

# PSYCHOLOGY DOCTORAL INTERNSHIP

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FCC TERRE HAUTE  
2025-2026



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

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## Introduction

The Psychology Services Department at Federal Correctional Complex (FCC) in Terre Haute, Indiana, is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and FCC Terre Haute specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the Psychology Internship Program within the FBOP.

The second part of this brochure provides a detailed discussion of the Psychology Internship Program at FCC Terre Haute. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. We've also included information about our Psychology Services staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web pages to learn more about the opportunities that exist at the FBOP.

For interns, the selection and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have four intern positions available at our site and look forward to receiving your application.

## Overview of the Federal Bureau of Prisons

Over the last 90 years, the FBOP has established 122 institutions and currently houses approximately 153,000 incarcerated individuals. With the Core Values of Accountability, Integrity, Respect, Compassion, and Correctional Excellence, the FBOP has earned the reputation as one of the most elite correctional agencies in the world.

Incarcerated individuals convicted of the most serious offenses and those whose institutional adjustment is poor are housed in high security settings, or penitentiaries. Most incarcerated individuals live in medium, low, or minimum security institutions which provide greater degrees of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments.

Although all incarcerated individuals are convicted of federal crimes and separated from the community, they each have their own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, psychology services play an integral role in mental health treatment of the federal population.

The FBOP provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large State Departments of Corrections. These reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## Psychology Services in the Federal Bureau of Prisons

With a team of over 35,000 employees, including more than 600 psychologists and another 600+ clinical service providers and psychology administrative support staff, the FBOP is one of the largest employers of mental health professionals in the United States. In addition to psychology technicians and mid-level provider “treatment specialists,” Psychology Services in the FBOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every FBOP psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consulting services to adults in custody and to staff. Psychology Services staff assess the needs of each person in custody and ensures all incarcerated individuals with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Adults in FBOP custody may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Psychologists in the FBOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, Psychology Services staff collaborate with a multidisciplinary team and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to individuals in our care.



## Psychology Services at FCC Terre Haute

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

USP Terre Haute 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 individuals who have received a sentence of death in the Federal Court system. USP Terre Haute has a Federal Prison Industries (UNICOR) Factory, which employs approximately 180 adults in custody in the Cut and Sew Factory. The institution has dining and kitchen facilities, health services, maintenance shops, commissary services, and a visiting area. There are also educational and vocational training opportunities for the 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 FBOP facility.



The FCI, formerly known as USP Terre Haute, is now a medium security 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, including the Communication Management Unit, which houses individuals whose communication may pose a threat to institutional or national security. FCI Terre Haute also has a UNICOR Textile Factory, which employs approximately 180 adults in custody. There are also dining and kitchen facilities, health services, maintenance shops, commissary services, and a 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 population.



The SCP was constructed in 1960. The main building includes 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 population.



## FCC Terre Haute Psychology Doctoral Internship

The Psychology Services Department provides clinical services to adults in custody at all three institutions (USP, FCI, and SCP) within the FCC Terre Haute. Psychology Services staff at FCC Terre Haute are an integral part of the many mental health-related missions of the complex, to include the Care Level 3, Dual-Diagnosis Residential Drug Abuse Treatment Program, STAGES Program, Reintegrative Unit, RISE mental health unit, and of course, the Doctoral Psychology Internship Program.

In March 2009, FCC Terre Haute received approval from the FBOP Central Office in Washington, D.C., to activate the Doctoral Psychology Internship Program 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 APA in November 2015, and is undergoing the reaccreditation process in 2024. The FBOP 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 FBOP institutions.



Psychology Services staff & interns, July 2021



## FCC Terre Haute Psychology Doctoral Internship



Psychology Internship Cohort 2019-2020



Psychology Internship Cohort 2020-2021



Psychology Internship Cohort with Dr. Carmicheal 2021-2022



Psychology Internship Cohort with Dr. Carmicheal 2022 – 2023



FCC Terre Haute Psychology Services Department – November 2023

## Psychology Internship at FCC Terre Haute

### Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FCC Terre Haute is to train entry-level professional psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

**Competency 1: Research** – Demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Competency 2: Ethical and Legal Standards** – Demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior. Demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** – Demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups, and communities who represent various cultural and personal backgrounds and characteristics.

**Competency 4: Professional Values and Attitudes** – Demonstrate proficiency in providing psychological services that are consistent with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

**Competency 5: Communication and Interpersonal Skills** – Demonstrate proficiency in both written and verbal communication with peers, supervisors, and other staff that is timely, accurate, and jargon free.

**Competency 6: Assessment** – Demonstrate proficiency in conducting screening, assessment, and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

**Competency 7: Intervention** – Demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups, and organizations.

**Competency 8: Supervision** – Demonstrate proficiency in understanding basic principles of clinical supervision (e.g., building supervisory alliance, providing and accepting effective summative feedback, promoting growth and self-assessment of peer/trainee, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students, if available.

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills –**

Demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.

Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge and skills in the above-listed domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that, historically, about 50% of all FBOP interns are hired as Staff Psychologists within the FBOP shortly after graduation. However, training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services Department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to adults in custody throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

## Internship Duties

Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations, to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FCC Terre Haute, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Fridays (excluding federal holidays), even during the COVID pandemic and other potential emergency situations. The internship year begins in August and ends the following August, and normal working hours for interns are considered 7:30 a.m. to 4:00 p.m. During the internship year, there may also be opportunities for travel outside of normal working hours for additional training experiences, to include a fully-funded week-long National FBOP Internship Conference in Denver, Colorado, as well as regionally-based trainings and opportunities for temporary (week-long) "reassignments" (also known as "TDY") to other FBOP facilities. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. A basic description of additional training experiences will follow.

## Internship Rotations

Although all interns will be expected to complete the required rotations, the Psychology Internship Program Coordinator aims to be flexible in tailoring rotation schedules and clinical experiences to meet each intern's individual training needs and desires.

### **Correctional Psychology Rotation:** (REQUIRED – 12-month rotation)

Beyond the special programs noted above, FCC Terre Haute houses approximately 3,000 adults in custody serving their sentences. Interns assigned to this rotation assist in the screening and evaluation of general population adults in custody and provide individual and group clinical services, 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 for diagnostic clarification, treatment plan formulation, and/or to rule out malingering.
- Develop individualized treatment plans based on diagnosis, presenting problem, and a thorough review of the clinical history.
- Conduct psychotherapy with individuals presenting with a variety of mental disorders and psychological symptoms.
- Conduct mental status exams, crisis interventions and suicide risk assessments.
- Identify individuals with special treatment needs and refer to appropriate psychological programs throughout the FBOP.



- Identify and refer mentally ill individuals in need of psychotropic medication to the telepsychiatry clinic.
- Communicate recommendations related to the care and management of mentally ill adults in custody with necessary departments (e.g., Unit Team, Health Services, Correctional Services, Education).
- Consult with and educate institutional staff regarding how mental health issues may manifest in correctional settings and subsequent appropriate interventions.
- Assist in ensuring mentally ill persons who either transfer to other FBOP facilities or release to the community receive proper continuity-of-care.

**STAGES Program Rotation:** (REQUIRED – four-month rotation)

In 2011, FCI Terre Haute was selected as the home to one of three programs in the FBOP designed to treat and manage individuals 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. The goal of the program is to provide evidence-based treatment to adults in custody to increase time between disruptive or self-damaging behaviors, foster improved ability to live in a community setting, increase prosocial skills and interpersonal effectiveness, and promote successful reentry into society. The smaller size of the program allows for highly individualized treatment through a variety of both individual and group modalities. Furthermore, the STAGES Program incorporates trained inmate mentors into the therapeutic community to serve as role models and coaches for the participants in the program. On this rotation, interns gain exposure to the STAGES Program via facilitating and co-facilitating skills training groups and process groups, providing individual therapy, participating in multidisciplinary treatment team meetings, interviewing individuals in the referral phase, training inmate mentors, and involvement in other aspects of program administration and implementation.

**Substance Use Disorder Treatment Rotation:** (REQUIRED – four-month rotation)

The majority of federally incarcerated individuals have been convicted of drug-related crimes and most have some history of substance abuse. Adults in custody are strongly encouraged to become involved in a variety of recovery experiences for which psychologists maintain program responsibility. Substance use disorder 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. At FCC Terre Haute, adults in custody have the opportunity to participate in non-residential as well as residential substance use disorder treatment programs, and medication-assisted treatment. Interns on this rotation will gain exposure to all levels of substance use disorder treatment offered at FCC Terre Haute.

Additionally, in 2013, FCC Terre Haute was selected to house a Residential Drug Abuse Treatment Program (RDAP), which further expands the opportunities and experiences available to interns interested in increasing their knowledge of substance use disorder treatment. RDAP is the FBOP's most intensive drug treatment program offered to individuals once they are 36 months or less to their release. It is a unit-based program, set apart from the general population, in which individuals 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 abuse than non-participants. The studies also suggest that the FBOP's RDAPs make a significant difference in the lives of individuals after their release from custody and return to the community. Notably, in 2019, FCC Terre Haute's RDAP was selected to become a Dual-Diagnosis Residential Drug Abuse Treatment Program, and since that time has provided specialized treatment to individuals with both substance use disorders and co-occurring mental health disorders. Moreover, the FBOP has recently implemented the use of Medication-Assisted Treatment, in combination with counseling and behavioral therapies, to provide a "whole-patient" approach to the treatment of substance use disorders, and opioid-use disorders more specifically. Interns will gain exposure to the use of medication-assisted treatment within the FBOP. Interns who complete the Substance Use Disorder Treatment Rotation will:

- Develop an understanding of the biopsychosocial addiction model.
- Acquire/improve skills in assessment, diagnosis, treatment, and implementation of drug treatment programming.
- Develop/improve skills in facilitating group development and processing.
- Gain an awareness and experience of drug program administration.
- Integrate intellectual screening and the assessment of personality characteristics and/or associated psychopathology which may interfere with the course of substance use disorder treatment.
- Gain exposure to incarcerated individuals with co-occurring substance use disorders and mental health disorders.
- Increase familiarity with policy related to medication-assisted treatment within the FBOP.

**Confinement Units Rotation:** (REQUIRED – four-month rotation)

FCC Terre Haute has a variety of special and unique missions for the FBOP involving the confinement of individuals 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. Approximately 300 adults in custody at Terre Haute currently reside in restrictive housing (i.e., Special Housing Units, or "SHU," located at both the USP and FCI) for disciplinary or administrative purposes. Interns will participate in multidisciplinary meetings and learn strategies for providing risk-relevant services to this

population, as monitoring and providing services is especially important in restrictive housing as these individuals often do not request mental health services and can quietly suffer if Psychology Services staff are not proactive. Additionally, the intern will collaborate with Correctional Services staff on the development of management strategies for adults in custody who consistently engage in, or threaten to engage in, self-directed violence and other dangerous and disruptive behaviors.

Individuals housed in the Special Confinement Unit (SCU) have received a federal death sentence. Individuals housed in the Communication Management Unit (CMU) are considered to pose a potential threat to the safety and security of the institution, and/or national security, and have their communication monitored by intelligence staff outside of the institution. Both the SCU and CMU populations have a unique “culture,” complex legal and security issues, as well as many high profile/high publicity cases. Proactive and thoughtful clinical interventions are delivered to all individuals in these units. Clinicians are cognizant of the unique circumstances inherent in these units and ensure the population receives care commensurate to their presenting clinical needs. Interns will have the opportunity to gain exposure working with individuals on these specialized units. It should be noted that most of the clinical training activities on this rotation will occur with incarcerated individuals in the restrictive housing units at the USP and FCI; however, interns on the rotation will also gain exposure to the SCU and CMU.

#### **Additional Training Opportunities:**

In 2020, USP Terre Haute activated a non-residential trauma treatment program, known as the Resolve Program. The purpose of the program is to promote a trauma informed approach to institution management; decrease the incidents of trauma-related psychological disorders and improve functioning of incarcerated individuals; increase the effectiveness of other treatments that reduce recidivism (such as RDAP); reduce institutional misconduct and crisis intervention contacts; and contribute to public safety by enhancing the ability of incarcerated individuals to function as productive citizens once released from prison. Interested interns will have the opportunity to work with the Resolve Program Coordinator in the provision of trauma-informed individual and group interventions.

In 2023, USP Terre Haute was granted approval to convert one of the general population housing units to a designated unit for adults in custody with mental health concerns and for veterans. While not considered a formal residential treatment program, the “RISE” (Recovery, Independence, and Stability for Everyone) housing unit is designed to be a semi-structured unit offering a more therapeutic, community-based atmosphere than a traditional general population housing unit. RISE participants are encouraged to build attitudes and skills that contribute to recovery from mental illness and to successful reentry. These attitudes and skills fall into general categories of Mental Health, Social, Cognitive, Education/Occupational, and Release Planning. Psychology Services staff, with support from Unit Team and Education/Recreation, is responsible for developing and updating participants’ treatment plans, enhancing unit supports, and coordinating unit programming. Programs and/or activities that address these factors will be

offered from a multidisciplinary approach. Individuals residing in RISE can participate in individual and group clinical services delivered on the unit if desired. A peer companion program is also provided in RISE, to better support individuals with mental health challenges. Peer companions are selected after an interview and thorough review by staff, and receive specialized training in suicide prevention and relevant mental health issues. Companions also serve as mentors for others on the unit. An Advanced Care Level Psychologist oversees and maintains clinical responsibility for RISE unit participants, along with an Advanced Care Level Treatment Specialist.

Lastly, in 2024, USP Terre Haute activated a Reintegration Unit program. The Reintegration Unit (RU) houses individuals who consistently request protective custody or refuse to enter general population at multiple locations. The RU provides individuals with an opportunity to obtain skills that facilitate their adjustment to general population or community reentry. RU participants are taught skills that foster enhanced interpersonal competence, develop adequate coping skills, engage in a “real life” experience of functioning around other adults in custody, and develop a rational perception of relationships within prison allowing them to safely reintegrate into general population. There are two Reintegration Units, with a RU Psychologist and four Treatment Specialists staffing the units.

While the Resolve Program, RISE unit, and Reintegration Units are not considered formal rotations, they provide interns with exposure to additional clinical opportunities and experiences and can be incorporated into the internship year to meet each intern’s individual training needs and desires.

What a former intern recently had to say about the internship experience at FCC Terre Haute: *“I am endlessly grateful for the crazy busy experience I had at THX because it prepared me for [being a staff psychologist in the FBOP] more than I could've ever asked for! I'm on the go all the time and being the only staff psych [at my institution], I'm the one putting out all the fires so it feels very familiar. I hope your current interns understand how fortunate they are to be getting the training that they are at Terre Haute!”*

### Didactic Training

Professional development and continuing education 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, 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 FBOP offers training to psychologists and interns 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 FBOP careers, each intern may have the opportunity to visit other FBOP facilities and/or a Residential Reentry Centers during their training year.

In the event a training area, issue or topic develops during 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 FBOP 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.

## Research

While not a focus of the internship program, FCC Terre Haute 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 Services 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 other clinical training requirements.

## A Day in the Life of an FCC Terre Haute Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, Psychology Services Department, and the population. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the FBOP, below is a sample of what a day could look like for one of our interns, based upon their current rotation. It should be emphasized that the ability to be flexible and adaptable is essential for interns at FCC Terre Haute, as crisis interventions or institutional-related emergencies can occur at any given time and often necessitate prioritizing and rescheduling.

Time	Correctional Psychology Rotation
7:30 am	Arrive to work and catch up on emails
8:00 am	Individual Therapy
9:00 am	Facilitate / Co-facilitate Group Therapy
10:00 am	Individual Supervision



11:00 am	Lunch
12:00 pm	Suicide Risk Assessment & Documentation
2:00pm	Didactic
3:00pm	Group Supervision
4:00pm	Leave work with fellow interns

<b>Time</b>	<b>STAGES Program Rotation</b>
7:30 am	Arrive to work and catch up on emails
8:00 am	Individual Therapy
9:00 am	Individual Supervision
10:00 am	STAGES Treatment Team Meeting
11:00 am	Lunch
12:00 pm	Facilitate / Co-Facilitate Skills Group
2:00pm	Facilitate / Co-Facilitate Community Process Group
3:00pm	Group Supervision
4:00pm	Leave work with fellow interns

<b>Time</b>	<b>Confinement Units Rotation</b>
7:30 am	Arrive to work and catch up on emails
8:00 am	Interdisciplinary Restrictive Housing Unit Meeting
9:00 am	Restrictive Housing Unit Rounds / Brief Contacts
10:00 am	Individual Supervision
11:00 am	Lunch
12:00 pm	Intake Screenings & Documentation
2:00pm	Didactic
3:00pm	Group Supervision
4:00pm	Leave work with fellow interns

## Supervision

FCC Terre Haute adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision by a licensed psychologist. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, and live observation of sessions. Professional development is emphasized as well as clinical service provision. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision, as necessary. At the beginning of the training year, rotation supervisors and interns discuss personal goals interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to help interns achieve their desired goals and improve upon targeted competency areas.

The Internship Program Coordinator serves as a resource for interns and 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, 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 at FCC Terre Haute receive supervision from a variety of sources. The Internship Program Coordinator and/or other departmental psychologists provide weekly supervision for the intern group where clinical and administrative oversight is provided, as well as issues related to their professional development with the FBOP. Clinical issues, case conceptualizations, and discussions of diversity factors are also incorporated into group supervision. Individual supervision with the identified rotation supervisors occurs on a weekly basis. These supervision sessions address case conceptualizations of individual clients, review screening and evaluations conducted by the intern, and process the personal impact each training rotation has on the intern, as well as the intern's short-term and long-term career goals. Professional development will also be sought from other department heads, FBOP-offered training, academic supervisors, and other FBOP staff as deemed appropriate by the Chief, Internship Program Coordinator, rotation supervisors, and the intern.

Our training program recognizes that no two individuals are the same, and that to be successful, clinicians must be trained to recognize the myriad presentations informed not only by diagnostic difference but by cultural difference arising from unique backgrounds and histories. To recognize individual differences is to recognize their strengths and the specific variables that allow them to overcome challenges and to work with their providers to reduce symptoms and work toward mental health. Furthermore, our supervision is geared toward providing interns with the ability to recognize their strengths as providers but also any tendencies toward bias and the ways in which such tendencies interfere in the therapeutic process, hindering treatment progress for their clients. Such discussions are inter-woven into daily practice, weekly supervision with interns, and didactic learning.

### Intern Evaluation

Formal evaluation of each intern's performance occurs twice per each rotation (once halfway through the rotation, and again at the conclusion of the rotation) by the rotation supervisors. Interns are evaluated using a tool common to all FBOP training sites. The evaluation measures intern progress regarding the following profession-wide competencies, as delineated by APA: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values, Attitudes, and Behaviors; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; and Consultation and Interprofessional / Interdisciplinary Skills. Supervisors complete the evaluation form and discuss the results with the intern. Written

evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern's academic institution. Signed copies of the evaluation forms are maintained in the interns' files and a copy is sent to the interns' academic Director of Training. A final evaluation will be provided to the intern within the month prior to the conclusion of the training year. Successful completion of internship includes each intern achieving ratings consistent with the minimum level of achievement identified on the evaluation form.

Our aim at FCC Terre Haute is for each intern to successfully complete internship, and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the evaluation schedule, and the FBOP Standards of Conduct are delineated at the outset of the training year. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The due process procedures at FCC Terre Haute are designed to address such problems and will be reviewed and discussed with all interns during orientation week of the internship program. In addition to a hard copy description of the procedures, the Internship Program Coordinator will review them with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

Furthermore, the internship program values and actively solicits feedback from interns regarding their experiences in the overall program, as well as on each rotation and with each supervisor. To this end, interns will complete evaluations of the internship program and the supervisors at the end of the training year. This feedback can be shared anonymously and is strongly considered when making modifications to our training program. Members of the Psychology Services Department at FCC Terre Haute are committed to providing interns with a quality training experience and strive to meet interns' training needs in all areas, including supervision, evaluation, the assignment of work, quality or type of training experiences, the establishment and maintenance of respectful supervisory relationships, and a positive and professional working environment. However, during the course of the internship experience, interns may have concerns regarding these or other issues. As with our due process procedures, the grievance procedures at FCC Terre Haute are made available to interns and reviewed during internship orientation. These procedures can also be made available to those interested upon request.

## Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$59,966 (as of 2024);
- Paid annual and sick leave, accrued at four hours per pay period;
- Paid federal holidays;
- Health insurance;
- For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off that is not covered

by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

- Liability coverage for on-site professional activities;
- Professional development benefits, including a fully funded week-long conference in Denver with interns across all FBOP institutions, and
- Career conversion opportunity. Pending successful completion of the internship program, interns who are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time role through USAJobs, and will be able to immediately begin their full-time job with FBOP employee benefits.

### APA Accreditation and APPIC Membership

The FCC Terre Haute Psychology Internship Program was granted accreditation by the APA in June 2015 and is currently in the process of reaccreditation, with a site visit estimated to occur in late 2024. FCC Terre Haute is compliant with the Standards of Accreditation for Health Service Psychology and Accreditation Operating Procedures as set forth by the American Psychological Association (APA). FCC Terre Haute is also a member of Association of Psychology Postdoctoral and Internship Centers.

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

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
**Phone:** (202) 336-5979  
**Email:** [apaaccred@apa.org](mailto:apaaccred@apa.org)  
**Web:** [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee  
17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
**Phone:** (832) 284-4080  
**Email:** [appic@appic.org](mailto:appic@appic.org)

## Frequently Asked Questions

**Q: Won't my training be too limited if I just work with adults in custody?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among adults in custody. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be motivated by a secondary gain, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some adults in custody fit the popular stereotype of the hard-core criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Still others experience serious mental illness, including schizophrenia and bipolar disorder, that could benefit from evidence-based, multidisciplinary treatment approaches.

**Q: How "marketable" will my internship be?**

A: Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as generalists. Upon completion of training, many interns accept offers of employment with the FBOP. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen their skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of this exposure, former FBOP Psychology Interns now hold positions not only in FBOP facilities, but also VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices.

**Q: Is it safe to work in a prison?**

A: The safety of both staff and adults in custody is the highest priority of the FBOP. The FBOP has implemented security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. FBOP staff are trained to address any situation with the intent to verbally de-escalate, and we have policies guiding this approach. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any



other work) setting, the single most important skill of any mental health professional working in a correctional setting is his/her ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

**Q: Do I need a certain number of clinical hours in a correctional facility to be eligible for an internship with the FBOP?**

A: No. There is no specified number of direct client contact hours needed to apply. Historically, interns have had a wide range of experiences in both non-correctional and correctional settings. There are numerous settings that provide training that is relevant to a correctional setting, including but not limited to: inpatient hospitals, locked settings, exposure to serious mental illness, substance use disorder treatment facilities, etc.

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

A: There are three aspects of training that all interns must attain to successfully complete an internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation at the mid-point and end of every rotation. Interns must achieve a minimum level of achievement score for all nine competencies on the final evaluation at the end of the internship year in order to successfully complete the training year. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Finally, all interns are required to complete at least 2,000 hours of clinical training over the course of the internship year.

## FCC Terre Haute Psychologists

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 FCC Terre Haute in 2013-2014. During her internship, she focused on working in the SHU, the SCU, the STAGES Program, and the RDAP. 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, ABPP

*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 FBOP 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 FMC Carswell in Fort Worth, Texas, focusing on 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 RDAP. 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 provides clinical services to adults in custody at all security levels (minimum, low, medium and high) and serves as a mental health expert on FCC Terre Haute's Crisis Negotiation Team, as well as a member of FCC Terre Haute's Affirmative Employment committee. Dr. Carmicheal is licensed with her HSPP (Health Service Provider in Psychology) endorsement in the state of Indiana and is board-certified in Clinical Psychology through the American Board of Professional Psychology. She provides group supervision to the interns, as well as individual supervision to interns on the Correctional Psychology rotation.

Jerrica Allen, Psy.D.

*Deputy Chief Psychologist*

Dr. Patterson received her Psy.D. in Clinical Psychology from the University of Indianapolis in August 2019. She completed her doctoral internship at FCC Terre Haute in 2018-2019. During her internship, she found particular interest in working with individuals in the STAGES Program. She began working as a Staff Psychologist at FCC Terre Haute in September 2019, working primarily in the STAGES Program and providing clinical services to individuals in the FCI SHU and general population. She was selected as the STAGES Program Coordinator in 2021, and was promoted to Deputy Chief Psychologist in 2023. She has previous experience working in juvenile corrections and primary interests are treatment of personality disorders and group therapy. She is currently licensed in the state of Indiana.

Erin Conner, Psy.D.

*Drug Abuse Program Coordinator*

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 FBOP 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 individuals housed

in general population, specialty units (SHU/SCU), and programming units (RDAP and STAGES). Her primary interests include personality disorders, stigma, and successful reentry. 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 SHU and SCU) in 2015. Dr. Conner moved to her current position as a Drug Abuse Program Coordinator in 2019. She also currently serves as a mental health expert on FCC Terre Haute's Crisis Negotiation Team. She is licensed in the state of Indiana.

Tabitha Myers, Psy.D.

*Residential Drug Abuse Program Coordinator*

Dr. Myers received her PsyD in Clinical Psychology with a concentration in Forensics from William James College in August 2017. She completed her doctoral internship at FCC Allenwood in 2016-2017. During her internship she worked with incarcerated individuals from different security levels with a focus on general population individuals and modified therapeutic communities to include RDAP, the Challenge Program, and the Secure Mental Health Step-Down Unit. She worked at Fulton State Hospital as a Post-Doctoral Psychologist in 2017, with the individuals in the Sex Offender Rehabilitation and Treatment Program. She began working as a Staff Psychologist at FCC Hazelton in 2018, Female Integrated Treatment (FIT) Psychologist in 2020, and FIT Coordinator in 2021. While at FCC Hazelton, she worked with camp, medium, and high security incarcerated individuals as well as at the Secure Female Facility providing mental health treatment to all care levels. She began working as the Drug Abuse Program Coordinator for the Blended (Dual Diagnosis) RDAP Program at FCC Terre Haute in January 2023. Her primary interests are group therapy, crisis negotiation, integrated mental health and substance use disorder treatment, and providing clinical supervision. Dr. Myers is currently licensed in the state of Missouri.

Ashley Sheridan, Psy.D.

*Restrictive Housing Unit Psychologist*

Dr. Christianson received her Psy.D. in Clinical Psychology from the University of Denver's Graduate School of Professional Psychology in 2020. She received her Master's in Forensic Psychology in 2015, also from the University of Denver. She completed her doctoral internship at FCC Terre Haute in 2019-2020. During her internship, she focused on working in the SHU, the SCU, and RDAP. She began working as a Staff Psychologist at FCC Terre Haute in August 2020. She was selected as the MAT (Medication-Assisted Treatment Program) Psychologist in 2022 and as the Restrictive Housing Unit Psychologist in 2023. She provides clinical services to individuals at all security levels (minimum, low, medium and high). Her primary interests include conducting psychological testing, suicide risk assessments and prevention, working in the SHU, and working with individuals with personality disorders. She is currently licensed in the state of Indiana.

Erica Hughes, Psy.D.

*Specialty Program Coordinator*

Dr. Hughes received her Psy.D. in Clinical Psychology from Midwestern University in August 2021. She completed her doctoral internship at FCC Allenwood in 2020-2021. During her internship she worked with incarcerated individuals from different security levels with a focus on general population individuals and modified therapeutic communities to include RDAP, the Challenge Program, Transitional Care Unit, and Secure Mental Health Step-Down Unit. She began working as a Staff Psychologist at FCC Terre Haute in August 2021, and was selected as the Resolve Program Coordinator in 2022. She was selected as the Challenge Program Coordinator in 2023, and is currently serving as a Specialty Program Coordinator. Her primary interests are treatment of personality disorders, crisis intervention, and group therapy. Dr. Hughes is currently licensed in the state of Indiana.

Gina Sacchetti, Ph.D.

*MAT Program Coordinator*

Dr. Sacchetti received her Ph.D. in Clinical Psychology from Ohio University in December 2020. Her interest in working in corrections grew after completing a practicum placement in the Ohio Department of Rehabilitation and Corrections and a residential treatment facility for justice-involved youth during her graduate training. Dr. Sacchetti completed her doctoral internship at FCC Terre Haute in 2019-2020. During her internship, she completed clinical work in the SHU, SCU, the STAGES Program, and General Population, with individuals of all security levels. Dr. Sacchetti began working as a Staff Psychologist at FCC Terre Haute in August 2020. She has maintained a mental health caseload in General Population at both the USP and FCI. Dr. Sacchetti also served as the SCU psychologist and has offered First Step Act programming, such as Traumatic Stress and Resilience and Anger Management groups, to incarcerated individuals at the USP and FCI. In 2023, she was selected as the Medication-Assisted Treatment (MAT) Program Coordinator. Her primary interests include crisis intervention, treatment of personality disorders, evidence-based assessment, and trauma-informed care. Dr. Sacchetti is currently licensed in the state of Indiana.

Chryssa Athans, Psy.D.

*STAGES Staff Psychologist*

Dr. Athans received her Psy.D. in Clinical Psychology from Adler University in October 2021. She completed her doctoral internship at FCC Terre Haute in 2020-2021. Throughout internship, Dr. Athans had the opportunity to explore all offered training rotations, and found her home in the STAGES Program. She began working as a Staff Psychologist at FCC Terre Haute in August 2021, working primarily in the STAGES Program and also assisting with the mental health needs of individuals in the FCI SHU and general population. She has previous experience working in juvenile corrections and state corrections and has primary interests in the treatment of personality

disorders and group therapy. She currently serves as a mental health expert on FCC Terre Haute's Crisis Negotiation Team.

Brandee Hetle, Psy.D.

*STAGES Staff Psychologist*

Dr. Hetle received her Psy.D. in Clinical Psychology from Pacific University's School of Graduate Psychology in August 2022. She received her Master's in Forensic Psychology from the University of Denver's Graduate School of Professional Psychology in 2017. She initially became interested in a career with the FBOP while in graduate school after working at FCI Englewood as a practicum student in 2016/2017. She completed her doctoral internship at FCC Terre Haute in 2021/2022. Throughout internship, Dr. Hetle had the opportunity to explore all offered training rotations and worked with individuals of all security levels. She began working as a Staff Psychologist at FCC Terre Haute in August 2022. Her primary interests include sex offense treatment, violence risk assessment, group therapy, treatment of personality disorders, and trauma-informed care.

Francesca McCarthy, Psy.D.

*Staff Psychologist*

Dr. McCarthy earned her M.S. in Clinical Mental Health Counseling in 2017, from Indiana State University and her Psy.D. in Clinical Psychology (forensic emphasis) from Wright State University's School of Professional Psychology in August 2022. Dr. McCarthy completed her doctoral internship at FCC Terre Haute in 2021-2022. Dr. McCarthy has completed clinical experiences in local, state, and federal correctional facilities in addition to probation services. She is the co-creator of the Building Better Parents parenting program facilitated with men and women in the Montgomery County Jail in Dayton, Ohio. Her primary interests are group treatment, crisis intervention, and programming for incarcerated parents.

Larissa Berls, Psy.D.

*Staff Psychologist*

Dr. Berls received her Psy.D. in Clinical Psychology from Adler University in October 2023. She received her Masters of Counseling with a Specialization in Forensic Psychology in 2018, from Adler University. She completed her doctoral internship at FMC Lexington in 2022-2023. Throughout internship, Dr. Berls worked with incarcerated individuals from different security levels and completed rotations in SMI and General Population/SHU and a minor Forensic rotation. She began working as a Staff Psychologist at FCC Terre Haute in August 2023, working primarily at the USP. She completed her advanced practicum at MCC Chicago in 2022, and has additional experience working in Illinois and Indiana state corrections and Illinois county jails through other previous practicums. Dr. Berls has primary interests in sex offender treatment, forensic evaluations, crisis intervention, and treatment of personality disorders.



Aubrey Cunningham, PsyD

*Staff Psychologist*

Dr. Cunningham received her Psy.D. in Combined Clinical/School Psychology from Roberts Wesleyan University in May 2024. She completed her doctoral internship at FCC Terre Haute in 2023-2024 and began working at FCC Terre Haute as a Staff Psychologist at the completion of her internship in 2024. She has previous experience working with health/rehabilitation psychology and crisis evaluations. Her primary interests are SMI and law enforcement/first responder trauma and resilience.

Jonathan Cliver, Psy.D.

*Staff Psychologist*

Dr. Cliver holds a Psy.D. in Clinical and School Psychology from Roberts Wesleyan University located in Rochester, New York. His journey into the realm of correctional psychology ignited during a transformative practicum placement at the state prison in Albion, New York, in 2022. Later, his internship at the FBOP in FCC Terre Haute afforded Dr. Cliver invaluable experiences across various specialized units, including the SHU, the SCU, and the Challenge and STAGES programs. In August 2024, Dr. Cliver embarked on a new chapter as a Staff Psychologist at FCC Terre Haute, where he brings his distinctive approach to drug rehabilitation. Embracing a humanistic and existential lens, he endeavors to empower individuals under his care by uncovering their intrinsic values and facilitating a journey towards meaningful existence, thereby fostering pathways to reduce recidivism rates and promote positive reintegration into society.

Elizabeth Engeriser, Psy.D.

*Staff Psychologist*

Dr. Engeriser received her Psy.D. in Clinical Psychology from Nova Southeastern University in August 2024. She completed her doctoral internship at FCC Terre Haute in 2023-2024. During her internship, she focused on working in the STAGES program, SHU, SCU, CMU, and RDAP. She was hired on as a staff psychologist in August 2024 following the completion of her doctoral internship. She has previous experience working in a Psychodynamic Psychotherapy clinic, a Trauma-Focused clinic, and at a Federal Detention Center. Her primary interests include treatment of personality disorders, crisis-interventions, and group therapy.

Caitlin Martin, Ph.D.

*Staff Psychologist*

Dr. Martin received her Ph.D. in Clinical Psychology, with an emphasis in Forensic Psychology and Neuropsychology, from Fielding Graduate University in August 2024. Dr. Martin completed her doctoral internship at FCC Terre Haute in 2023-2024. She began working as a Staff Psychologist following completion of internship in August 2024. Dr. Martin has prior experience in crisis community mental health, community substance use disorder treatment, state correctional facilities, and neuropsychological assessment. Her primary interests include crisis

intervention, diagnostic and neuropsychological assessment, trauma-informed care, and providing treatment in restrictive housing units (SHU and SCU).

## Surrounding Area and Local Points of Interest

Terre Haute, also known as the “Crossroads of America” is a small city (population of approximately 65,000) with a “hometown” feel. Terre Haute is centrally located in on the Wabash River in southwest Indiana within an hour’s driving distance to Indianapolis, Indiana, as well as Bloomington, Indiana. Larger metropolitan areas are also within driving distance, to include St. Louis, Missouri (approximately 2.5 hours); Chicago, Illinois (approximately 3 hours), and Nashville, Tennessee (approximately 4 hours).



Terre Haute is also home to Indiana State University, Rose Hulman Institute of Technology, and St. Mary of the Woods College.



Additionally, Terre Haute and the surrounding areas host a variety of festivals and community events, such as the annual Blues Fest and Covered Bridge Festival. Residents of Terre Haute also enjoy visiting state parks, art and children’s museums, engaging in outdoor



recreational activities such as running and hiking, and of course EATING!! At one time, Terre Haute was known for having the highest number of restaurants per capita in the United States. Terre Haute is also the birthplace of the original glass Coca-Cola bottle.





## Career Opportunities at the Federal Bureau of Prisons

The FBOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists to meet our staffing needs. Many of the psychologists currently employed by the FBOP began their careers after completing a FBOP internship. While jobs are not promised to those who are accepted into the internship program, there are benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the table in the Appendix for initial post-internship placements of the previous three FCC Terre Haute intern classes.

Newly selected staff generally start at the GS-11 level, and upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary ranges can be found on the [Office of Personnel Management \(OPM\) website](#)). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Student loan repayment opportunities are available at most facilities.

Psychologists enjoy a great deal of professional autonomy in the FBOP as the main providers of mental health services and there are numerous opportunities to advance your career. The FBOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists 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. FBOP psychologists may also engage in outside employment, such as private practice or teaching.

As permanent federal employees, all psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for tax-deferred savings similar to a 401(k) plan. FBOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The FBOP is an equal opportunity employer.

## How to Apply

The application for all FBOP Psychology Internships is a three-step process, and you can reference [this helpful one-page guide](#) of the process and the associated timeline on the FBOP Internship web page.

An in-person interview offers a snapshot of the unique nature of a correctional setting. The FBOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants have also expressed appreciation for being able to meet potential colleagues in person, as well as the benefits of seeing the nuances of individual institutions. FCC Terre Haute also recognizes that an in-person interview may not always present as an option for all applicants. To meet Human Resources requirements, at least one FBOP interview must be conducted in-person. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility. FCC Terre Haute utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants, regardless of interview type.

## Eligibility Requirements

The Psychology Internship Program at FCC Terre Haute is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of APPIC's Internship Matching Program. FCC Terre Haute agrees to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants for the FBOP's internship positions should be aware they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an advanced graduate student and psychologist in training, but also suitability for work in a position of public trust. FBOP employees, including Psychology Interns, are held to a high standard of personal conduct and responsibility, and are expected to be law-abiding citizens who can serve as strong role models for the incarcerated population. Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years. Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the FBOP is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity



to explore federal careers while still in school. While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the USAJobs website to verify eligibility for temporary federal employment (internship). You will receive additional information on the USAJobs application process after your APPIC Application for Psychology Internships (AAPI) online application has been reviewed.

### Application Process and Deadlines

Outlined below is the standard FBOP internship application process and timeline that applies to all FBOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each FBOP site you are interested in to ensure you meet the requirements of individual internship sites.

#### 1. November 1: AAPI

- a. Submit your AAPI online application on the APPIC website for each FBOP site that you're interested in. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference
  - Additional Requirement: In addition to the AAPI online application, our site requires **one work sample of an assessment report, preferably with an adult client.**
- c. All AAPI application materials must be submitted online by 11:59pm on November 1<sup>st</sup>.

#### 2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help



you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.

- c. Submit all required documentation, including:
  1. Resume
    - In order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
    - We recommend using the resume builder within USAJobs to ensure all information is captured accurately.
  2. Transcript verifying current enrollment in a doctoral program
    - Your transcript must include the School Name, Student Name, Degree and Date Awarded. You can use either an unofficial or official copy from the Office of the Registrar.
    - **Please note:** If the transcript you are uploading does not **explicitly state that you are currently enrolled** in your doctoral program, you should upload an additional document that verifies current enrollment. This may be a Current Enrollment Verification Certificate, statement of current enrollment or acceptance letter.
  3. Evidence that you are registered for the Match
    - This could be in the form of one of the following:
      - A copy of your APPIC Match purchase receipt
      - A copy of the email receipt of the APPIC application e-submission
      - A letter from your Director of Clinical Training stating that you have completed the AAPI and are registered for the APPIC Match
- d. During the USAJobs application process, applicants must respond to a series of assessment questions about their experience. Your responses determine category placement (i.e., Best Qualified, Highly Qualified, Qualified).
- e. After closure of the USAJobs application, only applicants that are assessed as qualified, and included in the Best Qualified category, will be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even if you have applied to numerous FBOP internship sites using the AAPI online, category placement and assessment of eligibility

through the USAJobs application process plays a vital role in the certification of an applicant to one or all sites.

### 3. December – January: Interviews

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  - The FBOP's Core Values Assessment (CVA), which is used to determine if new FBOP employees possess the core values and behaviors required for success at FBOP
  - Integrity interview, which addresses issues of personal conduct
  - Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  - Subject matter expert interview
- c. If applying to more than one FBOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other FBOP sites for convenience.

### Additional Information

The doctoral internship program at FCC Terre Haute is open to doctoral students in APA-accredited Clinical and Counseling Psychology programs who are citizens of the United States. While the application of female and minority students is especially encouraged, the Federal 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. To be eligible for a **doctoral internship program position** at FCC Terre Haute, applicants must be enrolled at least part-time as an advanced graduate student in a clinical or counseling psychology program leading to a doctoral degree. To be eligible for an **entry-level psychology position with the Bureau** upon completion of internship, interns must have completed all doctoral degree requirements, be U.S. citizens, and not have reached their 37th birthday (in accordance with Public Law 100-238) at the time of initial appointment (age waivers can be requested prior to 40th birthday).

**All FBOP 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 strictly contingent upon satisfactory completion of the background investigation process.** For individuals selected through the matching process, a field investigation will follow to verify the information provided in interviews and required forms is accurate. During the background investigation, you will be required to disclose any medical or mental health diagnoses and treatment. Additionally, the FBOP is a drug free workplace, which includes recreational or medicinal marijuana use. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the internship program. Once hired, interns must comply with the FBOP's Program Statement on Standards of Employee Conduct. This information is not intended to discourage applications, but to ensure applicants are aware of the additional federal requirements that will be imposed should they wish to pursue a FBOP Internship position.

## Contact Information

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

Jacqueline Carmichael, Psy.D., HSPP Psychology Internship Program Coordinator Email: <a href="mailto:jcranmer@bop.gov">jcranmer@bop.gov</a>	Megan Myers, Psy.D. Chief Psychologist Email: <a href="mailto:mthomet@bop.gov">mthomet@bop.gov</a>
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## Appendix

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

Program tables updated: May 2024

#### Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

#### Internship Program Admissions

<b>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:</b>
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work, other than the dissertation, by the beginning of the internship. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The FBOP is an Equal Opportunity Employer. In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. FCC Terre Haute is a correctional facility that maintains a population of approximately 3,000 incarcerated individuals from varying security levels.</p>
<b>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:</b>
Total Direct Contact Intervention Hours: <input checked="" type="radio"/> N <input type="radio"/> Y Amount: Total Direct Contact Assessment Hours: <input checked="" type="radio"/> N <input type="radio"/> Y Amount:
<b>Describe any other required minimum criteria used to screen applicants:</b>
<p>During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test. The dissertation must be successfully proposed at the time the APPIC application is submitted. Applicants must first go through the USAJobs.gov application process for a Psychology Intern as a qualification step to be selected for an interview.</p>

\*Due to the nature of the FBOP's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. A psychology-related interview will be conducted by FCC Terre Haute Psychologists.

\*If matched with a FBOP internship site, you will be considered an essential worker and will report daily to the institution (Monday through Friday, excluding federal holidays, leave, etc.).

### Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns	\$59,966	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 weeks (104 total hours annually)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

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

**Initial Post-Internship Positions**

	<b>2020-2023</b>	
Total # of interns who were in the 3 cohorts	12	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	<b>PD</b>	<b>EP</b>
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	11
School district/system	0	0
Independent practice setting	0	1
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



### Sample of Recent Didactic and Seminar Topics

- Ethics: Risk Management and Vulnerabilities
- Suicide Prevention and Intervention
- Diversity Dialogue
- Psychological Assessment
- Self-Care
- Employee Assistance Program
- Preparing for Licensure
- Prison Rape Elimination Act
- Criminal Thinking
- Autism Spectrum Disorders in Correctional Environments
- Ways to Bolster Resilience Across the Lifespan
- Report Writing and Professional Documentation
- Duty to Warn
- Group Therapy with Incarcerated Populations
- Clinical Supervision
- Trauma-Informed Care
- Case Law Seminars on Landmark Cases in Mental Health Care

## References

- Boothby, J. L., & Clements, C. B. (2000). A national survey of correctional psychologists. *Criminal Justice and Behavior*, 27, 716-732.
- Magaletta, P.R., & Boothby, J. (2003). Correctional mental health professionals. In T.J. Fagan & R. K. Ax (Eds.) *Correctional Mental Health Handbook* (pp.21-38). Thousand Oaks, CA: Sage
- Magaletta, P. R., Patry, M. W., & Norcross, J.C. (2012). Who is training behind the wall? Twenty-five years of psychology interns in corrections. *Criminal Justice and Behavior*, 39, 1403-1418.