

# PSYCHOLOGY DOCTORAL INTERNSHIP

FCI TERMINAL ISLAND  
2024-2025

Accredited by the American Psychological Association



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Make a difference in people's lives while quickly expanding your clinical experience in exciting, dynamic ways. Earn a competitive salary while learning from highly supportive mentors and supervisors. Be a Federal Bureau of Prisons Psychology Intern.

Member, Association of Psychology Postdoctoral and Internship Center (APPIC)

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“

This has been the best training opportunity I could have asked for.

— Bianca Bullock, Doctoral Intern



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**FEDERAL BUREAU OF PRISONS**

Table of Contents

Introduction..... 3

Overview of the Bureau of Prisons..... 4

Psychology Services in the Bureau of Prisons..... 5

Psychology Services at FCI Terminal Island..... 6

Psychology Internship at FCI Terminal Island ..... 9

    Program Aim, Competencies, and Outcomes ..... 9

    Internship Duties..... 11

    Internship Rotations ..... 12

    Didactic Training ..... 14

    Research..... 17

    A Day in the Life of a FCI Terminal Island Intern ..... 17

    Supervision ..... 18

    Intern Evaluation..... 19

    Benefits ..... 20

    APA Accreditation and APPIC Membership..... 21

    Frequently Asked Questions ..... 21

FCI Terminal Island Psychologists..... 23

Surrounding Area and Local Points of Interest..... 28

Career Opportunities at the Bureau of Prisons..... 29

How to Apply..... 31

    Eligibility Requirements ..... 31

    Application Process and Deadlines..... 32

    Additional Information ..... 35

Contact Information ..... 35

Appendix..... 36

    Internship Admissions, Support, and Initial Placement Data ..... 36

    References..... 40

## Introduction

The Psychology Services Department at Federal Correctional Institution (FCI) Terminal Island is delighted you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our Psychology Internship Program, as well as dispel some of the more common stereotypes about working with a prison population.

This brochure will provide you with information about both the Bureau of Prisons (BOP) in general, and FCI Terminal Island specifically. The brochure begins with an overview of the BOP as well as the roles of psychology and the Psychology Internship Program within the BOP.

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

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

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

## Overview of the Bureau of Prisons

Over the last 90 years, the BOP has established 122 institutions and currently houses approximately 153,000 offenders. With the core values of Respect, Integrity, Courage, and Correctional Excellence, the BOP has earned the reputation as one of the most elite correctional agencies in the world.

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

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

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

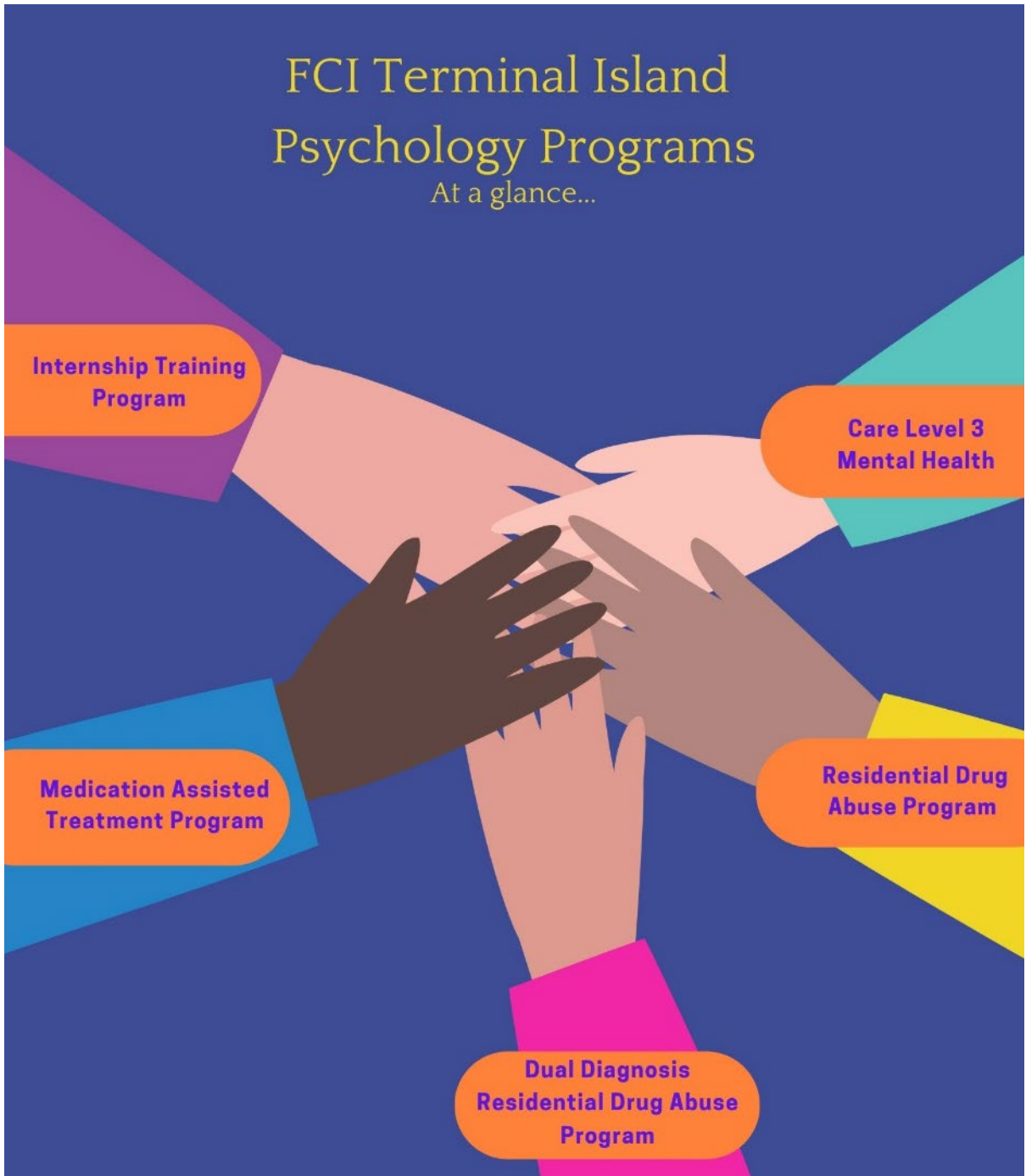
## Psychology Services in the Bureau of Prisons

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

The primary mission of Psychology Services within the BOP is to provide psychological, psychoeducational, and consulting services to incarcerated individuals and staff. Psychology Services Staff assess the needs of each 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. Incarcerated individuals within the BOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment.

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

## Psychology Services at FCI Terminal Island





Care Level 3 Mental Health This Psychology Services Program serves the needs of incarcerated individuals with severe and persistent mental illness requiring weekly, individualized evidenced based intervention. Individuals present with a variety of mental health diagnoses which may include mood, thought, and trauma disorders, and/or cognitive impairment. While individuals may periodically require inpatient hospitalization, services are aimed to improve functioning and maintain outpatient status. Our team consists of a Chief Psychologist, Advanced Care Level Psychologists, a Clinical Director of Medical Services, Social Workers, Psychiatrists, Pharmacists, Physician Assistants, and Doctoral Interns. A variety of recreational, vocational and reentry programs are also utilized to enhance long term psychological stability and optimize successful reentry back to the community.

Residential Drug Abuse Treatment Program (RDAP) RDAP is a voluntary program for inmates who have a verifiable substance use disorder, a desire for recovery, and a sober-living lifestyle. All participants live in a Modified Therapeutic Community (MTC) where they gain from an experiential, social learning, and cognitive behavioral therapy modality. The RDAP will challenge the current culture of prison where a therapeutic community is established, and each participant will be expected to contribute to the forward progress of each other's recovery. In the MTC, participants build rapport and actively engage in treatment through groups, committees, and journals. Personal and collective goals are set and achieved with the help of the staff, community, and mentors. Recovery stands on a foundation that motivates a substance-free, criminal-free, and well managed lifestyle.

Dual Diagnosis Residential Drug Abuse Treatment Program Dual Diagnosis RDAP is intended for low security inmates with a documented history of substance abuse (within 12 months of arrest) and a current and documented serious mental health disorder. This program mirrors the residential programming of RDAP with interventions individualized for inmates with co-occurring disorders.

Medication Assisted Treatment Program Medication Assisted Treatment (MAT) is the use of FDA approved medications, in combination with counseling and behavioral therapies, to provide a "whole-patient" approach to the treatment of substance use disorders. The MAT program is a

voluntary program for inmates who have a history of Opiate Use Disorder and a desire to transition from incarceration to the community with a decreased likelihood of relapse and overdose. Individuals in the MAT program are seen on a regular basis for individual and group therapy to improve coping strategies for environmental stressors, as well as to develop effective relapse prevention skills.

### **Other Missions Intersecting with Psychology Services**

Medical Unit and Care 3 Medical Program Health Services has a mission to deliver effective medically necessary health care to individuals in the institutional population, in accordance with proven standards of care, without compromising public safety concerns inherent to the Bureau's overall mission. Individuals with Care 3 Medical assignments typically need more frequent and specialized treatment from health services providers.

To serve the medical needs of the population, Health Services provides *both* outpatient and inpatient care, and is accredited by the Accreditation Association for Ambulatory Health Care (AAAHC) as an ambulatory care clinic. The medical unit at FCI Terminal Island is an ambulatory care, 15- bed “Short Stay Unit.” The unit provides long term IV therapy, post-operative care, long term wound care, and a negative pressure room. The services are provided on a 24-hour basis by BOP staff and contract medical specialists.

A unique training opportunity arises for Psychology Interns given the intersection of Psychology Services and Health Services programs in place to ensure the care of individuals encountering chronic medical conditions and chronic mental health needs. The treatment providers across disciplines at FCI Terminal Island take pride in the collaborative approach to wellness. Interdisciplinary treatment teams meet regularly for the MAT program and Care Level 3 Mental Health program to facilitate an ongoing informed approach to care.

Interdisciplinary Treatment Team Meetings Interns attend Care3 Mental Health Treatment Team meetings and MAT Team Meetings to facilitate treatment progress and goals identified in treatment plans. Referrals and consultations occur routinely with the health services staff and psychiatry providers.



## Psychology Internship at FCI Terminal Island

### Program Aim, Competencies, and Outcomes

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

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

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

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

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

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

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

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

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

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills**– The intern will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.

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

training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

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

Through the Psychology Internship 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 Psychology Internship Program. Please note all interns will receive generalist training working as a psychologist-in-training within a correctional environment. Interns at FCI

Terminal Island, like all BOP employees, are considered essential workers and are expected to report to the institution Monday through Fridays (excluding federal holidays), even during the COVID pandemic and other potential emergency situations. The internship year begins in August and ends the following August, and normal working hours for interns are considered 7:00 a.m. to 3:00 p.m.

## Internship Rotations

### **Year Long Training & Supervised Experiences**

Throughout the internship year interns receive training and supervised experience in core elements of correctional psychology. Training experiences include clinical contacts, supervision, didactics, and other professional activities. A basic description of additional training experiences will follow.

- Interns carry a long-term caseload of individual therapy cases, providing empirically based individual treatment interventions alongside the development of treatment plans, and ongoing updates to treatment plans with regular progress reviews. Mental health transfer summaries are documented ensuring continuity of care for individuals departing from the institution.
- Interns facilitate group therapy with psychoeducational, process-oriented, and empirically based treatment interventions.
- Interns conduct weekly psychology intakes accompanied by a diagnostic interview and formulation of mental health care level, with appropriate recommendations for treatment and programing.
- Interns engage in triage, evaluation, and assessment of individuals experiencing a crisis or demonstrating changes in mental state. This includes suicide risk assessments and interventions provided for individuals on suicide watch. All staff at FCI Terminal Island play a vital function in suicide prevention. Staff are provided training addressing critical aspects of suicide prevention, including identifying warning signs and procedures for referral to Psychology Services.
- Interns partake in frequent consultations with other Departments, especially Psychiatry, Health Services, Unit Management, and Correctional Services. Building relationships and networking with other disciplines are essential for

effective organizational intervention. All staff members contribute to the yearly internal audit (operational review) of the Psychology Department activities.

- Interns conduct one psychology assessment during each rotation.

### **Rotations**

In addition to the core elements of correctional psychology emphasized throughout the year, four specialized rotations are offered at our site. To allow each intern the opportunity to engage in all rotations, the training year is structured into four quarters. Rotations provide training, applied experiences, and supervision in specialized areas of treatment and programs.

Medical Unit Rotation- This rotation focuses on behavioral medicine with specialized training and experiences within the scope of the Psychology Services role in the Medical Assisted Treatment (MAT) Program and interventions with individuals housed in the short stay unit. The rotation allows interns to garner experience in the admissions and orientation process for Psychology Services, work closely with various Departments and conduct screenings of newly admitted individuals.

Restrictive Housing Rotation- Specialized training and experience under this rotation focus on intervention in Restrictive Housing Units, including Special Housing Unit (SHU). Interns will conduct SHU Reviews, which include a brief mental status examination at least every 30 days, conduct rounds in SHU, provide intervention and respond to the mental health needs of individuals in restrictive housing. Mental health screenings, crisis intervention, and risk assessments in SHU are conducted by the intern on this rotation.

Substance Use Treatment Rotation- Specialized training and experiences in substance and alcohol abuse treatment, including facilitating treatment groups and honing skills in the provision of services in residential and non-residential substance abuse treatment programs (also known as DAP). This includes conducting screenings, diagnostic interviews, and diagnostic formulations within the parameters of the DAP at FCI Terminal Island. While on this rotation interns will present a seminar for Drug Treatment staff in a clinical area that intersects with substance use treatment. Interns will also attend Residential DAP treatment team meetings.

Serious Mental Illness (SMI)- This rotation provides opportunities for specialized training in the coordination of care for individuals with SMI and chronic mental health treatment needs. Included are applied experiences involving the mental health cadre, conducting telepsychiatry referrals, and facilitating group interventions targeting the treatment of serious mental illness.

### Didactic Training

Interns participate in weekly didactic seminars that include such topics as correctional mental health, treatment of borderline personality disorder, dangerousness and suicide risk assessment, and managing sex offenders, among others. Presenters are drawn from a variety of subject matter experts from within the local Department, across the BOP, and from various other agencies and relevant domains. Interns are typically responsible for conducting two training seminars during the year, which may include presentation of their dissertation research. Below you will find a sample Didactic Training Schedule that shines a light on the overall enthusiasm and involvement of our staff in providing didactic seminar.

**Didactic Seminar Schedule**  
**FCI Terminal Island**  
**Psychology Doctoral Internship Program**



<b>1<sup>st</sup> Quarter</b>			
Thursday, September 16, 2021	8:30AM-10:30AM	Introduction into Cognitive Case Conceptualizations; Baseline and Final Measures	Dr. Villafrate & Dr. Wydo
Thursday, September 23, 2021	*10:00AM-12:00PM	Suicide Prevention, Suicide Risk Assessments	Dr. Reynold & Dr. Hamilton
Thursday, September 30, 2021	8:30AM-10:30AM	Brief CBT for Suicidal Inmates PART I	Dr. Wydo
Thursday, October 7, 2021	8:30AM-10:30AM	Brief CBT for Suicidal Inmates PART II	Dr. Wydo
Thursday, October 14, 2021	*10:00AM-12:00PM	Continuity of Care Part I: Diagnostic and Formulation & Treatment Planning	Dr. Jill Roth
**10/19/2021	*10:00AM-12:00PM	Prison Rape Elimination Act	Dr. Wydo
**10/20/2021	*6:30PM – 8:30PM	Suicide Prevention Programs – Mock Suicide Drill/Exercise	Dr. Villafrate
**10/26/2021	*10:00AM-12:00PM	Criminal Thinking Treatment Materials	Dr. Reynolds
**10/27/2021	*10:00AM-11:00AM	Specialty of Police and Public Safety Psychology	Dr. Trompetter
Thursday, October 28, 2021	8:30AM-10:30AM	Differential Diagnosis 1A	Dr. Villafrate
Thursday, November 4, 2021	8:30AM-10:30AM	Differential Diagnosis 1B	Dr. Villafrate
Wednesday, November 10, 2021	*10:00AM-12:00PM	Autism Spectrum Disorder in Correctional Environments	Dr. Anthony
**11/16/2021	8:30AM-10:30AM	Drug Education, Non-Residential DAP, RDAP/DDAP	Dr. Pujol
**11/17/2021	*10:30AM-11:30AM	Criminal Thinking	Psych Services Branch
Thursday, November 18, 2021	8:30AM-10:30AM	Introduction to Resolve: Traumatic Stress and Resilience & Dialectical Behavior Therapy	Dr. Villafrate
Tuesday, November 22, 2022	8:30AM-10:30AM	Theories of Supervision	Dr. Villafrate
Thursday, November 25, 2021	8:30AM-10:30AM	*HOLIDAY* Happy Thanksgiving!	***
**12/2/2021	*10:00AM-12:00PM	Suicide Watch: An Opportunity for Treatment	WebEx PSB

<b>2<sup>nd</sup> Quarter</b>			
Thursday, December 9, 2021	8:30AM-10:30AM	Male Gender Roles and Culture of Violence in Prison	Dr. Serrano
**12/14/2021	*10:00AM-12:00PM	The Importance of Racial Identity in Forensic Mental Health Assessment	Dr. Heilbrun/Dr. Villafrate
Thursday, December 16, 2021	8:30AM-10:30AM	Crisis Management	Dr. Wydo
Thursday, December 23, 2021	8:30AM-10:30AM	Professional Ethics	Dr. Wydo
Thursday, December 30, 2021	8:30AM-10:30AM	Journal Club	Dr. Villafrate
Wednesday, January 5, 2022	8:30AM-10:30AM	Amping up the Job Search	Dr. Villafrate
Wednesday, January 12, 2022	8:30AM-10:30AM	Sex Offender Treatment Programs Part I	Dr. Shaver
Thursday, January 20, 2022	*10:00AM-12:00PM	Women and Special Populations	Dr. Leukfeld, et al
Thursday, January 27, 2022	8:30AM-10:30AM	Sex Offender Treatment Programs Part II	Dr. Pujol
Thursday, February 3, 2022	*7:00AM-1:30PM	National Internship Fair	Dr. Villafrate
Wednesday, February 9, 2022	*10:30-12:00PM	Gangs Part I: Historical Perspective & Social Constructs	Dr. Wydo
Thursday, February 10, 2022	*1:30AM-3:00PM	Gangs Part II (SIS Part I): On the Ground and Contextually in Prison	Mr. Caban/ Dr. Villafrate
Tuesday, February 15, 2022	8:30AM-10:30AM & 11:30AM-12:30PM	Encanto: Diversity and Multifaceted Considerations of Identity	Dr. Villafrate
Wednesday, February 16, 2022	*11:30-12:30PM	Trauma Informed Care	Ms. Smith/ Dr. Villafrate
Thursday, February 17, 2022	*12:30PM-1:30PM	Cultural Humility in Corrections (Diversity Project)	Ms. Thomason/ Dr. Villafrate



FCI Terminal Island Psychology Doctoral Internship

3rd Quarter			
Thursday, March 3, 2022	8:30AM-10:30AM	Exological Considerations for Individual Identity and Diversity	Dr. King (WebEx)
Wednesday, March 9, 2022	*8:00AM-9:30AM	Forensic Practice Part I	Dr. Sheehan
<i>Wednesday, March 9, 2022</i>		<i>TRM Tour Exchange &amp; Didactic- 8:00 AM</i>	
Wednesday, March 2, 2022	10:00AM-12:00PM	Forensic Practice Part I	Dr. Sheehan
Thursday, March 10, 2022	8:30AM-10:30AM	Supervision, Consultation & Research	Dr. Villafrate
Tuesday, March 15, 2022	*8:00AM-9:30AM	† Psychology Treatment Programs in the BOP	PSB via WEBEX
Thursday, March 17, 2022	8:30AM-9:30AM	Federal Prison Camps	Dr. King (WebEx)
Friday, March 18, 2022	8:30AM-10:30AM	SIS Part II: Contraband	Mr. McLellan/Dr. Villafrate
Tuesday, March 22, 2022	8:30AM-11:30AM	Forensic Practice Part I	Dr. Sheehan
Wednesday, March 23, 2022	8:30AM-10:30AM	Cultural Competency Part I	PSB via WebEx
Thursday, March 31, 2022	8:30AM-10:00AM	The Specialty of Police and Public Safety Psychology: A Passion for Public Service	Philip Trompetter, PhD, ABPP, et al.
Thursday, April 7, 2022	10:00AM-12:00PM	Staff Suicide Prevention	PSB Via WebEx
Wednesday, April 13, 2022	8:00AM-10:00AM	Cultural Competency Part II	PSB via WebEx
Monday, April 18, 2022	11:30 PM- COB	Annual Refresher Training (Psychology Services courses)	Staff Training Center
Thursday, April 14, 2022	TBD	Mass Shooting and Threat Assessments	Dr. Oppenmehim
Thursday, April 21, 2022	8:30AM-10:30AM	Assessment Part II	Dr. Morse
Thursday, April 28, 2022	7:00 AM- 9:00 AM	Washington State DOC- Staff and Correctional Population Branches	Philip Gibson, Ph.D.
Thursday, April 28, 2022	10:00AM-12:00PM	Cultural Competency Part III	Interactive via ZOOM
Tuesday, May 3, 2022	8:00 AM-10:00 AM	Cultural Competency Part IV	Interactive via ZOOM
Wednesday, May 4, 2022	12:30 PM-13:30 PM	DAP Rotation Seminar-Trauma Treatment Needs and Interventions	WCR- E. Limonafarino
Thursday, May 5, 2022	8:30AM-10:30AM	Federal Transfer Center	Dr. Gillard
Wednesday, May 11, 2022	TBD	Psychopathy and the PCLR	VIA WEBEX LOS Psychologist
Tuesday, May 10, 2022	9:00AM-11:00AM	Cultural Competency Part IV	Interactive via ZOOM
Wednesday, May 11, 2022	9:30AM-11:00AM	MMPI 3 Overview	Interactive via ZOOM
Friday, May 13, 2022	8:30AM-10:30AM	Supervision of Clinical Cases Part II	Dr. Wydo
Tuesday, May 17, 2022	9:00AM-11:00AM	Cultural Competency Part V	Interactive via ZOOM
Thursday, May 19, 2022	8:30AM-10:30AM	Human Trafficking	Interactive via ZOOM
Friday, May 20, 2022	10:00AM- 12:00PM	EAP & Self-Care	PSB via WebEx
4th Quarter			
<i>Wednesday, May 25, 2022</i>		<i>LOS Tour Exchange &amp; Didactic (PCLR &amp; Psychopathy)- all staff arrive at LOS at 8:00AM in GOV</i>	
Thursday, May 26, 2022	8:30AM-10:30AM	Linguistic Considerations in Clinical Practice & Supervision	Dr. Villafrate
Wednesday, June 1, 2022 <b>*attendance optional*</b>	10:00AM-11:00 AM	National Center for Missing and Exploited Children Child Victim Identification Program	PSB via WebEx
Thursday, June 2, 2022	8:30AM-10:30AM	Latinx Culture and Impact on Correctional Practice	Dr. Serrano
<i>Wednesday, June 8, 2022</i>		<i>VIX Tour Exchange &amp; Didactic - all staff depart from TRM @ 7:00 AM in GOV</i>	
Thursday, June 9, 2022	8:30AM-10:30AM	CBT for Personality Disorders Part I	Dr. Wydo
Thursday, June 16, 2022	8:30AM-10:30AM	CBT for Personality Disorders Part II	Dr. Wydo
Thursday, June 30, 2022	TBD	Diversity Project - Q4	Ms. Poveda
Thursday, July 7, 2022	8:30AM-10:30AM	Application of Correctional Skills	Dr. Serrano
<b>Week of 7/11/2022</b>		Cognitive Case Conceptualization - Final Measure	Internship Faculty
Thursday, July 21, 2022	TBD	Internship Program Staff Retreat	***
Thursday, July 28, 2022	8:30AM-10:30AM	Saying Goodbye	Dr. Villafrate
Thursday, August 4, 2022	8:30AM-10:30AM	Semi-Annual CCare Case Reviews with Treatment Team	Dr. Villafrate/ Internship Faculty
Thursday, August 11, 2022	8:30AM-10:30AM	TBD	***

## Research

At FCI Terminal Island our Psychologists have supported Doctoral Interns and colleagues in research endeavors for many years. Over the course of the past five years, Psychologists at FCI Terminal Island have engaged in a dynamic series of research related activities, including data collection, analysis, publication, and presenting outcomes at the local, regional, and national level. We are proud to share that our spirit, passion, and dedication for research has provided several opportunities for Doctoral Interns each year. As opportunities arise, we are excited and open to consideration for how we may provide the flexibility and resources to interns with such interests. We do so with a deep understanding that dedication to research fosters the growth and development of professionals in this very critical area of the field of Psychology.

## A Day in the Life of a FCI Terminal Island Intern

Every day at the BOP is new and exciting and will vary depending on the needs of the facility, Psychology Department, and individuals. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the BOP, below is a sample of what a day could look like for an intern.

Time	Activity
7:00am	Arrival morning open-up with staff in the Psychology Department
7:30am	Check emails, attend to administrative tasks
8:00am- 10:00am	Didactic
10:00am	Documentation
10:30am	Individual Supervision
11:30am	Lunch, peer case consultation
12:00pm	Group Therapy Sessions
1:00pm- 2:30pm	Individual Therapy Sessions
3:00pm	Depart work with fellow interns and supervisors

## Supervision

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

Our training program approaches diversity from a cultural humility perspective, which encourages clinicians to work with diverse clients while maintaining an attitude of openness, acknowledging and owning one's limitations to understanding a client's cultural background and experience, and emphasizing continued growth and development over time rather than obtaining a level of multicultural competence. Given the diverse population, conversations about diversity and culture are inter-woven into our daily practice, weekly supervision with interns, and didactic learning. In addition, interns and staff participate in multicultural group supervision, which focuses specifically on multicultural issues, including clinical interventions with culturally diverse patients, personal biases or stereotypes that may influence one's clinical work, and our own cultural identities and how they may affect our treatment of patients. Interns and staff will engage in mutual self-reflection and will be expected to actively participate in this process through self-disclosure of personal identities, biases, and reactions. As previously noted, diversity is valued at FCI Terminal Island. You will be respected without regard to sex, race, color, ethnicity, national origin, gender identity, sexual orientation, religion, age, social class or disability. Prejudice and bigotry are not permitted and will be challenged. Harassment and discrimination are not tolerated.

The Internship Program Coordinator serves as a resource for interns and is responsible for the development, implementation, and evaluation of the Psychology Internship Program. They make training assignments, handle clinical and administrative problems, plan the sequence

of formal training experiences, prevent duplication of experiences, and maintain close contact with other supervisors.

Multicultural training is an important part of the development of interns into future psychologists. Our program does our best to provide robust training in this area through didactics and supervision, as well as providing support for diverse interns as you navigate your role in the Bureau of Prisons. In addition to local efforts, we offer a national mentorship program entirely for psychologists and psychology interns that is centered on diversity. We realize that we may not always be best suited to provide mentorship around specific diverse identities when we do not hold that same identity or have not experienced the same challenges within our agency. As such, we established a database of diverse psychologists across the agency who are volunteering their time to provide mentorship around topics of diversity, identity development, and working in the BOP. All BOP interns have the opportunity to be matched with a mentor within the agency. If you choose to participate in the program, you will meet either virtually or over the phone with your mentor at least once a month, unless you both agree more frequently would be beneficial.

### Intern Evaluation

Formal evaluation of each intern's performance and progress occurs quarterly, as each rotation comes to an end with the completion of a written evaluation. Interns also complete an evaluation of the supervisor and their experience on the rotation. On an informal basis, supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement. Given the emphasis placed on on-going evaluation and feedback, the goal is to have no major surprises for either the intern or the supervisor at the end of the rotation. The written evaluations are given to the Internship Program Coordinator, who forwards a copy to the intern's academic program. If an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and activities to facilitate growth in that area. Additional supervision will be provided as needed, until the intern demonstrates an acceptable level of competency.

Interns are encouraged to report any concerns regarding professional, ethical, or systemic problems. It is suggested an informal approach be initiated whereby the intern brings the issue to the attention of the individual involved. This may not be a viable approach in every situation. In those instances, the chain of command may be useful. In ascending order, the

intern may bring the issue to the attention of the Internship Program Coordinator, the Chief Psychologist, the Associate Warden of Programs, and the Warden. Interns will become familiar with the formal grievance process during their orientation. Concerns may also be reported to APA or APPIC.

When a performance problem is identified, the first step includes informal communication between the supervisor and intern. If the problem is not rectified, or if initially the problem is of significant severity, a competency remediation plan will be implemented. The supervisor and intern discuss the problem and collaborate on a remediation plan in writing. The plan is implemented, and the intern is assessed at the end of a pre-determined interval and provided with written and oral feedback regarding their progress. The intern is provided with written notification upon the termination of the remediation plan, or, if unsuccessful in their efforts, placed on probation. During the Psychology Department orientation, interns are provided copies of these written documents, which they read, sign, and discuss with the Internship Program Coordinator.

### Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of approximately \$68,338
- 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 conference in Denver, Colorado, with interns from all BOP institutions.

### APA Accreditation and APPIC Membership

The FCI Terminal Island Psychology Internship Program received accreditation by the APA on 09/16/2009 and meets all APA criteria for doctoral internships in professional psychology. FCI Terminal Island is also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FCI Terminal Island 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 incarcerated individuals?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be

motivated by a secondary gain, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that Psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some incarcerated individuals fit the popular stereotype of the hard-core criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Others experience serious mental illness, including schizophrenia and bipolar disorder.

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

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

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

A: The safety of both staff and incarcerated individuals is the highest priority of the BOP. The BOP has implemented security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. BOP 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 BOP?**

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 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 form at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Interns are required to complete 2,000 hours of clinical training and are required to submit one formal baseline cognitive case conceptualization in December, and one final cognitive case conceptualization during the last quarter of the internship. The cognitive case conceptualization serves to measure adequate reflection and growth of their clinical abilities in conceptualizing and planning treatment.

## FCI Terminal Island Psychologists

### Staff and Resources

Currently, FCI Terminal Island has seven full-time Psychologists, four Doctoral Interns, nine Drug Treatment Specialists, two Administrative Assistants and two Practicum Students.

Four of the seven Psychologists are licensed in the State of California, and one licensed in Florida.

Psychology Services is centralized within the institution, which contributes to a professional atmosphere and a close working relationship with colleagues. Two full-time administrative assistants provide the staff with clerical support. Several large classrooms are available for meetings, seminars, and group treatment. Currently, four offices with computers are designated specifically for intern use. Educational materials and DVDs on psychological and drug treatment topics are available, as well as a large library of psychological testing materials, references, and treatment manuals.

Our Psychology Department is incredibly proud of the diversity, rich experience, and breadth of expertise represented across the staff in the Psychology Department at FCI Terminal Island.

**Parinaz Villafrate, Ph.D., Internship Program Coordinator**

Dr. Villafrate received her degree in Clinical Psychology with an emphasis in Health Psychology from the California School of Professional Psychology at Alliant International University. She completed her doctoral internship at the BOP in 2013 at FCI/FDC Tallahassee before serving as a Drug Treatment Specialist, Staff Psychologist, Drug Abuse Program Coordinator, and in her current role as Internship Program Coordinator. Her areas of expertise are in topics on human trafficking, working with female offenders, and working in various elements of resource development activities within the BOP and with the National Institute of Corrections. She has served as a national expert on Diversity, Multicultural, and Multilingual Practice for Correctional Psychologists which has included developing and leading local and agency-wide training initiatives regarding culturally responsive and competent practice within institutions across the BOP. She has served as the prison subject matter expert on Human Subjects and Institutional Review Board committees (IRB) and continues to be engaged in current research projects of interns and peers across the country. She is licensed in Florida.

**Michael R. Wydo, Psy.D., ABPP, Chief Psychologist**

Dr. Wydo was awarded his Psy.D. from the Philadelphia College of Osteopathic Medicine in 2003. He completed his APA accredited doctoral internship at the University of San Diego Counseling Center, and a Post-doc at the Cognitive Therapy Institute of San Diego. He achieved

Specialty Board Certification in Cognitive and Behavioral Psychology from the American Board of Professional Psychology in 2011. As the Chief Psychologist, he is responsible for the administration of comprehensive psychological services to all inmates, supervision of Psychologists and Doctoral Interns, and management of the Psychology Department. Additionally, he serves as the Employee Assistance Program Coordinator and the Institutional Diversity Manager. Previous positions in the BOP include Advanced Care Level Psychologist, Habilitation Program Coordinator, RDAP Coordinator, and Staff Psychologist. Dr. Wydo is an Adjunct Professor at The Chicago School of Professional Psychology, Irvine California Campus. He is also a Staff Psychologist at CBT California. His special interests include clinical supervision, cognitive behavioral interventions, anger, personality disorders, substance abuse, and severe mental illness. Dr. Wydo is the author of the “Angry Cognitions Scale-Prison Form.” He is also the vice chair of the “Forensic Issues and Externalizing Behaviors” Special Interest Group (SIG) for the Association for Behavioral and Cognitive Therapies (ABCT). Dr. Wydo is licensed in California.

**Rogelio Serrano, Psy.D., Advanced Care Level Psychologist**

Dr. Serrano received his Doctorate in Clinical Psychology from Pepperdine University in 2011. He was a Psychology Intern at FCI Terminal Island in 2009 and continued with the BOP as an Education Specialist from 2010-2012. He was a Staff Psychologist at USP Victorville from 2012-2014 and returned to FCI Terminal Island to become the Advanced Care Psychologist. Dr. Serrano is currently an adjunct faculty member at Pepperdine University. He is also a Licensed Marriage and Family Therapist. The focus of his practice is on bilingual family therapy in both community-based mental health and private practice settings with low-income families, children and adults with trauma related-disorders, dual-diagnosis patients, chronically mentally ill adults, and couples. He is a member of the California Association of Marriage and Family Therapists (CAMFT), California Latinx Psychological Association (CLPA), American Psychological Association (APA), and National Latino Psychological Association (NLPA). His research interests are in the area of men and masculinities, violence prevention, couples therapy, and qualitative research methods. He is licensed in California.

**Diana Nakashyan, Psy.D., Staff Psychologist**

Dr. Nakashyan received her Doctorate degree in Clinical Forensic Psychology from the Chicago School of Professional Psychology in 2016. She completed her doctoral internship at the Orange County Juvenile Drug Court and Juvenile Hall, followed by a formal Post-Doctoral Fellowship at the Tarzana Treatment Centers. Dr. Nakashyan served as a Psychologist in maximum security institutions within the California Department of Corrections and Rehabilitation (CDCR) where she specialized in providing treatment within the Special Housing Unit (SHU), working with high profile inmates, sex offenders, transgender inmates, and inmates with severe mental illnesses. During her tenure, she also served on the Crisis Intervention Team (CIT), provided subject matter expertise on Institutional Review Board committees (IRB), and became certified as a staff training instructor in Suicide Prevention, MILO Range Law Enforcement Training for crisis management and tactical judgment, and communication/de-escalation skills. Dr. Nakashyan joined the BOP in 2021 as a Staff Psychologist, where she is the primary Psychologist in the SHU and provides expertise and ongoing mandatory trainings to staff. In addition to her primary roles, Dr. Nakashyan provides bilingual clinical and consultation services in Armenian. She oversees the Suicide Watch Cadre program and coordinates ongoing trainings, supervision, and monitoring of the cadre inmates. She assists the Psychology Internship Program by screening Psychology Intern Candidates and conducting both panel and individual interviews. Dr. Nakashyan provides training and oversight to practicum students and evaluates their work product. Her areas of interest include forensic evaluations, special populations, hostage negotiation, and crisis support.

**Mariah Shaver, Psy.D., Drug Abuse Program Coordinator**

Dr. Shaver obtained her degree in Clinical Psychology from the Hawaii School of Professional Psychology at Argosy University. She completed her doctoral internship at the BOP in August of 2016 at FDC/FCI Tallahassee, working with both male inmates of all security levels and low security female inmates. Since then, she has continued her work with the BOP as a Staff Psychologist working primarily as the Special Housing Unit provider before being selected as the Drug Abuse Program Coordinator (DAPC) at FCI Mendota in 2018. Dr. Shaver joined the Psychology Department at FCI Terminal Island in November of 2020 to assume the role of DAPC over Drug Education, the Non-Residential Drug Abuse Treatment Program, and the traditional Residential Drug Abuse Treatment Program. She also assists in overseeing the

recently implemented Medication Assisted Treatment Program. Dr. Shaver has served as the Crisis Support Team Leader and the Alternative Dispute Resolution Specialist, assisting institutional staff during emergencies, crises, and workplace disputes. In addition to substance abuse treatment and group therapy, Dr. Shaver's other interests include trauma and resilience and assessment. She is licensed in California.

**Lucia S. Pujol, Psy.D., Co-Occurring Residential Drug Abuse Program Coordinator**

Dr. Pujol completed her doctoral internship at FCI Terminal Island and received her Psy.D., from the California School of Professional Psychology, Los Angeles in 2003. She joined the workforce for the California Department of Corrections-Corcoran and specialized in working with the validated prison gangs, management of high-profile cases, and the severe mentally ill population. In 2006, Dr. Pujol joined the BOP at the United States Penitentiary (USP) in Atwater, California as a Staff Psychologist. In 2008, she transitioned to USP Tucson, Arizona to develop the only high-level security Sex Offender Management Program (SOMP) and Non-Residential Sex Offender Treatment Program (NR-SOTP) in the BOP. She has served four years on the Hostage Negotiations Team as the psychological expert. In 2012, she transferred to FCI Terminal Island to develop one of the two Dual Diagnosis Residential Drug Abuse Treatment Programs for men in the BOP. In conjunction with her position as the Dual Diagnosis RDAP Coordinator at FCI Terminal Island, Dr. Pujol is also the Crisis Support Team (CST) Leader and the mental health expert on the Western Region's Crisis Negotiations Team. Her interests consist of sex offender treatment, severe mental illness, hostage negotiations, crisis support and chemical dependency.

## Surrounding Area and Local Points of Interest



FCI Terminal Island is a low security federal prison for men. As the name would have it, the prison sits on an island in the Pacific Ocean. FCI Terminal Island is uniquely located on the coast between San Pedro and Long Beach. Impressive ocean views are visible from many buildings and grounds within the institution. In the early morning, it is common to hear the barking of seals and sounds of various sea birds. While fog may roll in during the brief winter season, it is sunny and bright most of the year. Sunglasses and sunscreen are a necessity! All staff, including interns, have access to the staff training center, which includes a full gym with weights and cardio equipment.

Terminal Island connects to the mainland via bridges. To the west, is the Vincent Thomas Bridge, which leads to the community of San Pedro. To the east, the island connects to Long Beach via the Gerald Desmond Bridge. The area is within Los Angeles County. Los Angeles is California's largest city, both in terms of territory and population. The current population estimate is approximately 3.5 million filling 465 square miles. Los Angeles is not a city in the traditional sense of the word. Instead, it is a collection of intermingling communities, each contributing their own identity and character. Although public transportation is available across most of Los Angeles, the unique location of the institution on Terminal Island requires employees to use their own vehicles to commute to work.

Terminal Island and the greater Los Angeles area boast a mild climate with temperatures averaging 70 degrees. Los Angeles offers many attractions that contribute to its character. These

sights are desirable locales for both Los Angeles residents and international tourists. From Beverly Hills, best known for the exclusive Rodeo Drive and the luxurious homes, to downtown urban Los Angeles, there is a successful blend of diverse cultures, peppered with distinctive arts, foods, and ways of life. Many large colleges and universities are within an hour drive of Terminal Island. There are hundreds of miles of beaches, where you can swim, surf, walk, run, or bicycle. Nearby Long Beach is home to the Aquarium of the Pacific, the Queen Mary, and the Museum of Latin American Art. The local mountains offer a multitude of sporting activities including skiing and snowboarding in the winter, and hiking and mountain biking in the summer.

While southern California is known for its high-priced housing, rentals are generally more affordable. The median priced apartment rentals in the neighboring communities of San Pedro and Long Beach are \$1,000 for a studio, \$1,400 for a one bedroom, and \$1,900 for a two bedroom.

## Career Opportunities at the Bureau of Prisons

The BOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling Psychologists needed to meet our staffing needs. Many of the Psychologists currently employed by the BOP began their careers after completing a BOP internship. While jobs are not promised to those who are accepted into the Psychology 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 FCI Terminal Island 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 BOP as the main providers of mental health services and there are numerous opportunities to advance your career. The BOP values continuing education of Psychologists. Many Psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and



## FCI Terminal Island Psychology Doctoral Internship

varies from year to year based on the federal budget. Psychologists have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work. BOP Psychologists may also engage in outside employment, such as private practice or teaching.

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

## How to Apply

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

An in-person interview is preferred due to the unique nature of a correctional setting. The BOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. FCI Terminal Island utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants.

## Eligibility Requirements

The Psychology Internship Program at FCI Terminal Island 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. FCI Terminal Island agrees to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

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

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

### Application Process and Deadlines

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

#### 1. November 1: AAPI

- a. Submit your AAPI online application on the APPIC website for each BOP site that you're interested in. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference
  - **Additional Requirement:** In addition to the AAPI online application, our site requires one writing sample in the form of a psychological assessment report.
- c. All AAPI application materials must be submitted online by 11:59 p.m. 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 BOP internship sites using the AAPI online, category placement and assessment of eligibility through the USAJobs application process plays a vital role in the certification of an applicant to one or all sites.

### **3. December – January: Interviews**

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an in-person interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  - The BOP's Core Values Assessment (CVA), which is used to determine if new BOP employees possess the core values and behaviors required for success at BOP
  - Integrity interview, which addresses issues of personal conduct
  - Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  - Subject matter expert interview

- A photograph will be taken of each applicant during the on-site interview process. While this is voluntary, the photo is placed in the applicant's file, and utilized as a way to aid in applicant recall.
  - Offers of positions at each site are then made in strict accordance with the policies of the APPIC's Internship Matching Program.
- c. If applying to more than one BOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other BOP sites for convenience.

### Additional Information

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

### Contact Information

FCI Terminal Island is excited about the Psychology Internship Program and we appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FCI Terminal Island, please contact:

Dr. Parinaz Villafrate, Ph.D.  
Internship Program Coordinator  
FCI Terminal Island  
1299 S. Seaside Avenue  
San Pedro, CA 90731  
(310) 831-8961, ext. 310

## Appendix

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

Program tables updated: 04-26-2023

#### 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: <b>N/A</b>	

### Internship Program Admissions

**Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:**

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school, and all doctoral course work other than the dissertation, by the beginning of the internship. Applicants are encouraged to have a minimum of 500 doctoral program intervention hours and 100 doctoral program assessment hours. However, we understand the nature of the COVID-19 pandemic has impacted many practicum sites. As such, lower intervention and assessment hours will be considered for the upcoming year.

Prior work experience in a correctional setting is not required, but training indicative of appropriate interest are important considerations in selection of applicants invited for an interview. In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in working with incarcerated individuals and/or individuals involved in the criminal justice system, crisis intervention, and forensic psychology. The Federal Correctional Institution Terminal Island is male, low security level prison that maintains a population of approximately 1,100 individuals.

The BOP is an Equal Opportunity Employer. Please refer to the policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding non-discrimination policies.

**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:  N  Y Amount:

Total Direct Contact Assessment Hours:  N  Y Amount:

**Describe any other required minimum criteria used to screen applicants:**

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.

\*Due to the nature of the BOP's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. The interview may take at least 2 to 3 hours so plan accordingly. A psychology-related interview will be conducted in-person and on-site at FCI Terminal Island.

If matched with a BOP internship site, you will be considered an essential worker and will report daily to the institution.



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

Annual Stipend/Salary for Full-time Interns	\$68,338	
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 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

	2019-2022	
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	
	<b>PD</b>	<b>EP</b>
Community mental health center	1	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	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	0	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	1
Unknown	0	0

Note: “PD” = Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

## 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.