out books from the psychology library as well as Playaways (pre-loaded audio listening devices). There are various workbooks that are provided to inmates, some topics for these workbooks include anger management, core skills, family values, life skills, social skills, and seeking employment. Additionally the Psychology Department has a library specifically for testing materials that include computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments.

The Psychology Services Department is centralized within the institution, most of the offices are located in one area. This promotes a professional treatment atmosphere and fosters close working relationships with colleagues. The Doctoral Psychology Internship Program will have a designated area that includes individual office space for the interns and the internship coordinator, as well as a didactic training room and group room. All staff and interns have computer workstations on an institutional and agency network with internet access. Software includes word-processing, database management, test scoring, and computerized psychology office management applications. Staff and interns have access to a professional library and law library that can be found on-site. The department also maintains a wide variety of psychological testing instruments that are available to staff and interns.

Specialty Programs at FCC Tucson

Advanced Care Level Treatment Program

The Advanced Care Level Treatment Program is designed to support inmates with significant medical and psychiatric issues who have been designated to USP Tucson. These inmates require significant levels of treatment interventions, often on a daily basis from psychology staff. Inmates in the CARE3-MH (mental health) program often require psychological testing and thorough mental health evaluations to determine differential diagnoses, to include the potential for malingering. All severely mental ill inmates are all housed on the Care Level 3 Unit.

The Care Level 3 unit is a less-intensive, semi-structured unit, staffed with two psychologists and one social worker. Inmates are provided all treatment interventions on the housing unit, treatment interventions include Anger Management, Dialectical Behavioral Therapy, Mindfulness Based Cognitive Therapy for Depression, and Illness Management and Recovery.

An inmate companion program is provided on the Care Level 3 unit, in an effort to guide those with severe mental illness transition to general population. Inmate companions are hand-picked and specially trained in suicide and relevant mental health issues. They play a significant role in assisting the severely mentally ill inmates in completion of daily tasks such as personal and cell hygiene management, pill line, and 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 high security inmates with substance abuse 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 inmates 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 Unit at USP Tucson is staffed with a Challenge Program Coordinator and four Challenge Treatment Specialists.

Nonresidential Drug Abuse Program (NR-DAP)

The Nonresidential Drug Abuse Treatment Program (NR-DAP) is a flexible and general population group designed for treatment of inmates 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 Program Coordinator and two Drug Treatment Specialists.

Pre-Trial Services

The pretrial, or "jail" unit at FCC Tucson also provides psychology services the unique opportunity of providing prompt and professional services to a highly transient male and female defendant population. Approximately 2000 inmates cycle through the pretrial units on a yearly basis. This population is considered high risk for suicide, substance abuse 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 for male sexual offenders in the Bureau of Prisons. 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, they 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.

FCC Tucson Psychology Internship Program

Training Model, Aims, and Competencies

The overall aim of the doctoral internship program is to produce entry-level professional psychologists who can also function competently in a correctional environment. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As a result, the training model adopted for the FCC Tucson internship program is the Practitioner-Scholar model.

A strong emphasis is placed on quality mental health treatment offered to inmates, and we endeavor to provide interns with diverse and rich clinical experiences. To meet these goals, we offer a safe and supportive learning environment that allows interns to develop and enhance skills through the combination of direct care, individual and group supervision, didactic presentations, and assigned readings. The internship curriculum focuses on the following competency areas as training benchmarks:

Competency 1: Research - The intern is expected to demonstrate the substantially independent ability to critically evaluate and disseminate research or other scholarly activities at the local, regional, or national levels.

Competency 2: Ethical and Legal Standards - The intern is expected to be knowledgeable of and act in accordance with the current version of the APA Ethical Principles of Psychologists and Code of Conduct; relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional and federal levels; and relevant professional standards and guidelines. Interns are also expected to recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas. Interns should conduct themselves in an ethical manner in all professional activities.

Competency 3: Individual and Cultural Diversity - Interns are expected to demonstrate an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves. They will demonstrate knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities. They will also demonstrate the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles. This includes the ability to apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own. Interns should demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship.

Competency 4: Professional Values and Attitudes - Interns are expected to behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others. They are expected to engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness; actively seek and demonstrate openness and responsiveness to feedback and supervision; and respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.

Competency 5: Communication and Interpersonal Skills - The intern is expected to develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those who receive professional services. They will produce

and comprehend oral, nonverbal, and written communications that are informative and well-integrated, demonstrate a thorough grasp of professional language and concepts; and they will demonstrate effective interpersonal skills and the ability to manage difficult communication well.

Competency 6: Assessment - The intern is expected to demonstrate the ability to select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics. They will collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient. They will interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective. They will communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.

Competency 7: Intervention - The intern will demonstrate the ability to establish and maintain effective relationships with the recipients of psychological services. They will develop evidence-based intervention plans specific to the service delivery goals; implement interventions informed by the current scientific literature, assessment finding, diversity characteristics, and contextual variables; and, demonstrate the ability to apply the relevant research literature to clinical decision making. They are expected to modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking; and, evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation.

Competency 8: Supervision - The intern is expected to demonstrate knowledge of supervision models and practices, and to apply this knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.

Competency 9: Consultation and Interprofessional/Interdisciplinary Skills - The intern will demonstrate knowledge and respect for the roles and perspectives of other professions, and apply this knowledge in direct or simulated consultation with individuals, other health care professionals, interprofessional groups, or systems related to health and behavior.

Consistent with the Practitioner-Scholar model, the majority of training opportunities are experience-based. Generally, training experiences proceed in a step-wise manner. At the beginning of the training year, interns primarily observe supervisors' work and provide services jointly with a supervisor. However, as interns feel more comfortable and display increased competence, increased responsibility and autonomy is afforded to them. Across the completion of the internship, interns are expected to demonstrate a degree of autonomy and independence, consistent with their transition from student to practitioner.

Training Experiences and Rotations

FCC Tucson interns provide services at the USP, FCI, and SCP at various points in the training year. This assures exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs, and offers the intern familiarity and experience for future work with multiple security levels and a wide-range of presenting problems within a generalist training context.

Our training program provides interns three, four-month rotations in General Population/Restrictive Housing, Intensive Treatment Programs (Challenge and/or SOMP), and Severe Mental Illness. Interns will have the option to select either Challenge or SOMP for the Intensive Treatment rotation. To further

broaden the training experience, we request input from the intern, as there is some flexibility in tailoring training experiences to meet each intern's individual training needs and desires. It is expected that interns will spend at least half of their 40 hour work week, or 20 hours, in face-to-face direct service delivery.

General Population Rotation

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 CARE1-MH, CARE2-MH, and CARE3-MH inmates. However the emphasis of the general population rotation is providing services to CARE1-MH inmates.

Group Psychotherapy - Interns facilitate an evidence-based priority practice group with general population inmates. Interns are able to choose their preferred group topic, and potential protocols include anger management, criminal thinking, emotional self-regulation, and seeking safety.

Restrictive Housing - Interns participate in a weekly multidisciplinary meeting with upper management to review cases of inmates housed in the Special Housing Unit. Interns also complete weekly rounds in the Special Housing Unit and address the needs of inmates in restrictive housing through providing self-study material and individual counseling. For inmates 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 SHU, a series of in-cell treatment modules provided to inmates to improve coping skills and address criminal thinking, attitudes, gambling, and drug abuse.

Assessment - Interns complete at least one comprehensive evaluation during the General Population 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 (JSAT), 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. In some circumstances, individuals may be at chronic risk for engaging in suicidal gestures, but lack motivation to engage in meaningful treatment. Interns are provided training in the development and implementation of suicide risk management plans to ensure safety in an environment less restrictive than suicide watch while increasing motivation to engage in treatment.

Intensive Treatment Program Rotation

In the Intensive Treatment Program rotation, the intern is offered the opportunity to choose a primary treatment program, either Challenge or Sex Offender Management, with secondary experiences focused on the Drug Abuse Program.

The Drug Abuse Program component will offer the opportunity for the intern to co-facilitate process groups and facilitate psychoeducational groups. The intern will also complete screenings and assessments for the Residential Drug Abuse Program, Medication Assisted Treatment Program, and Non-Residential Drug Abuse Program.

A. 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 providing 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. Inmates participating in the programs are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The treatment team assists the program participants in identifying activities and interventions that will help the participant reach their treatment goals and function effectively in the treatment community.

B. Sex Offender Management Program

Program Administration - Interns will work closely with the SOMP Coordinator, SOMP Psychologists, and the SOMP Treatment Specialist to assess, treat, and manage sexual offenders on the compound of the FCC Tucson High Security facility. 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.

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 sex offenders. Opportunities may also exist to complete psychological testing, as indicated.

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.

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. Inmates participating in the programs are invited to treatment team to address both positive and problematic behaviors that are either enhancing or interfering with treatment success. The treatment team assists

the program participants in identifying activities and interventions that will help the participant reach their treatment goals and function effectively in the treatment community.

Serious Mental Illness Rotation

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

Individual Psychotherapy - Interns are assigned a caseload of CARE3-MH inmates 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, 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.

Supervision

The FCC Tucson psychology internship program adheres to the APA guidelines for clinical supervision. All interns are provided no less than four hours of supervision per week, which includes two hours of individual supervision with the rotation supervisor and two hours of group supervision with the Training Director. Unscheduled supervision and consultation is also available to interns as requested or warranted.

Formal evaluation of each intern's performance occurs at the end of each rotation. Informal, written mid-rotation progress reports are also provided. Interns are evaluated using a tool common to all Bureau of Prisons internship training sites. The evaluations measure intern progress with regards to the following profession-wide competencies, as delineated by APA: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values and Attitudes; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; Consultation and Interprofessional/Interdisciplinary Skills.

The Training Director is responsible for the development, implementation, and evaluation of the internship program. The Training Director distributes training assignments, resolves clinical and administrative problems, plans the sequence of formal training experiences, and closely monitors interns' workloads and performance through frequent consultation with other clinical supervisors. Each training rotation has a formal contract outlining interns' expected learning objectives and training activities. The Training Director receives information throughout the year regarding the intern's progress in the internship program. A copy of each completed formal evaluation is sent from the Training Director to the Director of Clinical Training from the intern's doctoral program.

Interns are also afforded the flexibility of incorporating individualized training aims into the rotation contract, and the Training Director and rotation supervisors work with the interns to meet individual training goals during the course of the internship year. In the event an intern wishes to make a formal

grievance against the internship program, the Training Director and Chief Psychologist would work in tandem to ensure concerns are equitably addressed.

Didactic Training

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

Surrounding Area



FCC Tucson is located in Pima County, which is approximately 100 miles south of Phoenix and 60 miles north of the Mexican border. Tucson is also known as “the Old Pueblo”, which is situated in the Sonoran Desert and is surrounded by five mountain ranges. Tucson is home to the University of Arizona and Davis-Monthan Air Force Base. The City’s industries include missile production, aerospace and defense, optical sciences, renewable energy, and electronics. The Tucson metropolitan area supports over 750,000 residents and continues to grow each month.

Tucson is also just a day/weekend trip away from various vacation spots such as Rocky Point (4 hours), San Diego (6 hours), Las Vegas (6.5 hours), and Los Angeles (7 hours). Additionally, for interns coming from other areas of the country, travel home is convenient with three airports/airline options close to the institution, including Tucson International Airport (15 minutes), Phoenix Sky Harbor International Airport (2 hours), and Phoenix-Mesa Gateway Airport (2 hours).

Benefits

Interns are afforded liability coverage for on-site professional activities, with the expectation interns work within their scope of expertise and with Bureau of Prisons policy. Interns also have the benefit of 10 paid federal holidays, an annual stipend of \$54, 668, and accrual of four hours of sick leave and four hours of annual leave per pay period (every two weeks). While interns are not expected to work in excess of 40 hours per week, compensatory time off is provided for any work hours in excess of this expectation.

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 needed that is not covered by accrued leave, the intern would be required 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.

Eligibility Requirements

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Centers (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

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

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

Application Procedures

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

1. **AAPI**
 - A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your curriculum vitae, graduate transcripts, and three letters of reference.
 - B. **Additional Requirement:** In addition to the APPI Online application, our site requires that you upload a sanitized comprehensive psychological assessment report as part of your electronic application.

Applicants applying for the 2022-2023 internship year must submit all application materials to our site through the AAPI Online service by **November 1, 2021**. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

COVID-19 Note: As a mandatory public safety requirement, the Bureau of Prisons (BOP) now requires all staff, including psychology interns, to receive the COVID-19 vaccination as a condition of employment. Proof of vaccination will be required at all BOP internship program sites. Your completed CDC COVID-19 Vaccination Record Card will meet this requirement. You may, however, request a reasonable

accommodation from the mandatory vaccination policy due to a qualifying disability or medical condition, or based on sincerely held religious belief, practice or observance.

Direct applications and inquiries to:

Lisa Unruh-Parker, Psy.D.
Internship Program Coordinator
Federal Correctional Complex Tucson
9300 S. Wilmot Road
Tucson, AZ 85756

CONTACT:
lunruh-parker@bop.gov
(520) 663-5000 x6440

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

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

advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

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

3. Interview Process

- A. In early December, FCC Tucson will notify applicants who will be invited and scheduled for interviews, which are conducted in January. Once invited to interview, applicants are asked to fill out an NCIC form and a form agreeing to a credit check.
- B. **On-site interview:** Due to the nature of the Bureau of Prison's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. These interviews must be completed on site at any of our 122 institutions nationwide, and can usually be scheduled at an institution within driving distance. The interview may take two to three hours, so please plan accordingly. If you are applying to more than one BOP internship site, you only have to complete this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. If you fail any portion of this security clearance, you will no longer be considered for any Bureau of Prisons internship program.
- C. **In Person interview:** After successful completion of the on-site interview, each applicant will be scheduled to participate in an in person interview with FCC Tucson staff. This portion of the interview will include a panel interview in which applicants will be asked to respond to a number of scenarios that could arise in a correctional facility, as well as psychology-specific questions. Applicants will also have the opportunity to meet clinical supervisors and ask questions about our program.
- D. Offers of positions are made in strict accordance with the policies of the APPIC's Internship Matching Program. No person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Additional Information

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 prior to Uniform Notification Day. All offers for temporary employment are made in accordance with APPIC policy.

Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process, which includes a physical examination, a urinalysis drug screen, and a field investigation to verify that the information provided in interviews and on required forms is accurate. During the background investigation you will be required to disclose any mental health diagnoses and treatment. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

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

Any questions you may have should be resolved **prior** to submitting your list for matching. The foregoing is not intended to discourage applications, but to ensure that applicants are aware of the federal requirements that will be imposed on them should they wish to pursue a Bureau of Prisons internship position.

APPENDIX A

INTERNSHIP ADMISSIONS AND SUPPORT DATA

Date Program Tables updated: July 28, 2020

Internship Program Admissions

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:			
Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. Strong applicants will have a breadth of experience in a variety of settings with diverse populations. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. Experience with severe mental illness and substance abuse treatment is also particularly relevant for FCC Tucson's specialized rotations.			
Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:			
Total Direct Contact Intervention Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 400
Total Direct Contact Assessment Hours	<input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes	Amount: 100
Describe any other required minimum criteria used to screen applicants:			
None.			

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	55,253	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for interns?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs/ Pay Period	
Hours of Annual Paid Sick Leave	4 hrs/ Pay Period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Other Benefits (please describe):		
Ten (10) paid Federal Holidays; limited authorized leave to attend off-site training.		

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

APPENDIX B

2022-2023 Didactic Seminar Schedule

Location: Internship Training Center

Time: 1:00-3:00pm

Date	Title/Topic	Presenter
8/17/22	Inmate Intake Process & Inmate Data Tracking Systems: PDS/BEMR, Sentry, and Insight Part 1	Lisa Unruh-Parker, Psy.D.
8/24/22	Inmate Intake Process & Inmate Data Tracking Systems: PDS/BEMR, Sentry, and Insight Part 2	Lisa Unruh-Parker, Psy.D.
8/31/22	Suicide Risk Assessments Part 1	James Hayden, Psy.D. Samantha Licata, Psy.D.
9/7/22	Suicide Risk Assessments Part 2	Samantha Licata, Psy.D.
9/14/22	Suicide Watch	James Hayden, Psy.D.
9/21/22	Post-Watch Reports	James Hayden, Psy.D.
9/28/22	Priority Practice Groups: CBT, Thinking Errors, RSA's	Samantha Licata, Psy.D.
10/5/22	Sex Offender Treatment Programs	Katherine Werner, Psy.D.
10/12/22	Drug Abuse Treatment Programs	Daniel Hudak, Psy.D.
10/19/22	Evaluations and Report Writing	Shara Johnson, Ph.D.
10/26/22	Mental Status Exams	James Hayden, Psy.D.
11/2/22	Assessment Clinic: Personality Assessment	Lauren Apodaca, Ph.D.
11/9/22	Diversity Series: Impact of Clinician's Ethnic and Cultural Identity on Clinical Practice	Lisa Unruh-Parker, Psy.D.
11/16/22	Behavior Management Techniques	Shara Johnson, Ph.D.
11/23/22	Competency-Based Clinical Supervision, Part I	Lisa Unruh-Parker, Psy.D.
11/30/22	Modified Therapeutic Communities	Shara Johnson, Ph.D.
12/7/22	VTC: Welcome to National VTC	Central Office
12/14/22	Competency-Based Clinical Supervision, Part II	Lisa Unruh-Parker, Psy.D.
12/21/22	VTC: Suicide Prevention	Central Office
12/28/22	Program Review	James Hayden, Psy.D.
1/4/23	Differential Diagnosis	Samantha Licata, Psy.D.
1/11/23	Psychopharmacology	Melissa Spanggaard, D.O. Lisa Unruh-Parker, Psy.D.
1/18/23	Motivational Interviewing	Katherine Werner, Psy.D.
1/25/23	Assessment Clinic: Intelligence Assessment	Cynthia Turner, Psy.D.
2/1/23	Group Therapy Skills	Daniel Hudak, Psy.D.
2/8/23	Dialectical Behavior Therapy	Ashlee Jayne, Ph.D.
2/15/23	Etiology, Treatment, and Assessment of Sexual Offenders	Katherine Werner, Psy.D.
2/22/23	Dissertation Presentation	Psych Intern
3/1/23	Vicarious Trauma and Self-Care	Aimee Poleski, Psy.D.

3/8/23	Dissertation Presentation	Psych Intern
3/15/23	Assessment Clinic: PAI and MMPI	Karina Fleming, Psy.D.
3/22/23	Diversity Series: Introduction to the Impact of Religion on Inmates	Chaplin
3/29/23	VTC: PREA	Central Office
4/5/23	Dissertation Presentation	Psych Intern
4/12/23	Assessment Clinic: Malingering Assessment	Shara Johnson, Ph.D.
4/19/23	Diversity Series: Transgender Inmates: Psychologist Roles and Diagnostic Protocols	Ashlee Jayne, Ph.D.
4/26/23	VTC: Mental Health Treatment in the BOP	Central Office
5/2/23	Ethical Principles and Code of Conduct	James Hayden, Psy.D.
5/10/23	Assessment Clinic: Neuropsychological Assessment (RBANS, D-KEFS, Stroop, WCST, RCFT)	Cynthia Turner, Psy.D.
5/17/23	Diversity Series: Trauma Informed Care	Daniel Hudak, Psy.D.
5/24/23	Employee Assistance Program	James Hayden, Psy.D.
5/31/23	Human Trafficking	Katherine Werner, Psy.D.
6/7/23	Intern Group Presentation	Interns
6/14/23	VTC: Careers in the BOP	James Hayden, Psy.D. Central Office
6/21/23	Mindfulness Based Cognitive Behavioral Therapy	Lauren Apodaca, Ph.D.
6/28/23	Emergency Medication	Melissa Spanggaard, D.O. Samantha Licata, Psy.D.
7/5/23	Diversity Series: Counseling Female Offenders	Daniel Hudak, Psy.D.
7/12/23	Preparing for EPPP and Licensure	Aimee Poleski, Psy.D.
7/19/23	Emergency Response Teams	ERT Staff
7/26/23	Intern Graduation Party	Lisa Unruh-Parker, Psy.D.

**U.S. Department of Justice****Federal Bureau of Prisons**

Federal Correctional Complex

Tucson, Arizona 85756

FCC Tucson Doctoral Psychology Internship**Performance Remediation and Due Process**

Psychology Interns at FCC Tucson are formally evaluated by their primary supervisors at the mid-point and conclusion of each rotation (i.e., six times throughout the internship year). They are informed of the evaluation schedule at the outset of the internship year. Psychology Interns are also given notice of performance expectations at the outset of each rotation, and are provided a copy of the Bureau of Prisons Standards of Employee Conduct at the outset of the internship year.

If a supervisor perceives a Psychology Intern to have a relatively minor deficiency in performance or conduct (e.g., ethical violations or violations of institutional policy), the deficiency will be discussed during supervision contacts and noted on the Psychology Intern's evaluation as deemed appropriate by the supervisor. No further action is necessary.

When a supervisor perceives a Psychology Intern to have a moderate deficiency in performance or conduct, or when a previously identified minor deficiency does not attain an acceptable level of competence with supervision, such deficiencies call for the development of a documented Competency Remediation Plan (CRP). The Psychology Intern will be given verbal notice by the relevant supervisor or the Internship Program Coordinator of the need to develop a CRP to address a deficiency in performance or conduct. The Psychology Intern will be informed that the development of a CRP at this time does NOT suggest they are on probation, but that failure to comply with the CRP, or to attain an appropriate level of competence in performance or conduct while on a CRP, may result in further action, which could involve placement on probation. The CRP will be developed collaboratively by the Psychology Intern, the involved clinical supervisor(s), and the Internship Program Coordinator. Each CRP must include a description of the identified competency deficiency, expectations for acceptable performance or conduct, and include a specific date by which the Psychology Intern must meet each step on the CRP. See attached CRP for a more detailed description of the CRP utilized at FCC Tucson. The Psychology Intern's signature on the developed CRP indicates that the remediation plan has been received, read, and understood. Ordinarily, the Psychology Intern is notified of the need for a CRP, and the plan is collaboratively developed, within 14 days of the supervisor identifying a moderate deficiency in an Intern's performance or conduct, or the need to develop a CRP to address a previously identified minor deficiency in performance or conduct which has not yet attained an acceptable level of competence. The Summative Evaluation of Competency Remediation Plan (see attachment) will be utilized to evaluate the Psychology Intern's progress associated with achieving an acceptable level of performance or conduct via an established CRP.

If serious deficiencies in performance or conduct arise, if a Psychology Intern fails to comply with an established CRP, or if a Psychology Intern fails to achieve an acceptable level of performance or conduct via an established CRP, the Internship Program Coordinator has responsibility for notifying the Psychology Intern verbally and in writing that a formal review of their performance or conduct will be initiated. The Psychology Intern will have seven calendar days from the time they were formally notified that their performance or conduct would be evaluated to provide information orally or in writing to the Internship Program Coordinator, which they view as pertinent. During the same seven calendar day period, information will also be solicited by the Internship Program Coordinator from all relevant supervisory and institutional staff, and via consultation with the Psychology Intern's graduate school Director of Clinical Training. The Internship Program Coordinator is responsible for documenting the information collected. Information collected will then be reviewed and discussed during a meeting attended by the relevant supervisor(s) and the Internship Program Coordinator. The Internship Program Coordinator will subsequently notify the Psychology Intern verbally and in writing of which of the following actions will be taken:

- No further action will be taken.
- Current and future supervisors will be advised to monitor the area of concern closely.
- A CRP will be developed, continued, or modified using the appropriate CRP related forms (e.g., CRP, Summative Evaluation of Competency Remediation Plan).
- The Psychology Intern will be placed on probation and informed that failure to improve performance or conduct may result in failure to complete the internship. Placing a Psychology Intern on probation requires that a CRP be developed. The Internship Program Coordinator will notify the Psychology Intern verbally of their placement on probation. The Internship Program Coordinator will additionally notify the Psychology Intern and the Psychology Intern's graduate program Director of Clinical Training, in writing, of the Psychology Intern's placement on probation. The letter will include a warning that dismissal can or will result unless acceptable improvement in the Psychology Intern's performance or conduct occurs. In this case, probation is the sanction, but its purpose is remedial. A CRP is developed and agreed upon by the Psychology Intern, the relevant supervisor(s), and the Internship Program Coordinator. Major alteration in the Psychology Intern's training curriculum is likely in an effort to improve the Intern's performance or conduct. Under most circumstances, a Psychology Intern would have at least one month to demonstrate improvement after being placed on probation. Ordinarily, Psychology Interns and their graduate school Director of Clinical Training will be notified of the Psychology Intern's placement on probation, and a CRP developed, within 14 days of a supervisor becoming aware of a Psychology Intern's serious deficiency in performance or conduct.
- Notably, certain violations of Standards of Employee Conduct can result in the immediate removal of the Psychology Intern from their work station, at the discretion of the Warden. In such cases, as Bureau of Prisons employees, Psychology Interns have the right to appeal this decision via procedures available to all Bureau of Prisons employees.

In the event that a Psychology Intern disagrees with the Internship Program Coordinator's determination to implement a CRP or to place the Psychology Intern on probation with a CRP, s/he may appeal that decision to the Chief of Psychology. Said appeal must be in writing, clearly and specifically state the rationale for the appeal and any proposed alternative actions, and be submitted within seven calendar days of the date the Psychology Intern received notice

of the proposed action. Within seven calendar days of the Chief Psychologist's receipt of a written appeal by the Psychology Intern, a hearing will be arranged and scheduled by the Chief of Psychology. Those attending the hearing will include the Psychology Intern, the Chief Psychologist, the Internship Program Coordinator, relevant supervisors, and possibly the Psychology Intern's graduate program Director of Clinical Training. Following the hearing, the Chief of Psychology will reply to the Psychology Intern in writing within the ensuing seven calendar days, with a copy of the response/decision sent to the Psychology Intern's graduate program Director of Clinical Training. The decision of the Chief of Psychology is considered to be final.

If a Psychology Intern on probation fails to show significant improvement in performance or conduct, or whenever a Psychology Intern is found to have made substantial violations of ethical or professional code or official policies, the following actions may be taken, again with proper documentation by program or agency officials:

- Continuation/extension of probation with further refinement of the CRP.
- Suspension, restriction, or modification of the Psychology Intern's clinical activities as required to ensure the delivery of appropriate services.
- Determination that the Psychology Intern will not successfully complete the internship.
- A decision to terminate the Psychology Intern from the program immediately. Instances of serious violation of ethical principles, codes of conduct, or institution or agency policy may result in such an adverse action.

A determination by the Internship Program Coordinator to continue/extend the Psychology Intern's probation or to suspend/restrict/modify the Psychology Intern's clinical activities may be appealed to the Chief of Psychology in the manner outlined above.

A determination that the program will not certify that the Psychology Intern completed all or part of the internship, or to terminate the Psychology Intern immediately, requires written notification to the Psychology Intern and the Psychology Intern's graduate school Director of Clinical Training, with the written concurrence of the Internship Program Coordinator's recommendation by the Chief of Psychology. Should the Psychology Intern wish to appeal such decision, said appeal must be in writing and submitted to the appropriate Associate Warden within seven calendar days of the Psychology Intern's receipt of written notice of the proposed action. Within seven calendar days of the Associate Warden's receipt of a written appeal by the Psychology Intern, a hearing will be arranged and scheduled by the relevant Associate Warden. Those attending the hearing will include the Psychology Intern, the Associate Warden, the Chief Psychologist, Internship Program Coordinator, relevant supervisors, and possibly the Psychology Intern's graduate program Director of Clinical Training. Following the hearing the Associate Warden will respond in writing to the Psychology Intern and the Psychology Intern's graduate school Director of Training within seven calendar days of the hearing. The response from the Associate Warden constitutes the agency's final decision.

Interns should also understand that they have grievance rights through the Bureau of Prisons as well as the Association of Psychology Postdoctoral and Internship Centers (APPIC) and the American Psychological Association (APA).

I have reviewed the above information and have had an opportunity to ask questions related to the Due Process procedures utilized in association with the Doctoral Psychology Internship at

FCC Tucson. I understand the procedures associated with Due Process utilized at FCC Tucson.

Printed Name of Psychology Intern

Signature of Psychology Intern

Date

L. Unruh-Parker, Psy.D.
Internship Program Coordinator
FCC Tucson

Date

APPENDIX D

Employment Opportunities within the Federal Bureau of Prisons

For over 30 years, the Bureau has relied upon the psychology internship program to provide a large portion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with us.

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

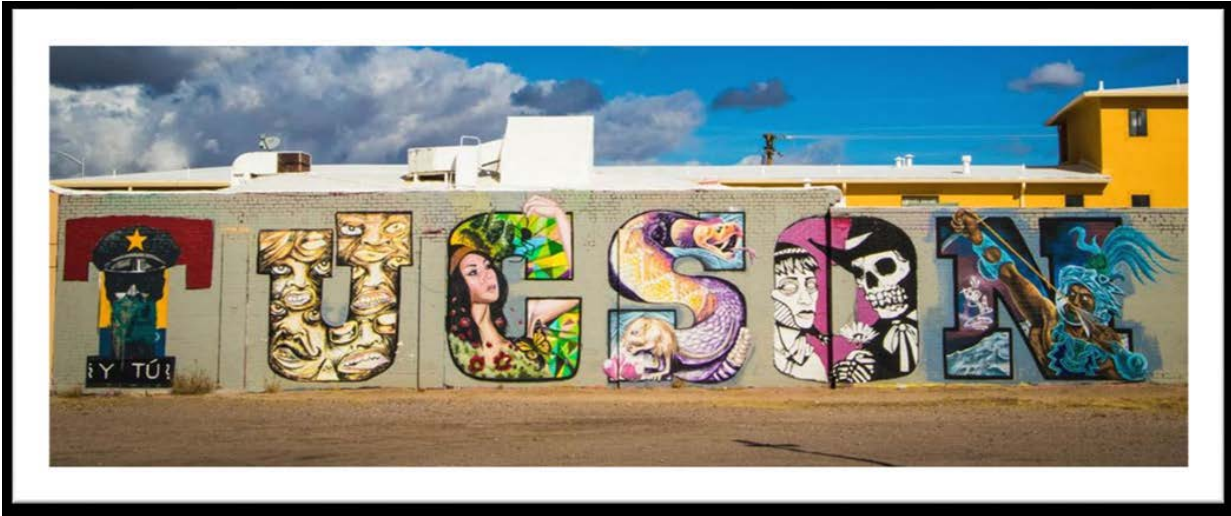
Newly selected staff psychologists typically start at the GS-11 salary level (approximately \$65,340). Upon successful completion of the first year, psychologists are routinely upgraded to the GS-12 level (approximately \$78,317). Subsequently, the GS-13 and GS-14 levels may be available. The beginning of the pay scale for a GS-13 is approximately \$93,129; the top end of the GS-14 pay scale is approximately \$110,050.) Some positions include the added benefit of student loan repayment; this varies by facility. Some staff psychologists become Chiefs of Psychology at institutions within a few years of joining the Bureau. Other career tracks include leading specialized treatment programs, substance abuse programs, or internship programs. Psychologists can also become administrators; former BOP Director, Dr. Kathleen Hawk Sawyer, began her Bureau career as a psychology intern.

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

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

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income, similar to a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, or at age 45 with 25 years of service, and receive a full pension. The Bureau is an Equal Opportunity Employer. However, in accordance with Public Law 100-238, applicants for entry level staff positions must be under the age of 37 at the time of appointment.

Tucson and the Surrounding Community



The city of Tucson is 2,389 feet above sea level and covers nearly 500 square miles. The landscape is varied and includes flowering deserts, rolling hills winding dry riverbeds, rugged canyons, and pine-topped peaks all beneath a clear blue sky 350+ days out of the year. Tucson is known for being warm and sunny with little to no humidity. When in Tucson you don't have to worry about earthquakes, tornados, hurricanes, etc. During the summer, it will get up to triple digits but it is a "dry heat". Monsoon season starts in early June and ends mid-September helping to drop the temperature in the afternoon/night times. As hot as it might get during the summer, during the winter higher elevations will get snow and when the conditions are right, Tucson will get a light dusting of snow as well.

With warm sunny days throughout the year, Tucson is full of adventure and unique attractions. Some of the most popular hiking trails include Tumamoc Hill, Sabino Canyon, and Saguaro National Park. Romeo Pools is a popular hiking spot after a good rainfall during monsoon season. Mt. Lemmon is a very popular attraction that is open year-round for skiing, homemade fudge, giant homemade cookies, and stargazing with some of the largest public telescopes in the United States.

Tucson is home to the 35th El Tour de Tucson presented by Casino Del Sol and is one of the largest century bicycle rides in America, and is usually held the Saturday before Thanksgiving. There are options for cyclists of all ages. The All Souls Procession is one of the most meaningful and inclusive events in our nation that allows people to honor the memory of those what have passed. The All Souls Procession is a very popular event to attend during the month of November. Other popular local points of interest include: San Xavier Mission, Desert Museum, Colossal Cave Mountain Peak, Kit Peak Observatory, Smithsonian Institution's Fred Lawrence Whipple Observatory, Pima Air & Space Museum, Biosphere 2, and Reid Park Zoo.

The MLB Spring Training Cactus League is held in Arizona at baseball complexes in Scottsdale, Mesa, Goodyear, Glendale, Surprise, Tempe, Phoenix, and Peoria. The following MLB teams can be seen playing in the Cactus League: Arizona Diamondbacks, Chicago Cubs, Cincinnati Reds, Cleveland Indians, Colorado Rockies, Chicago White Sox, Kansas City Royals, Los Angeles Angels, Los Angeles Dodgers, Milwaukee Brewers, Oakland Athletics, San Diego Padres, San Francisco Giants, Seattle Mariners, and Texas Rangers.