

FEDERAL CORRECTIONAL COMPLEX Terre Haute, Indiana



DOCTORAL PSYCHOLOGY INTERNSHIP 2020 - 2021

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

Member # 2126

Program Code # 212611

Note to all applicants: This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.



U.S. Department of Justice
Federal Bureau of Prisons

Federal Correctional Complex

Terre Haute, Indiana 47802

Welcome,

The Psychology Services Department at the Federal Correctional Complex (FCC) in Terre Haute, Indiana appreciates your interest in our Doctoral Psychology Internship Program. FCC Terre Haute has a unique array of training experiences for doctoral level psychology interns which will be discussed in this brochure.

In March 2009, FCC Terre Haute received approval from the Federal Bureau of Prisons (BOP) Central Office in Washington, D.C., to activate the Doctoral Psychology Internship Program, with the first class of interns starting in the 2010-2011 internship year. There are currently *four* full-time intern positions available. The doctoral internship position at FCC Terre Haute was granted accreditation by the American Psychological Association (APA) in November 2015. The BOP has a long-standing reputation of commitment to excellence at the various doctoral internship sites. FCC Terre Haute will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements instituted by her sister BOP institutions, including:

- Interns receiving graduated exposure to the clinician role, practicing with greater independence as skills and confidence increase, always with supervisors available.
- Adherence to the practitioner-scholar model of professional training with the aim of training generalist adult clinical practitioners who can also function competently in a correctional environment.
- Working with interns to develop individualized training/learning opportunities.
- Didactic seminars and other scholarly and training activities designed to increase interns' general fund of clinical knowledge and evidence-based practice.

We look forward to receiving your application for consideration into our program. Please do not hesitate to call or e-mail if you have any questions.

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APPIC Program Code Number: 212611

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MISSION STATEMENT

The mission of the Federal Bureau of Prisons is “...to protect society by confining offenders in the controlled environments of prison 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.”

FCC TERRE HAUTE

The Complex is comprised of a United States Penitentiary (USP), a Federal Correctional Institution (FCI), and a Satellite Prison Camp (SCP), all three house male inmates. These facilities, in addition to the National Bus Center, are situated on approximately 1,145 acres of land in Terre Haute.

FCC Terre Haute's USP was activated in March 2005. This 719,000 square-foot facility has 768 cells among the six general housing units. The institution's Special Housing Unit has a bed-space capacity of 236. Additionally, USP Terre Haute contains the Special Confinement Unit, which houses male inmates who have received a Sentence of Death in the Federal Court system. This unit is designed to house 120 inmates in single cells on four separate ranges. USP Terre Haute has a Federal Prison Industries UNICOR Factory, which employs approximately 180 inmates in the Cut and Sew factory. The institution has dining and kitchen facilities, health services, maintenance shops, commissary services, and an inmate visiting area. There are also educational and vocational training opportunities for the inmate population, as well as recreational activities and psychology-based programs and counseling services. In addition to standard religious services and activities, USP Terre Haute also has the only faith-based Life Connections Program currently operating at a high security level Bureau of Prisons facility.



The FCI, originally USP Terre Haute, is now a Medium security level facility. FCI Terre Haute was activated in 1940, and was the first federal penitentiary to be constructed without a wall. The architectural design is a modified "telephone pole" style, with all housing units and other facilities opening into a long central corridor. The facility consists of ten general population housing units. FCI Terre Haute also has a UNICOR Textile factory, which employs approximately 180 inmates. There are also dining and kitchen facilities, health services, maintenance shops, commissary services, and an inmate visiting area. Additionally, there are religious services, educational and vocational training opportunities, as well as recreational and psychology-based programs and counseling services for the inmate population.



The SCP was constructed in 1960. The main building includes inmate living quarters, a dining room, and gymnasium. Adjacent buildings include a UNICOR warehouse, Chapel, educational and vocational training areas, and the Complex's National Bus Center. The camp has eight dormitory-style housing units that consist of two-man, eight-man, and twelve-man rooms. The facility offers a variety of educational opportunities, as well as vocational training in small engine repair, electronics, and diesel engine mechanics. There are also health services, religious services, and a number of psychology-based programs and counseling services for the inmate population.



PSYCHOLOGY INTERNSHIP PROGRAM

The FCC Terre Haute Psychology Internship Program is focused on the practitioner - scholar training model. The program is designed to consolidate and enhance the intern's knowledge and skills acquired through graduate training. Additionally, the goal of training is to integrate relevant psychological theories and research with cultural, ethical, social, and legal issues which impact professional service delivery. Interns can expect staff to incorporate cognitive-behavioral, interpersonal, and solution-focused concepts into case formulation and treatment perspectives.

TRAINING PURPOSES, AIMS, & COMPETENCIES:

- The aim of the internship program is *to train entry-level professional psychologists who can also function competently in the correctional environment.*
- The training purpose of the internship program is to develop interns who demonstrate proficiency in required profession-wide competencies, to include:
 - a) Understanding, generating, and/or applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically;
 - b) Practicing psychology within the boundaries of ethical and legal principles governing professional behavior;
 - c) Developing awareness and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics;
 - d) Demonstrating commitment to professional growth, values, attitudes, and development;
 - e) Coordinating interpersonal relationships and communication with various disciplines in the correctional environment by providing professional assistance and consultation (written and verbal) in response to client or system needs and goals.
 - f) Conducting assessment and diagnosis of problems and issues, using a multimodal approach, specific to the needs of the situation for individuals, groups and/or organizations;
 - g) Planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations;
 - h) Performing professional activities, which may include learning theories and models of supervision as well as receiving and providing supervision and training, to hone skills and increase knowledge base;
 - i) Applying theories and methods of inter-professional and inter-disciplinary consultation and communication to the correctional environment.

To achieve this aim and develop these competencies, psychological theory and research will be integrated with cultural, ethical, legal, and other individual factors which impact the delivery of

professional services. Interns are provided with didactic training and direct supervision to hone their assessment, intervention, and consultation skills with a diverse inmate population. The development of collegial relationships and consultation skills with our staff population is highly encouraged. The application of scholarship and research skills to professional practice will be promoted by interns participating in dissertation or other relevant research, attending didactic seminars, reviewing scientific literature pertinent to professional practice, and participating in audit reviews of departmental adherence to regulatory and professional standards of practice.

It is our hope that 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.

TRAINING EXPERIENCES / ROTATIONS:

Interns are required to complete 2,000 hours of training over a 12-month period, along with a minimum of identified clinical experiences and adequate ratings on intern evaluations, in order to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Although all interns will be expected to complete the year-long General Population rotation and the four-month Care 3 rotation, the Psychology Internship Program Coordinator will be flexible in tailoring rotation schedules to meet each intern's individual training needs and desires. In addition to the above required rotations, interns will select two additional four-month rotations which meet their clinical interests from the rotations listed below. While interns will only be required to complete three rotations, they will have the opportunity to be exposed to each of the available rotations.

General Population Rotation: (Required - 12 months)

Beyond the special programs noted above, FCC Terre Haute has more than 3,000 inmates serving their sentences. Interns assigned to this rotation assist in the screening and evaluation of general population inmates and provide clinical services with inmates, working to enhance their quality of life in prison, reduce the likelihood of recidivism, and ensure continuity-of-care issues are addressed prior to their release to Community Corrections. Examples of duties may include:

- Conduct intake interviews, including obtaining biopsychosocial data,
- Obtain and review past psychological/psychiatric treatment reports and assessment data to inform diagnostic impressions and treatment planning,
- Conduct psychological test/assessments with inmates for diagnostic clarification, to rule out malingering, and for treatment plan formulation,
- Develop individualized treatment plans based on diagnosis, presenting problem, and a thorough review of the clinical history,
- Conduct psychotherapy with inmates presenting with a variety of mental disorders and psychological symptoms,

- Conduct mental status exams, crisis interventions and suicide risk assessments,
- Identify inmates with special treatment needs and refer to appropriate psychological programs throughout the Bureau of Prisons,
- Identify and refer mentally ill inmates in need of psychotropic medication to the telepsychiatry clinic.

Care 3 Rotation: (Required - 4 months)

This rotation focuses on inmates with severe, persistent mental illness. Inmates at FCC Terre Haute who have a history of chronic mental illness which requires frequent contact with Psychology Services are classified as Care Level 3 Mental Health inmates. The goal of this rotation is to provide treatment which is evidence-based, maximizes functioning, and minimizes relapse and hospitalization. Interns are involved in the clinical management of cases and psychotropic medications, conducting psychological testing, and providing diagnostic impressions, as well as writing and implementing multi-disciplinary treatment plans. Group and individual therapy as well as suicide risk assessments and crisis interventions are conducted as needed. Interns become familiar with the psychopharmacological treatment by collaborating with the consulting psychiatrist and Health Services staff. When clinically warranted, interns will communicate recommendations related to adjustments in the care and management of mentally ill inmates with necessary departments (e.g., Unit Team, Health Services, Correctional Services, Education). Interns will also serve as consultants by educating staff throughout the facility of how mental health issues are manifested and subsequent appropriate interventions. Lastly, interns will ensure mentally ill inmates who either transfer to other BOP facilities or release to the community will receive proper continuity-of-care.

Additionally, in 2011, FCI Terre Haute was selected as the home to one of two programs in the Federal Bureau of Prisons designed to treat and manage inmates with severe Borderline Personality Disorder and/or with a chronic history of self-directed violence who have had a difficult time adjusting to the prison system. Steps Toward Awareness, Growth, and Emotional Strength (STAGES) is a residential treatment program informed by dialectical behavior therapy while also incorporating aspects of a modified therapeutic community and other theoretical models and interventions. Inmates participating in the STAGES Program are all classified as Care 3 Mental Health Inmates. On this rotation, interns may also gain exposure to the STAGES Program via facilitating or co-facilitating skills training groups, providing individual therapy, and involvement in other aspects of program administration and implementation.

Substance Abuse Rotation (Drug Abuse Programming): (Optional - 4 months)

The majority of Federal inmates have been convicted of drug-related crimes and most have some history of abuse. Inmates are strongly encouraged to become involved in a variety of recovery experiences for which psychologists maintain program responsibility. Drug abuse treatment is provided within the context of the biopsychosocial model, using evidence-based treatment that is informed by Cognitive Behavioral Therapy. An emphasis on preparatory (motivational interviewing) and maintenance recovery is a focus of treatment. Additionally, FCC Terre Haute

was selected to house a Residential Drug Abuse Program (RDAP), which further expands the opportunities and experiences available to interns interested in increasing their knowledge of substance abuse treatment. RDAP is the Bureau of Prisons' most intensive drug treatment program offered to inmates once they are 36 months or less to their release. It is a unit-based program set apart from the general population in which inmates are required to participate in half-day programming and half-day work, school, or vocational activities. Research findings demonstrate that RDAP participants are significantly less likely to recidivate and less likely to relapse to drug use than non-participants. The studies also suggest that the Bureau's RDAPs make a significant difference in the lives of inmates following their release from custody and return to the community.

Interns who complete the Substance Abuse Rotation will:

- (1) Develop an understanding of the biopsychosocial addiction model,
- (2) Acquire/improve skills in the assessment, diagnosis, treatment, and implementation of drug treatment programming,
- (3) Develop/improve skills in facilitating group development and processing,
- (4) Gain an awareness and experience of drug program administration,
- (5) Acquire/improve skills with the use and interpretation of assessment instruments for the diagnosis of Substance-Related Disorders,
- (6) Integrate intellectual screening, the assessment of personality characteristics and/or associated psychopathology which may interfere with the course of substance abuse treatment.

Residential Programming Rotation (Challenge Program): (Optional - 4 months)

USP Terre Haute is home to the Challenge Program, which 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 less secure prison settings, as well as to promote successful reentry into society at the conclusion of their terms of incarceration. Interns work with the Challenge Program staff in the delivery of services:

- CORE GROUPS - Orientation, Criminal Lifestyle, Rational Thinking, Communication Skills, Violence Prevention, Lifestyle Balance, and Transition.
- SUBSTANCE ABUSE GROUPS - Orientation, My Drug Use, and Recovery Maintenance.
- MENTAL WELLNESS GROUPS - Social Skills and Illness Management / Recovery.

Additionally, individual treatment, diagnostic evaluations, and document preparation will be conducted to support inmate efforts to reenter society and to transition to medium security prisons in the Bureau.

Specialty Unit Rotation (SCU/SHU): (Optional - 4 months)

FCC Terre Haute has a variety of special and unique missions for the Bureau involving the confinement of inmates in long-term administrative segregated housing situations. Interns under close supervision provide routine mental health services as well as provide psycho-educational programming on these units. Inmates housed in the Special Confinement Unit (SCU) have received a federal death sentence. This challenging population has a unique “culture,” complex legal issues, as well as many high profile/high publicity cases. Pro-active and thoughtful clinical interventions are delivered to all inmates in this unit. Clinicians are cognizant of the unique circumstances inherent in this unit and ensure inmates receive care commensurate to their presenting clinical needs.

Approximately 400 inmates are housed in the Special Housing Unit (SHU) for disciplinary or administrative purposes. Interns will learn strategies in providing risk-relevant services to these inmates. Monitoring and providing services to the mentally ill population is especially important in SHU as these inmates often do not request mental health services and can quietly suffer if Psychology staff are not proactive. Additionally, the intern will collaborate with correctional services staff on the development of management strategies such as Suicide Risk Management Plans for inmates who consistently engage in, or threaten to engage in, self-harm and other dangerous and disruptive behaviors.

SUPERVISION:

The Psychology Internship Program at FCC Terre Haute adheres to APA and BOP guidelines for supervision. At a minimum, each intern will receive four hours of supervision (at least two of which are individual) each week. Licensed psychologists on staff provide the supervision. The Internship Program Coordinator, working in conjunction with the Chief Psychologist, is responsible for the development, implementation, and evaluation of the Internship Program. The Internship Program Coordinator makes training assignments, handles clinical and administrative problems, plans the sequence of formal training experiences, prevents duplication of experiences, provides supervision of interns, and maintains close contact with other supervisors. The Internship Program Coordinator also provides interns with the specific profession-wide competencies (with the option of additional, individualized goals) and expected training activities for each rotation. Interns receive supervision from a variety of sources. The Internship Program Coordinator and/or Chief Psychologist provides weekly supervision for the intern group where clinical and administrative oversight is provided as well as issues related to their professional development with the Bureau. Individual supervision with the identified rotation psychologists occurs on a weekly basis. These supervision sessions address case conceptualizations of inmate clients, review screening and evaluations conducted by the intern, and process the personal impact each training rotation has on the intern. Professional development will also be sought from other department heads, Bureau-offered training, academic supervisors, and other Bureau staff as deemed appropriate by the Chief, Training Director, rotation supervisors, and the intern.

CONTINUING EDUCATION PROGRAM:

Professional development will occur on a weekly basis, rotating through the following, as coordinated by the Internship Program Coordinator in conjunction with staff at FCC Terre Haute and other training locations:

- Case Law review involves the interface of case law and psychology. Examples of the topics include: competency, insanity, civil commitment, and right to refuse treatment.
- Clinical Case Presentations consist of presenting individual cases including clinical formulations and theoretical implications.
- Didactic Seminars include a myriad of topics, e.g., ethics/professional issues, cultural diversity, intervention and psychotherapy, death penalty issues, forensic/correctional issues, addictive disorders, organic disorders, personality disorders, behavioral medicine, suicide assessment, hostage negotiation, testing instruments and interpretation, and psychopharmacology.

Additionally, the BOP offers training to psychologists in the form of web-based, video and teleconferences, as well as regional and national training opportunities. Interns will be expected to participate in these training opportunities when offered. To facilitate exposure to the breadth of Bureau careers, each intern may have the opportunity to visit other Bureau facilities and/or a Community Corrections Residential Reentry Center during the course of their training year.

In the event a training area, issue or topic develops during the course of the training period for which there is no available supervision on site, FCC Terre Haute Psychology Services would facilitate the development of a contract to enlist training for the intern and staff on the /topic. If the training on the topic were available at another Bureau facility, FCC Terre Haute will make arrangements for consultation with staff at the other facility, through travel, video teleconferences, or arranging for those staff to travel to FCC Terre Haute to provide training in the area.

While on internship, interns will have access to office space, computers, telephones, scanners, fax and copy machines, and other resources as needed. All BOP Psychology Services staff, to include interns, have access to research articles online via Academic Search Complete, PsychInfo and PsychArticles.

AFFILIATION WITH OTHER AGENCIES:

FCC Terre Haute will continue to foster professional relations with the Clinical (Psy.D.) Psychology Program and Criminology Department at Indiana State University located in Terre Haute, in the hope this will grant interns access to university library (data bases, journals) and professional development opportunities. Additionally, relationships will continue to be fostered with Indiana University; Veterans Administration, Indianapolis; State of Indiana Correctional System; as well as BOP facilities, regional offices, and Central Office.

EVALUATION OF INTERNS:

Interns are formally evaluated by their rotation supervisors approximately every two months or twice per each rotation (once halfway through the rotation, and again at the conclusion of the rotation). Written evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern’s academic institution. A final evaluation will be provided to the intern within the month prior to the conclusion of the training year. Successful completion of internship will depend on the intern achieving ratings consistent with the minimum level of achievement identified on the evaluation form. The format will be consistent with evaluations utilized at other BOP internship sites.

RESEARCH:

Interns are required to participate in some type of research activity. This requirement may be met by literature reviews of clinical topics or practices, participation in audit reviews of the local psychology department, or an empirical research project (including a current dissertation project). Interns are encouraged to engage in professional research activities for up to two hours per week as long as they are meeting all clinical training requirements.

INTERNSHIP ADMISSIONS, SUPPORT, & INITIAL PLACEMENT DATA:

Date Program Table updated: 07/23/19

Internship Program Admissions	
<i>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program’s policies on intern selection and practicum and academic preparation requirement:</i>	
The aim of the internship program at FCC Terre Haute is to train entry-level professional psychologists who can also function competently in the correctional environment. While prior clinical experience (i.e. practicum) in a correctional, forensic, or inpatient mental health setting is not required, applicants with these experiences are typically viewed as having competitive applications.	
Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:	
Total Direct Contact Intervention Hours	NO
Total Direct Contact Assessment Hours	NO
Any other required minimum criteria used to screen applicants:	YES
Describe any other required minimum criteria used to screen applicants: Applicants should have their dissertation proposal approved by the application deadline. All BOP positions are considered “sensitive.” Applicants must be U.S. citizens (and have lived in the U.S. for three of the last five years) and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Prospective candidates may be asked to complete this portion of the interview process prior to the APPIC Match date. Successful completion of this process prior to the start of internship is a necessary prerequisite for employment as a BOP intern. The security clearance process may be completed at this institution or any other BOP facility.	

Financial and Other Benefit Support for Upcoming Training Year	
Annual Stipend/Salary for Full-time Interns	\$50,975
Annual Stipend/Salary for Half-time Interns	N/A
Program provides access to medical insurance for intern?	YES
Trainee contribution to cost required?	YES
Coverage of family member(s) available?	YES
Coverage of legally married partner available?	YES
Coverage of domestic partner available?	YES
Hours of Annual Paid Personal Time Off	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?	YES
Other Benefits:	

Initial Post-Internship Positions (2015-2018 cohorts)		
Total # of interns who were in the 3 cohorts	11	
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	1	0
University counseling center	0	0
Veterans Affairs medical center	1	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	1	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	8
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

* PD = Post-doctoral residency position; EP = Employed Position

PSYCHOLOGY STAFF:

Megan Myers, Psy.D.

Chief of Psychology

Dr. Myers received her Psy.D. in Clinical Psychology from Pacific University's School of Professional Psychology in August 2014. She completed her doctoral internship at the Federal Correctional Complex in Terre Haute, Indiana, in 2013-2014. During her internship, she focused on working in the Special Housing Unit, the Special Confinement Unit, the STAGES Program and the Residential Drug Abuse Program. She began working as a Staff Psychologist at FCC Terre Haute in September 2014. She was selected as the Drug Abuse Program Coordinator in September 2016 and as the Chief Psychologist in June 2019. Her primary interests are conducting comprehensive assessments, detection of malingering, treatment of Personality Disorders, and crisis intervention. Dr. Myers is currently licensed in the state of Indiana.

Jacqueline Carmicheal, Psy.D., HSPP

Psychology Internship Program Coordinator

Dr. Carmicheal received her Psy.D. in Clinical Psychology from the University of Denver's Graduate School of Professional Psychology in November 2008. She initially became interested in a career with the Federal Bureau of Prisons while in graduate school after working at FCI Englewood as a practicum student in 2005-2006. She completed her doctoral internship in 2007-2008 at the Federal Medical Center, Carswell in Fort Worth, Texas, focusing on the forensic and mental health rotations. While on internship, she also completed a six-month outplacement rotation at FCI Fort Worth to gain experience with the Residential Drug Abuse Program. She began working as a staff psychologist at FCC Terre Haute in October 2008, and was selected as the Psychology Internship Program Coordinator in January 2011. In addition to her duties as Internship Program Coordinator, she also continues to provide clinical services to inmates at all security levels - United States Penitentiary (USP), Federal Correctional Institution (FCI), and Satellite Prison Camp (SCP) - and serves as a mental health expert on FCC Terre Haute's Crisis Negotiation Team. Dr. Carmicheal is licensed with her HSPP endorsement (Health Service Provider in Psychology) in the state of Indiana. She provides group supervision to the interns, as well as individual supervision to interns on the General Population and Specialty Unit rotations.

Kelley Westerhouse, Ph.D.

Non-Residential Drug Abuse Program Coordinator

Dr. Westerhouse's experience in the Bureau of Prisons began in 1996, when she completed her doctoral internship at FMC Lexington. She began working at FCI Beckley in 1997, with duties consistent with that of a Staff Psychologist. However, she officially earned her Ph.D. in Clinical Psychology in 2002, from the University of Iowa. In 2005, she transferred to USP Terre Haute and

soon thereafter became the CODE Program Coordinator. In 2006, she had the honor of becoming the Challenge Program Coordinator. USP Terre Haute was one of four pilot sites nation-wide for this new residential substance abuse / mental health program for penitentiaries. Dr. Westerhouse enjoyed working with penitentiary inmates in the modified therapeutic community, as her interest in cognitive therapy and motivational interviewing fit well in this setting, helping inmates learn to make better decisions for themselves. Dr. Westerhouse made the transition from Challenge Program Coordinator to her current position as the Non-Residential Drug Abuse Program Coordinator in 2017.

Erin Conner, Psy.D.

Restricted Housing Unit Psychologist

Dr. Conner received her doctorate from the School of Psychological Sciences at the University of Indianapolis in 2014. She has always been interested in a career in the Bureau of Prisons, and earned her B.S. in both Psychology and Criminal Justice/Criminology from East Tennessee State University. Throughout graduate school, she gained clinical experience via practica opportunities at Indiana Women's Prison, Plainfield Correctional Center, and the R.L. Roudebush VA Medical Center. She completed her doctoral internship during the 2013-2014 year at FCC Terre Haute. While on internship, she was able to provide psychological services to inmates housed in general population, specialty units (SHU/SCU), and programming units (RDAP and STAGES). Her primary interests include Borderline Personality Disorder, stigma, and successful re-entry. Upon completion of her internship, she was hired as a Staff Psychologist at FCC Terre Haute, and was selected as FCC Terre Haute's Restricted Housing Unit Psychologist (working primarily in the Special Housing Units and Special Confinement Unit) in 2015. She is licensed in the state of Indiana.

LaKesha Davis, Psy.D.

Challenge Program Coordinator

Dr. Davis received her Psy.D. from Illinois School of Professional Psychology, Argosy University at Chicago in 2013. Prior to that she completed her doctoral internship at Elgin Mental Health Center, Forensic Treatment Program, in Elgin, Illinois. Dr. Davis' training included providing psychotherapy to patients who were adjudicated Unfit to Stand Trial (UST) and Not Guilty by Reason of Insanity (NGRI). She also administered psychological assessments, authored forensic reports, and supervised practicum extern students. Dr. Davis went on to continue her forensic specialization by completing her post-doctoral training at the Oklahoma Forensic Center in Vinita, Oklahoma. Dr. Davis completed training as a certified Forensic Examiner, where she primarily focused on conducting adjudicative competency evaluations, regarding Competency, Never to Attain Competency, and Risk Assessments. She also facilitated daily Fitness Restoration groups and provided individual therapy to patients adjudicated Not Guilty by Reason of Insanity (NGRI). Later Dr. Davis took an interest in the field of corrections and began a career with the Federal Bureau of Prisons. She began working at FCI Pekin as the Staff Psychologist in 2015. Dr. Davis

eventually transitioned to USP Terre Haute in 2018, where she is presently the Challenge Coordinator.

Byron Williams, Jr., Psy.D.
STAGES Program Coordinator

Dr. Williams received his Psy.D. in Clinical Psychology from Regent University in August 2013. He completed his doctoral internship at Greensville Correctional Center in Jarratt, Virginia, in 2012-2013. During his internship, he primarily worked with participants in the Sex Offender Residential Treatment Program – the only treatment program for sex offenders incarcerated in the state of Virginia. Internship also allowed Dr. Williams to work with inmates with severe mental illness. Following internship, Dr. Williams worked at a Central State Hospital – a forensic psychiatric hospital – located in Petersburg, Virginia. After more than one year of working at the hospital, Dr. Williams began working as a Staff Psychologist at FCC Petersburg in December 2014. He went on to work at a Sex Offender Management Program Psychologist at FCC Petersburg in May 2015, then transitioned to the position of Coordinator for FCI Englewood’s Sex Offender Management Program in January 2018. Dr. Williams arrived to FCC Terre Haute in January 2019 after being selected as the STAGES Program Coordinator. His primary interests are crisis intervention, treatment of Personality Disorders, and sex offender treatment. Dr. Williams is currently licensed in the state of Virginia.

COMPENSATION AND BENEFITS:

Funding for each training year is contingent on continued approval of the training program by the Federal Bureau of Prisons. Psychology interns are appointed at the GS-9 level and receive the following benefits:

- (1) annual stipend of approximately \$50,000 (2019 figure),
- (2) annual & sick leave (4 hours per 2 week pay period),
- (3) paid federal holidays,
- (4) access to individual and family health insurance.

In some cases, administrative leave may be provided to attend off-site training. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. Additional time off will be determined on a case-by-case basis by the Complex 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.

APPLICATION PROCEDURES & REQUIREMENTS FOR ADMISSION:

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

The doctoral internship program at FCC Terre Haute is open to doctoral students in Clinical and Counseling Psychology programs who are citizens of the United States. Students from APA-accredited programs are strongly preferred. While the application of female and minority students is especially encouraged, the Bureau of Prisons is an equal opportunity employer. All applicants are considered without regard to race, religion, color, national origin, sex, status as a parent, political affiliation, age (with authorized exceptions) or any other non-merit factor.

All BOP positions are considered "sensitive." Applicants must be U.S. citizens (and have lived in the U.S. for three of the last five years) and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Internship offers resulting from participating in the APPIC matching process are tentative and are contingent on security clearance. Prospective candidates may be asked to complete this portion of the interview process prior to the Association of Psychology Postdoctoral and Internship Centers (APPIC) match date. Successful completion of this process is a necessary prerequisite for employment as a BOP intern. The security clearance process may be completed at this institution or at any other BOP facility.

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 the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the 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, applicants must submit an application through the [USAJOBS website](#).

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 FCC Terre Haute should complete each of the following steps:

1. AAPI

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.
- B. **Completed applications for FCC Terre Haute include:**
 - APPIC Application for Psychology Internship (AAPI), <http://www.appic.org/>
 - *Official* transcripts of all graduate work
 - Three letters of recommendation from supervisors familiar with the applicant
 - One work sample of an assessment report, preferably with an adult client
- C. Once applications are submitted online via APPIC, they will be reviewed individually by FCC Terre Haute Psychology Services staff. While prior clinical experience (i.e. practicum) in a correctional, forensic, or inpatient mental health setting is not required, applicants with these experiences are typically viewed as having competitive applications.

Each Bureau training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed by each Bureau site, applicants will be notified via e-mail, mid-November, which sites wish to consider them further. Those applicants will be instructed to continue with the USAJOBS process for possible employment.
- B. Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:
 - Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include

the number of hours worked per week. Failure to follow this format may result in disqualification

- Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school’s registrar’s office
- Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program *or* 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number)

- C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.
- D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even though you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a **vital** role in the certification of an applicant to one or all sites. This means it is possible that you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

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

3. Interview Process

- A. In early December, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview, which are generally conducted in December or January. At FCC Terre Haute, telephone interviews may be granted per request; however, in-person interviews are strongly preferred.

- B. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test. If you are applying to more than one internship site, you may only have to complete portions of this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if you fail any portion of this security clearance at the site where your first interview occurs, you will no longer be considered at any of the other sites. Please plan accordingly.
- C. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.
- D. Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program.

Additional Information

All AAPI application materials must be submitted online by **November 3, 2019 at 11:59 PM**; however, applicants are encouraged to submit their application materials as early as possible. Applicants will be notified no later than December 15, 2019, as to whether they have been invited for an interview. Interviews will be conducted in December 2019 and January 2020.

If you have any questions regarding whether you would qualify for a federal position, you should seek further information from Human Resource Specialists at any of the sites of interest to you, to determine if you should continue with the application process. Psychology staff are **not** able to advise you on these matters.

Any questions you may have should be resolved prior to submitting your list for matching. Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the matching process, a field investigation will follow to verify that the information provided in interviews and on required forms is accurate. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

FCC Terre Haute APPIC Program Code Number: 212611

For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCC Terre Haute, please contact:

Jacqueline Carmicheal, PsyD., HSPP
Psychology Internship Program Coordinator
E-mail: jcranmer@bop.gov

*Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
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750 1st Street, NE, Washington, DC 20002
Phone: (202) 336-5979 / E-mail: apaaccred@apa.org
Web: www.apa.org/ed/accreditation