

**FEDERAL CORRECTIONAL COMPLEX**  
Victorville, California



**DOCTORAL PSYCHOLOGY INTERNSHIP**

**2020 – 2021**

National Match Code: **250011**

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## **Introduction**

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

The Psychology Internship Program at FCC Victorville is currently in its first year and, as such, is not yet accredited by the American Psychological Association (APA). However, the program has submitted all materials for accreditation and is awaiting site visit. The BOP currently has 12 other Doctoral Psychology Internship Programs all accredited by the APA. The BOP has a long-standing reputation of commitment to excellence at the various Doctoral Internship sites. FCC Victorville will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our sister BOP institutions.

## **Overview of the Federal Bureau of Prisons**

The 122 facilities which comprise the Federal Bureau of Prisons currently house approximately 177,000 offenders. With the core values of Respect, Integrity, and Correctional Excellence, over the past 80 years, the BOP has earned the reputation as one of the most elite correctional agencies in the world. Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. A majority of inmates live in medium, low, or minimum security institutions which also provide greater degrees of personal freedom.

All facilities have in-house support services, including Medical and Psychology Departments. The Bureau maintains six Federal Medical Centers to provide for prisoners whose medical needs cannot be adequately addressed in general population settings.

Although all inmates have been convicted of federal crimes and separated from the community, inmates are individuals, each with his or her (about eight percent are women) own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. In fact, national recidivism studies indicate that approximately two-thirds of incarcerated inmates return to prison within three years of their release (Bureau of Justice Statistics, 2002). Yet others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Therefore, Psychology Services plays an integral role in the mental health management of the federal population both pre- and post-incarceration.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau of Prisons provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Evidence of the BOP's re-entry effort lie in the finding of a more recent study conducted by Bureau of Justice statisticians (2014) who found a significant difference in the three year recidivism rate for offenders releasing from federal prison (20%) in comparison to offenders releasing from state prison (68%). These re-entry 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 over 400 psychologists and over 650 clinical service providers, the Federal Bureau of Prisons is one of the largest employers of mental health professionals in the United States. Within each institution of the BOP, psychologists function as the primary providers of mental health services to inmates. Departments range in size from a single individual to as many as 30 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred. Some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60 percent of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug Abuse Program, a treatment program which combines manualized treatment along with a modified therapeutic community modality to offer clients insight into the negativistic pattern of the criminal lifestyle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide a variety of evaluations and assessments, which may include those necessary for treatment and diagnostic purposes as well as referrals from staff within the institution. Sometimes non-mental health staff will request assessments. For example, Psychology Services often provides intelligence testing for the purpose of determining special needs accommodations for inmates participating in GED programming.

Psychology Services in the Bureau of Prisons employs only doctoral-level clinical and counseling psychologists as well as masters-level treatment specialists. Psychologists are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional

competencies is a priority and annual continuing education is provided to every Bureau psychologist.

Starting in 1930 with a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the nearly 80 years of its existence. Thus, Psychology Services will continue to have a strong presence within the Federal Bureau of Prisons.

### **FCC Victorville**

The Federal Correctional Complex in Victorville is a proud member of the Bureau's Western Region. The Complex consists of a high security male U.S. Penitentiary, two medium security male Federal Correctional Institutions, a minimum security female Satellite Camp, a UNICOR production factory, and a Central Administration Building, all located on 960 acres of land.

On January 14, 1993, the Secretary of the Air Force signed a Record of Decision effectively transferring federal land at the George Air Force Base to the Federal Bureau of Prisons for construction of a Federal Correctional Complex.

Victorville is situated approximately 97 miles northeast of Los Angeles and 35 miles northeast of San Bernardino. We are just north of the San Bernardino mountains, at the edge of the Mojave Desert in Southern California.



## Psychology Services at FCC Victorville

### Mission Statement

The primary mission of Psychology Services within the Bureau of Prisons is to provide appropriate psychological, psycho-educational, and consultative services to inmates and staff. Psychological services within this institution are designed to ensure that every inmate with a documented need and/or interest in psychological treatment has access to a level of care comparable to that available in the community.

### Services Provided

Psychology staff members conduct initial psychological screening of all arriving designated inmates and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the form of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We monitor the adjustment of all inmates with serious mental health conditions.

### Resources

As a complex we are comprised of four institutions covering a wide array of security levels. Each institution is equipped with its own Psychology Department. Within each Psychology Services department there are private offices for assessment and treatment, numerous larger rooms for groups, and a staff lounge area.

As a way to stay connected within our department, we have regularly schedule psychologist and staff meetings. This promotes a professional treatment atmosphere and fosters close working and collegial relationships between staff. Staff all have access to computers and maintain psychology records on a computerized database system. Additionally, computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site and access to community and internet library resources are available. Other resources include audio and video equipment for clinical services and training.



## **Special Programs Administered by the Psychology Department**

**BRAVE Program** - The Bureau Rehabilitation And Values Enhancement (BRAVE) Program is a unit-based residential treatment program which facilitates the adjustment of young, medium-security, first-time male inmate offenders into the Bureau. It is specifically focused on inmates who are 32 years of age or younger, a first time federal offender, and have a sentence of 60 months or more. Our goals are to facilitate adjustment of medium security inmates entering the BOP for the first time, improve institution security and reduce recidivism rate of misconduct, and enhance early identification and appropriate clinical intervention of psychological disorders, which may contribute to criminal activity and poor institution adjustment.

**Resolve Program** - The Resolve program is designed for the treatment of trauma-related disorders in the female offender population. It is a group-based, phased treatment that involves one psychoeducation group and three treatment groups. Inmates must complete the education workshop, called Trauma in Life, before being considered for the treatment groups. Prior to beginning treatment, all inmates receive formal assessment and diagnosis.

The purpose of this program is to: decrease the incidence of trauma-related psychological disorders and improve inmates' level of functioning; increase the effectiveness of other treatment, such as RDAP and Health Services interventions; manage inmates more effectively by reducing institutional misconduct, segregation placements, and crisis intervention contacts; and contribute to public safety by reducing recidivism and enhancing the ability of inmates to function as productive citizens.

**Drug Abuse Program** - At FCC Victorville inmates, at all custody levels, have the opportunity to participate in Drug Education courses, non-residential drug programming and to be screened for further drug treatment. The Non-Residential Drug Abuse Program (NRDAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via a group therapy model. Groups begin with an educational component, followed by a more process-oriented phase. In the latter phase, inmates are encouraged to examine the role substance abuse has played in their lives. Inmate groups are led by drug treatment specialists under the supervision of a licensed psychologist.

**Suicide Prevention Program** - The Suicide Prevention Program entails identification of, and intervention with, inmates who are at risk for suicide. The procedures include screening of incoming inmates for suicide risk, ongoing staff training for identification of inmates at risk for suicide, special housing to prevent self-destructive behavior, and a training program for inmate companions to provide 24-hour observation of individuals identified as high risk for suicide.

**Employee Assistance Program** - This program allows staff members experiencing personal or familial mental health problems to obtain confidential treatment from a psychologist on staff or through referral to an appropriate community practitioner.

# **PSYCHOLOGY INTERNSHIP PROGRAM**

## **Training Model**

The FCC Victorville Doctoral Psychology Internship Program is organized around the practitioner-scholar model. An emphasis is placed on the provision of supervised experience in the implementation of assessment and intervention techniques empirically supported by scientific research. Our program is designed to consolidate and enhance the intern's knowledge and skills acquired through graduate training. We strive to integrate relevant psychological theories and research with ethical, social, cultural, and legal issues which impact professional service delivery. Interns can expect staff to incorporate cognitive-behavioral, interpersonal, and solution-focused concepts into case formulation and treatment perspectives.

## **Objectives and Philosophy**

The FCC Victorville Psychology Internship Program is a comprehensive learning experience within a multidisciplinary institutional setting. Interns are exposed to a variety of clinical situations, security levels, both male and female populations, and a range of client problems. It is an intensive experience, structured to enhance the intern's abilities, aid in the acquisition of new skills, and facilitate autonomy with appropriate guidance and consultation.

FCC Victorville provides many rich training opportunities. Interns work with a wide variety of clinical presentations in conducting psycho-diagnostic assessment and evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter male and female inmates, inmates of all ages and security levels, those with chronic medical and mental disorders, as well as healthy inmates in our general population. The complex houses inmates from around the globe.

The training offered by the FCC Victorville Psychology Internship Program is designed to provide a well-rounded training experience leading to the development of entry-level clinical or counseling psychologists who can also function competently in the correctional environment. The training objectives are influenced by the mission of the agency and community standards. Psychology Services also aims to work with interns to develop individualized training goals and learning opportunities. To accomplish these aims, the program provides training as preparation for professional practice, consolidating the knowledge, skills, and abilities acquired through graduate training. Interns receive graduated exposure to the clinician role, practicing with greater independence as skills and confidence increase, always with supervisors available. We also stress the development of competence in research; ethical and legal standards; individual and cultural diversity; professional values and attitudes; communication and interpersonal skills; assessment; intervention; supervision; and consultation and interpersonal/interdisciplinary skills. More specifically, the following competencies which serve as benchmarks for our training of interns are outlined in detail:



## Competencies

**Competency 1: Research** - Interns 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: Ethics and Legal Standards** - Interns will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior, and will demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** - Interns 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, Attitudes, and Behaviors** - Interns 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** - Interns 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** - Interns 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** - Interns 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** - Interns 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, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students if available.

**Competency 9: Consultation with Other Departments and Disciplines** - Interns will demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (e.g., Executive staff, Correctional Services, Unit Team, and Health Services) by providing written and verbal communication, and professional assistance responsive to client or system needs and aims.

## Training Experiences

Interns are required to complete 2,000 hours of training over a 12-month period, along with a minimum of identified clinical experiences and adequate ratings on intern evaluations, in order to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Each intern will be involved in training 40 hours each week. The 40 hours are apportioned accordingly across all training experiences with more than 20 hours of providing direct clinical services and related activities.

**Supervision** – Interns will receive a minimum of two hours of individual supervision by a licensed psychologist and two hours of group supervision each week. Additional supervision opportunities will be afforded within the context of each rotation. These opportunities may include informal supervision and/or consultation with supervisors, direct observation of the clinical supervisor in the performance of specific duties followed by performance of those duties while being observed by the supervisor, co-facilitation of treatment groups, and treatment team meetings.

**Assessment** - Interns have the opportunity to enhance their diagnostic and assessment skills by evaluating inmates entering the institution for emotional or mental problems. As part of the extensive evaluation of inmates maintained in restrictive housing for extended periods, interns will complete psychological evaluations, which involves the administration of a structured clinical interview as well as a full battery of tests, as needed. Batteries may include intelligence, neuropsychological, and personality tests. Interns will additionally complete multiple trauma-based assessment batteries with female offenders who wish to participate in the Resolve program. Additional assessment opportunities may become available in the form of intelligence testing as requested by the Education Department as well as diagnostic testing when treatment and diagnosis are in question.

**Treatment** - As part of training, interns provide long-term and brief treatment under the supervision of a licensed psychologist. The services to inmates range from crisis intervention and case management with acutely psychotic and suicidal individuals, to more traditional approaches with individuals who manifest personality or behavioral disorders. A broad range of diagnostic groups present for treatment, including adjustment disorders, affective and anxiety disorders, substance abuse, personality disorders, dementia, and psychosis. Interns will provide both individual and group treatment throughout the training year.

**Consultation** - Interns are supervised in providing consultation to staff concerning management of mentally disordered inmates on housing units, conflict negotiation and resolution, suicide prevention, and victim's assistance to staff. Opportunities are also provided to participate in staff training activities.

**Didactics** – Psychology interns participate in weekly didactic seminars addressing such topics as professional ethics, suicide risk assessment, psychopathy, Dialectical Behavior Therapy, CBT interventions, transgender / LGBT issues, vicarious trauma, and

multicultural counseling. Psychology interns also present their dissertation research during a didactic seminar and will develop and present a training applicable to the internship setting (topic to be selected by the intern) during one or more didactic seminars. Additionally, the Bureau of Prisons offers periodic live computer and video trainings to Psychology staff, addressing issues such as managing suicide risk and ethics. Interns will additionally participate in multiple Bureau-wide video trainings each year with other interns in BOP Psychology Internship Programs across the country.

**Additional Training Opportunities** – With close proximity and a good working relationship with both Federal Correctional Institution Terminal Island (Care Level 3 medical facility housing federal offenders who require specialized or long-term medical or mental health care) and Metropolitan Detention Center Los Angeles (high rise facility with an administrative mission whose primary residents are pretrial offenders awaiting disposition of charges in the Central District of California Federal Court) there will be opportunities for collaborative training and experience. In addition, up to four hours per week may be allotted to work on dissertation, attend conferences, or participate in other work-related activities.

### **Training Rotations**

The Psychology Internship Program consists of three main rotations each covering a period of approximately four months. The rotations include:

#### **General Population Female Offenders BRAVE Program**

In addition to the individual rotations, each intern will be involved in a few activities that will continue over the course of the year. The general internship program requirements over the course of the year, are listed below.

1. Each week the psychology interns will complete initial intakes within their assigned institution. This consists of interviewing the inmate, reviewing records, making appropriate recommendations, and completing an intake report.
2. Interns will assist in the facilitation of drug treatment within their assigned institution. Interns will become acquainted with the use and interpretation of assessment instruments for the diagnosis of Substance-Related Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology, which may interfere with the course of treatment. Interns typically participate as group co-therapists with an assigned drug treatment specialist. Individual intervention with selected cases is also required to facilitate a group process and/or address related problems.

3. Interns will be responsible for assisting in training inmates who have been selected as inmate companions in our Inmate Companion Program. These trainings take place quarterly throughout the year.
4. Each intern will be expected to present their dissertation topic to the Psychology Department staff, and to create one additional didactic on a topic of their choice before the end of the year. Interns may also have the opportunity to develop and implement a training session for institutional staff during the year. In addition, interns will help facilitate the staff Wellness Program initiative as part of the Employee Assistance Program (EAP).
5. There will be extensive individual supervision, group supervision, and didactic training seminars held weekly.

### **General Population Rotation**

The general population rotation focuses primarily on providing general mental health services to inmates. This rotation will take place at the United States Penitentiary (USP) which houses high-security, male offenders. Most of the work consists of screening and assessing the needs of the inmates, referring inmates for medication consultation, conducting brief psychotherapy, providing case management, responding to inmate's requests for services, consulting with correctional and medical staff, and participation in the Admissions and Orientation Program for inmates.

#### **Rotation Content Areas**

***Psychology Services Inmate Questionnaire (PSIQ)*** - Each inmate completes the PSIQ (a screening questionnaire) upon arrival at the institution. These forms are forwarded to Psychology Services and reviewed for pertinent information. Each inmate who reports a history of mental health treatment, past or present suicidal thoughts, current symptoms, significant drug abuse history, or requests to be evaluated by Psychology staff, will be seen. An assessment will be conducted and services provided based on the inmate's needs. It is anticipated that the psychology intern will conduct approximately 10 screenings each week.

Upon completion of the intake screening, if it is determined that individuals need to be followed by Psychology Services, the psychology intern will complete the initial evaluation, discuss the case with their supervisor and either pick-up the case for their caseload (for case management or individual therapy) or refer to another staff member. Inmates with significant mental health history who may have difficulty adjusting in general population will be assessed for Segregation and/or referral to a specialty program at another facility.

**Written Requests for Psychology Services** - Inmates also communicate a need for psychological services by completing a Written Request Form (also known as a "cop-out"). It is anticipated that interns will respond to several written requests each week during this rotation.

**Brief Counseling** - Inmates with advanced mental health care levels will be seen routinely for brief therapy, and monitoring of mental status. The intern's brief therapy caseload will consist of several inmates who have increased mental health needs. There will be an option to select one brief therapy case (to last throughout the four month rotation), if it is of interest to the intern and there is an inmate identified as in need. Individual brief counseling sessions will be documented, and the progress reviewed during individual supervision.

**Treatment Groups** - Psychology Services conducts a wide range of evidence based treatment groups. Interns will actively participate in the group process from creating a group, preparing material and ultimately conducting groups with supervision.

**Crisis Intervention** – Psychology Services is often called to respond to crisis situations. Inmates often experience acute personal (e.g., death of a family member) and/or psychological (e.g., suicidality, psychosis) problems that require immediate attention. Crisis intervention is required for suicidal, psychotic, or disruptive inmates. The psychology intern will be involved in responding to radio calls throughout the institution, and will conduct crisis intervention with inmates in the general population for a variety of presenting problems.

**Evaluations for Risk of Abusiveness/Victimization** – Inmates who have a sexual abuse history, either as the victim or perpetrator, may require additional assistance from Psychology Services to maintain their stability and the safety of other inmates. Every inmate at FCC Victorville is screened for a risk/history of abusiveness and/or victimization. Screenings are conducted with each inmate to aid in making appropriate housing assignments, and to provide necessary follow-up services related to their abuse histories.

**Special Housing Unit (SHU)** – The institution's Special Housing Unit (SHU) houses inmates who have been placed on a closely monitored, locked-cell status due to administrative or disciplinary issues. This includes inmates who have exhibited significantly disruptive behavior in the general population or have protective custody concerns. These inmates are seen by Psychology Services on a weekly basis in the form of SHU rounds. Inmates housed in this unit for longer than thirty days receive a formal monthly review by Psychology Services. Inmates housed in the SHU for longer than six months require a more extensive review, which includes a clinical interview and psychological testing. The general population intern will assist in completing the monthly interviews and extended reviews as well as any additional needed psychological services.

## Female Offenders Rotation

FCC Victorville is unique in that it has a female Satellite Camp within the complex. The female offenders rotation offers the intern the opportunity to provide general mental health treatment to this unique population as well as to assist in facilitating the Resolve Trauma Recovery Psychology Treatment Program. Responsibilities on this rotation will require the use of clinical interviewing skills to conduct initial evaluations, diagnostic interviews, and trauma-based assessments. Interns will also be involved in individual and group psychotherapy, medication monitoring, crisis management, and intake screenings.

### Rotation Content Areas

**Assessment** - Interns on this rotation will conduct assessments in order to identify, diagnose and recommend treatment for inmates with PTSD or associated mental health disorders. In this rotation, the intern will learn to identify individual treatment needs and provide recommendations for either group or individual therapy focused on improving symptoms of psychological traumatization.

**Group Treatment** – As part of the Resolve program, Psychology Services conducts various types of psycho-educational/process groups for female trauma survivors. Groups utilize standardized, evidence-based, cognitive-behavioral treatment protocols and may include such groups as Seeking Safety, DBT, and CPT. Interns will co-facilitate group treatment with the Resolve Coordinator as well as conduct enrollment and treatment planning interviews for inmates entering specialized groups.

**Individual Therapy** – As FCC Victorville is one of nine institutions throughout the Federal Bureau of Prisons to have a female Satellite Camp, interns are afforded the rare opportunity to gain experience providing clinical services to female offenders. In order to maximize training with this population, interns will provided individual therapy to at least one female inmate on either a short-term or long-term basis dependent upon the population needs and intern's interest. Individual sessions will be documented and the progress reviewed during individual supervision.

**General Population** – The needs and requirements of Psychology Services at the female Satellite Camp are similar to that of the other institutions located across the complex. This entails general clinical services at each location which include intake screening, crisis intervention, medication monitoring and referral, and responding to inmate requests. Interns on this rotation will have the opportunity to conduct clinical services similar to the general population rotation with the female offender population.

## **BRAVE Program Rotation**

FCC Victorville is one of two Federal Bureau of Prisons locations to be home to a Bureau Rehabilitation and Values Enhancement (BRAVE) program. This residential treatment program utilizes a therapeutic community treatment approach. Psychology Services plays a vital role in the treatment and socialization of these inmates. Through a cognitive-behavioral approach, the BRAVE program is designed to facilitate favorable institutional adjustment, reduce incidents of misconduct, assist inmates in the development of prosocial attitudes, encourage inmates to interact positively with staff and actively engage in self-improvement activities. Several goals for interns on the BRAVE training rotation include developing an understanding of the challenges for younger offenders, improving skills in facilitating group development, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a residential treatment unit.

### **Rotation Content Areas**

***Therapeutic Community*** – Psychology interns on this rotation will serve as members of the BRAVE treatment team consisting of the program coordinator and four treatment specialists. As part of the treatment team, the intern will participate in daily community meetings in which inmates participate in event coordination, present on relevant topics from the news, discuss the “word of the day,” and provide peer feedback to group members. Interns provide consultations to the unit treatment team at weekly team meetings where treatment progress may be discussed with other unit staff members. Interns will additionally participate in weekly treatment meetings with inmates of special focus. Interns will serve in a number of roles such as therapists, consultants, and inter-department liaisons. Regardless of their capacity, each intern is regarded as a full member of the treatment team.

***Treatment Groups*** – A primary component of the BRAVE program is the focus on group treatment. Inmates participate in daily treatment groups including standardized cognitive-behavioral treatment, processing, and specialty intervention groups. Interns typically participate as group co-therapists with an assigned treatment specialist, but should expect to lead additional groups as they advance in the rotation.

***General Population*** – Interns will continue to provide general clinical services to the inmates in the BRAVE unit, including intake screening, crisis intervention, medication monitoring and referral, and responding to inmate requests. Interns will additionally assist in the development and implementation of treatment plans, monitor progress and provide feedback, and encourage inmates’ engagement in prosocial behaviors consistent with treatment goals and process. Interns will also provide follow-up contacts to BRAVE program inmates sent to the Special Housing Unit (SHU) for disciplinary reasons and assist the treatment team in the determination of the inmate’s appropriateness for continuation in the program as well as any program sanctions.

## **Evaluation and Grievance Process**

### **Evaluation Procedures**

Evaluation of intern progress occurs both informally and formally. Supervisors and interns are encouraged to have frequent discussions regarding strengths and areas for improvement throughout the training year. Intern progress is formally assessed at the end of each rotation with the completion of a written evaluation by the primary rotation supervisor. Each rotation has a statement of expected learning objectives, with the option of additional, individualized goals. Interns will be provided with the evaluation criteria/elements during orientation, and at the start of each rotation. Written evaluations of interns will be shared with their academic institution, in addition to any evaluations required by the intern's academic institution. In the event that an intern received an unsatisfactory evaluation, the supervisor and Internship Program Coordinator will identify specific areas for improvement and implement activities to foster clinical growth in that area. Additional supervision will be provided, as needed, until the intern demonstrates an acceptable level of competency. In addition to individual rotation evaluations, each intern will also receive a baseline evaluation at the start of the internship year and a final performance evaluation within the month prior to the conclusion of the training year. These measures are designed to assess progress throughout the year as competencies will vary by order of rotations completed. Successful completion of internship will depend on the intern achieving ratings consistent with the minimum level of achievement identified on the evaluation form. The format will be consistent with evaluations utilized at other BOP internship sites.

Psychology interns also complete evaluations of the quality of training and supervision they receive. Interns will complete an evaluation of the primary supervisor and their experience on each rotation. They will also complete a final evaluation of the internship program and the overall training year. This feedback is utilized by the staff to further enhance the program.

### **Grievance Procedures**

Psychology interns have access to existing federal procedures for resolving grievances, and are strongly encouraged to discuss any concerns or grievances about professional, ethical, or departmental issues. Written Grievance Process and Procedures are reviewed with psychology interns during orientation to the Psychology Department. Psychology interns are provided with a written copy of these procedures. Most times, informal resolution will be successful. However, we recognize that this is not always the case. In those instances, use of the "chain of command" is warranted. In ascending order, interns should bring the matter to the attention of the rotation supervisor, Internship Program Coordinator, and Chief Psychologist. If there is still no resolution, the intern can approach the Associate Warden of Programs, and the Warden.



## **Benefits**

Psychology interns are appointed at the GS-09, Step 1 level and receive a stipend of approximately \$60,414 (2019 figure) for the program year. Interns accrue annual leave (vacation time) and sick leave at the rate of four hours for every two-week pay period (13 days for each). Interns also observe the paid federal holidays, receive liability coverage for on-site professional activities, and may be granted authorized leave to attend off-site training. As temporary employees, interns are eligible for health insurance; however, retirement benefits are not available. Specific maternity and paternity policies are available in the Human Resource Management Manual (Chapter 6, Section 630.4). In general, interns who require maternity or paternity leave will be expected to first use all accrued hours of annual and sick leave. 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.

## **Career Opportunities**

For over thirty years the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau began their careers after completing internships with the federal prison system.

Projections continue to indicate an increase in the inmate census over present levels. Additional psychologist positions are likely to be created, partly to respond to the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the Internship Program, those who have already proven themselves to be competent practitioners in correctional environments generally, and the BOP specifically, are often perceived as uniquely qualified. Therefore, the agency looks to our intern classes first in making employment offers.

Newly selected staff members who have just completed their doctoral programs, typically start at the GS-11 salary level. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level with further increases to the GS-13 and GS-14 levels possible through promotion opportunities.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy. We are the main providers of mental health services. Our departments are not subordinated to the decisions of psychiatrists. As a staff psychologist, you may have the opportunity to be involved in a variety of treatment programs, conduct evaluations for the federal courts, and be involved in one of the BOP's many response teams. Annual continuing education is available as a part of each psychologist's professional development program. As the budget allows, psychologists are afforded the opportunity to attend seminars and workshops on topics critical to the field of psychology, in general, and the needs of treatment with an inmate population, specifically. Psychologists also have the opportunity to choose the part of the country and, given the availability of positions, the type of facility -- high, medium, low and minimum security -- in which they wish to work.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System and pension plan. Federal employees also have the additional opportunity to contribute income to the Thrift Savings Plan (TSP), which is the government's version of a 401K plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with Public Law 100- 238, applicants for **entry-level staff positions** must not have reached their 37th birthday at the time of appointment.

## **Application Requirements and Procedures**

The Doctoral Psychology Internship Program at FCC Victorville is open to doctoral students in APA-accredited clinical and counseling psychology programs who are citizens of the United States. In order to be internship eligible, students must have successfully completed all doctoral course work, other than the dissertation, by the beginning of the internship. The Bureau of Prisons is an Equal Opportunity Employer and encourages the application of minority and diverse students.

### **Eligibility Requirements**

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

Intern selection at each training site is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at FCC Victorville are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship 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.

Applicants should understand that the Bureau is also bound by the specifications of the [Pathways Program](#). While the Pathways Program is a specific process for verifying eligibility for the Doctoral Psychology Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the [USAJOBS website](#).

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

## **Application Procedures**

Early fall, graduate students from APA accredited clinical and counseling schools interested in a Doctoral Psychology Internship position at FCC Victorville should complete each of the following steps:

### **1. AAPI**

A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Each Bureau training site considers AAPI Online materials separately. Therefore, all application materials should be uploaded for each site in which you are interested by their deadline. Applicants are encouraged to submit materials as early as possible. Late applications will not be considered.

\* Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.

B. Completed applications for FCC Victorville include:

- APPIC Application for Psychology Internship (AAPI), <http://www.appic.org/>
- *Official* transcripts of all graduate work
- Three letters of recommendation from supervisors familiar with the applicant
- One work sample of an assessment report, preferably with an adult client

C. Once applications are submitted online via APPIC, they will be reviewed individually by FCC Victorville Psychology Services staff. While prior clinical experience (i.e. practicum) in a correctional, forensic, or inpatient mental health setting is not required, applicants with these experiences are typically viewed as having competitive application.

## 2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

A. After the AAPI Online application is reviewed, applicants will be notified via e-mail, mid-November, regarding application status. Applicants invited to continue with the process for employment (internship), will be instructed to complete the USAJOBS portion of the application.

B. Read the announcement on USAJOBS completely, especially the sections "Qualifications Required" and "Required Documents." Apply online and submit ALL required supporting documentation. Required Documents include:

- Resume – in order to receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification
- Transcript – a transcript which includes the School Name, Student Name, Degree and Date Awarded. You should use an unofficial or official copy from your school's registrar's office
- Verification of Completion of the AAPI – examples of verification of completion of the AAPI include 1) a statement from the Training Director presiding over the doctoral program validating completion of the AAPI and matriculation at a clinical or counseling doctoral program or 2) a copy of confirmation of completion of the AAPI and registration for Match (i.e. proof of payment or APPIC Match ID number)

C. During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process.

D. After closure of the USAJOBS vacancy announcement, the Consolidated Staffing Unit (CSU), in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forwarded to the internship site to be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15.

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

### **3. Interview Process**

A. In early December, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview, which are generally conducted in December or January.

B. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test. If you are applying to more than one BOP internship site, you may only have to complete portions of this process once. Results of the security clearance procedures can be shared with other Bureau sites for your convenience.

C. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.

D. Offers of positions at FCC Victorville are made in strict accordance with the policies of the APPIC's Internship Matching Program.

**All AAPI application materials must be submitted online by November 3, 2019  
at 11:59 PM**

Psychology Services at FCC Victorville is very excited about our internship program and appreciate your interest. Feel free to contact the Internship Program Coordinator, Dr. Victoria Pagano, if you have any questions.

**Dr. Victoria Pagano**  
**Internship Program Coordinator**  
**FCC Victorville**  
**13777 Air Expressway Blvd**  
**Victorville, CA 92394**  
**(760) 530-5700, ext. 5897**  
[vpagano@bop.gov](mailto:vpagano@bop.gov)

## Internship Admissions and Support Data

Date Program Tables Updated: August 20, 2019

### 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. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. There are no minimum requirements regarding assessment and intervention hours. To ensure that interns are prepared to complete the internship while carrying on any research project required by the graduate program, applicants must have defended the proposal for such project prior to the match date. They must have completed all doctoral course work by the beginning of the internship.

**Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:**

Total Direct Contact Intervention Hours	<input checked="" type="checkbox"/> N	<input type="checkbox"/> Y	Amount:
Total Direct Contact Assessment Hours	<input checked="" type="checkbox"/> N	<input type="checkbox"/> Y	Amount:

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

To be internship eligible, students must be U.S. citizens who have lived in the United States for the past 3 out of 5 years. In accordance with Public Law 100-238, they must not have reached their 37th birthday. Applicants will be required to complete a security clearance procedure before the offer of an internship position can be considered final. The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. Please refer to policy statement 3713.30 Diversity Management and Affirmative Employment for further information regarding nondiscrimination policies.

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

Annual Stipend/Salary for Full-time Interns	\$60,414	
Annual Stipend/Salary for Half-time Interns	NA	
Program provides access to medical insurance for intern?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<b>If access to medical insurance is provided:</b>		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs/pay period	
Hours of Annual Paid Sick Leave	4 hrs/pay period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Other Benefits (please describe): Interns may be eligible for a Healthcare Flexible Spending Account. Specific maternity and paternity policies are also available.		

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

## Psychology Staff at FCC Victorville

### **Psychologists**

#### **M'liss Doman, Psy.D., Chief Psychologist**

Dr. Doman received her degree in Clinical-Community Psychology from University of La Verne. She completed her internship at Loma Linda University Medical Center. She began her career in the Bureau of Prisons as a staff psychologist in 2011 at FCC Victorville. In 2013, Dr. Doman promoted to the Resolve Program Coordinator and was again promoted to Chief Psychologist in 2014. Her clinical interest areas include mental health and female offenders, Dialectical Behavioral Therapy (DBT), severe mental illness, and suicidality. She is a licensed psychologist in California.

#### **Victoria Pagano, Ph.D., Internship Program Coordinator**

Dr. Pagano received her degree in Clinical Psychology from Palo Alto University. She completed her internship at the Bureau of Prisons' Metropolitan Detention Center, Los Angeles. Dr. Pagano served as a staff psychologist at USP Victorville before promoting to the Internship Program Coordinator. Her clinical interest areas include severe mental illness and forensic evaluation. She is a licensed psychologist in New York.

#### **Rachel Abrams, Psy.D., BRAVE Program Coordinator**

Dr. Abrams received her degree in Clinical Psychology with an emphasis in Forensic Psychology from the American School of Professional Psychology at Argosy University, Orange County, CA. She completed her internship and post doctorate at La Frontera Center in Tucson, AZ, during which she treated individuals with severe mental illness and substance abuse issues. She began her career in the Bureau of Prisons as a staff psychologist in 2015 before promoting to the BRAVE Program Coordinator. Her clinical interest areas include forensic psychology, suicidality, and substance abuse.

#### **Annabel Lee Fields, J.D., Psy.D., Drug Abuse Program Coordinator**

Dr. Fields received her joint degree in Law and Clinical Psychology from Widener University in Chester, PA and the Widener University School of Law in Wilmington, DE. She completed her internship at the Delaware Psychiatric Center in New Castle, DE with rotations in forensics, intakes, geriatrics, assessment, and the "aggressive males" unit. Dr. Fields began her career with the Bureau of Prisons in 2011 as a Staff Psychologist at FCC Victorville, California. She was then promoted to the position of DAP Coordinator in 2014. Her clinical areas of interest include CBT for psychosis, substance abuse treatment, and suicidality. She is a licensed clinical psychologist in the state of California and teaches as an adjunct professor at local universities.

#### **Michelle Irvin, Psy.D., Resolve Coordinator**

Dr. Irvin received her degree in Clinical-Community Psychology from University of La Verne. She began her career in the Bureau of Prisons as a staff psychologist in 2015 before promoting to the Resolve Coordinator. Her clinical interest areas include Cognitive Behavioral Therapy, severe mental illness, mental health and female offenders, suicidality and crisis intervention. She is a licensed psychologist in California.



**Laura DePierre, Psy.D., Staff Psychologist**

Dr. DePierre received her degree in Clinical Psychology from George Fox University. Her clinical interest areas include correctional settings as therapeutic milieus, criminal thinking, psychopathy, severe mental illness, and treatment for individuals convicted of sexual offenses.

**Lizz Sugleris, Ph.D., Staff Psychologist**

Dr. Sugleris received her degree in Clinical Psychology from Sam Houston State University. She completed her internship at the Bureau of Prisons' Federal Medical Center Lexington. Her clinical interests include forensic evaluation, the treatment of sexual offenders, the treatment of personality disorders, and female offenders. She is a licensed psychologist in California.

**Lauren McGhee, Ph.D., Staff Psychologist**

Dr. McGhee received her degree in Counseling Psychology from Howard University in Washington, D.C. She completed her internship at the Bureau of Prisons' Federal Correctional Complex Petersburg in 2018. Her clinical interests include intersectional identity, the impact of oppression and privilege on mental health, trauma/intergenerational trauma, and narrative therapy.

**Emily Morse, Ph.D., Staff Psychologist**

Dr. Morse received her doctorate in Clinical Psychology from Pepperdine University. She completed her internship at the Federal Bureau of Prisons' Metropolitan Detention Center, Los Angeles. She started as a staff psychologist at the Federal Correctional Complex in Victorville in 2019. In addition to her experience in the Bureau of Prisons, she has experience working at Metropolitan State Hospital, Twin Towers Correctional Facility, and at Harbor UCLA Medical Center. Her clinical interest areas include severe mental illness, substance use, and forensic evaluation.

**Drug Treatment Specialist**

Jesse Davis  
Derrick Hendley

**BRAVE Treatment Specialist**

Erica Texada-Lewis  
Peter Sanchez  
Carmen Herrera

**Psychology Technicians**

Shinique Brown  
Randy Courtney  
Bobby Blakeney

## Victorville Area

Victorville is situated approximately 85 miles northeast of Los Angeles, 35 miles northeast of San Bernardino, and 180 miles southwest of Las Vegas, Nevada. Interstate 15 and State Highway 18 intersect near the center of Victorville and the city is bordered on the west by Highway 395. The city is just north of the San Bernardino Mountains, at the edge of the Mojave Desert. The Mojave Desert region is part of the Great Basin of the United States. Once a part of an ancient interior sea, the desert was formed by volcanic action and by material deposited by the Colorado River. The Mojave River is the largest stream, which flows through the valley. About 1,450,000 acres of the desert are protected in the Mojave National Preserve.

Located 2,875 feet above sea level, Victorville provides a taste of all seasons, from winter snow to spring blossoms and summer sunshine. A place where city lights still reflect the beauty of a twinkling star, where community pride infects even the newest resident and the uniqueness of a Joshua Tree, it is only surpassed by the magical display of colors painted across the smog-free desert sky at sunset. The weather in Victorville is typical of any arid desert area. There is sunshine 95% of the year! The temperature is uniformly warm throughout the year, although there is a wide variation from day to night. Strong, dry winds blow in the afternoon and evening.

The prevailing winds flow off the Pacific Ocean to the south and are a major force in keeping the air smog-free. The temperatures are high in the summer, often in the 100's with low humidity. Located in the rain shadow of the Coast Ranges, the Mojave receives an average annual rainfall of approximately six inches, mostly in winter. Juniper and Joshua trees are desert-type vegetation that are present in the Victor valley. Fall and winter temperatures rarely drop below freezing and only at night. During the winter, snowfalls are rare in this area.

The High Desert City of Victorville offers affordable real estate, a large labor force, and industrial and commercial sites convenient to transportation systems. Victorville blends the best of both worlds, offering the convenience of city life with the comfort of small town living, truly making it "The Other Southern California." Many staff also reside down the neighboring towns of Fontana, Rialto, San Bernardino and Rancho Cucamonga, located approximately 35 miles southwest of Victorville, off I-15; vanpools may be available for these areas.

The City of Victorville encompasses approximately 73.89 square miles of land. Victorville has experienced a substantial growth since 2000 with population growing from 64,029 people in 2000 to an estimated 122,265 resident in 2016.

The population of Victorville is culturally diverse along with the greater Southern California Region. While white residents continue to represent the largest percentage of the population (currently 47 percent), ethnicity distribution is as follows: 33.5 percent

Hispanic, 11.9 percent African American, 3 percent Asian and 4 percent other.

Of the Victorville population 25 years or older, 78.52% have completed high school with over 48.01% having some college education as well.

The median household income in Victorville increased from \$15,617 in 1980 to \$42,374 in 2005. The fastest growing income segments in recent years are the middle-income \$40,000 to \$60,000 segments, reflecting residents drawn to the relatively affordable housing opportunities in the Victorville area.

### **Arts & Entertainment:**

Local residents are able to enjoy a night at the theater or a day at the fair all in their own backyard. The Victor Valley offers numerous recreational options. The Performing Arts Center, located on the Victor Valley College campus, provides a wide variety of cultural entertainment including concerts, speakers, plays, musicals, and more. Old Town Victorville boasts an eclectic selection of antique stores and specialty shops and is home to the nostalgic Route 66 Museum. The Victor Valley Museum, located at Jess Ranch in Apple Valley, provides a look at local history, and the Apple Valley Science and Technology Center gives kids of all ages a glimpse of the future. The San Bernardino County Fair in Victorville livens up each spring with carnival rides, livestock competitions, exhibits, a rodeo, a demolition derby, celebrity concerts and much more. Throughout the year the San Bernardino Fairgrounds plays host to many other activities including the annual High Desert Opportunity Business Outlook Conference, Home & Garden Show, and Fourth of July Fireworks Spectacular. Among the other cultural and recreational options are the Adelanto Yardbirds, a Triple A baseball team located on the city's western border in Adelanto. There are 13 city parks, as well as teen centers, baseball diamonds, tennis and racquetball courts and so much more. The city also boasts movie theaters, golf courses, and over a hundred restaurants serving everything from fast food to gourmet cuisine.

### **Education:**

With our close proximity to Los Angeles, there are numerous Colleges and Universities which we maintain contact with. Additionally, numerous members of our staff serve as adjunct faculty in undergraduate and graduate psychology programs.

### **Airport:**

The closest and largest airport to Victorville is the Ontario International Airport (ONT), located in Ontario, California, and is located 46 miles southwest.