

Federal Correctional Institution
ENGLEWOOD

Littleton, Colorado



Doctoral Psychology Internship
2022-2023

APPIC Membership Number: 2533
National Match Code: 253311

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

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Introduction

The Psychology Services team at the Federal Correctional Institution (FCI) Englewood in Littleton, Colorado, is delighted that you are considering our Doctoral Internship Psychology Program. We recognize that choosing an internship site is an important step in your academic training, and we invite you to seriously consider the unique array of training opportunities offered at FCI Englewood. Our internship program seeks to foster the professional and personal growth of each intern. The program is structured to provide certain core experiences to each intern, yet is sufficiently flexible and individualized to provide learning opportunities in areas of special interest. Although each intern completes all rotations, we request input from the intern in selecting training experiences designed for the intern's specific needs. The internship experience fosters the improvement and acquisition of traditional skills in assessment and psychotherapy with a broad spectrum of clients. Interns collaborate with a variety of professional disciplines and develop increasing sensitivity to ethical and cultural issues. The internship program prepares each aspiring psychologist for a broad range of future employment opportunities, particularly those seeking future employment in a correctional setting. We view interns as "colleagues in training" who are valued members of our Psychology Services department. We currently have **three (3)** full-time intern positions available and look forward to receiving your application.

FCI Englewood is a provisional member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program at FCI Englewood is currently in its first year and, as such, is not accredited by the American Psychological Association (APA). The Bureau of Prisons (BOP) currently has 18 other Doctoral Psychology Internship Programs, with 12 accredited by the APA, 1 on contingency accreditation, and 5 new programs. The BOP has a long-standing reputation of commitment to excellence at the various Doctoral Internship sites. FCI Englewood will continue to build on the internship traditions, accomplishments, proven standard operating procedures, and core elements displayed by our fellow BOP institutions.



Overview of the Federal Bureau of Prisons

The 122 facilities which comprise the Federal Bureau of Prisons (BOP) currently house approximately 131,000 offenders. With the core values of Respect, Integrity, Correctional Excellence, and Courage, 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 high security settings, or penitentiaries. The majority of inmates live in medium, low, or minimum security institutions which have increasing staff-to-inmate ratios, strengthening perimeter fencing and greater internal controls as the security levels rise.

All facilities have in-house support services, including Medical and Psychology Services Departments. The Bureau maintains seven Medical Centers to provide for the medical and psychiatric needs of inmates which 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-conviction.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the BOP provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Evidence of the BOP's reentry efforts lie in the finding of a more recent study conducted by Department 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 reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological programs and services.



BOP Central Office in Washington, DC

Psychology Services in the Federal Bureau of Prisons

With a team of over 37,800 employees, including over 500 psychologists and over 750 clinical service providers, the Federal Bureau of Prisons (BOP) 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.

Psychology Services departments range in size from a single individual to as many as 40 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred, though some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In most 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 the Drug Abuse Program (DAP). DAP is a treatment program which combines manualized treatment along with a modified therapeutic community approach to offer clients insight into the destructive 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 court-ordered forensic evaluations; though the majority of these assessments are completed for treatment and diagnostic purposes. Sometimes non-mental health staff will request assessments. For example, Psychology Services 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 BOP has grown to its present size in the 90 years of its existence, which now includes 122 institutions and more than 150,000 inmates. Thus, Psychology Services will continue to have a strong presence within the BOP.

FCI Englewood

FCI Englewood is a proud member of the Bureau's North Central Region. It is comprised of a low security Federal Correctional Institution (FCI), a Detention Center (DC), and a Satellite Camp (SCP). This results in a multi-mission institution that houses both sentenced and pre-sentence adult male inmates. The institution is situated 14 miles southwest of downtown Denver at the foothills of the Rocky Mountains.

Englewood FCI



The FCI was constructed in 1938, and originally housed juvenile delinquents. It was later converted into an adult male medium-security institution and then reduced to a low-security institution in the late 2000s. The FCI is a Sex Offender Management Program (SOMP) institution, which maintains a minimum of 40% of the population who are inmates convicted of sexual offenses.

Englewood DC



The DC was built in 1987. This facility houses approximately 198 pre-trial/pre-sentence adult males awaiting trial, sentencing, and/or designation to a BOP facility.

Englewood SCP



The SCP was constructed in 1991, to house non-violent minimum security adult males. It houses up to 192 inmates. These inmates are afforded many vocational opportunities.

Psychology Services at FCI Englewood

Mission Statement/Aims

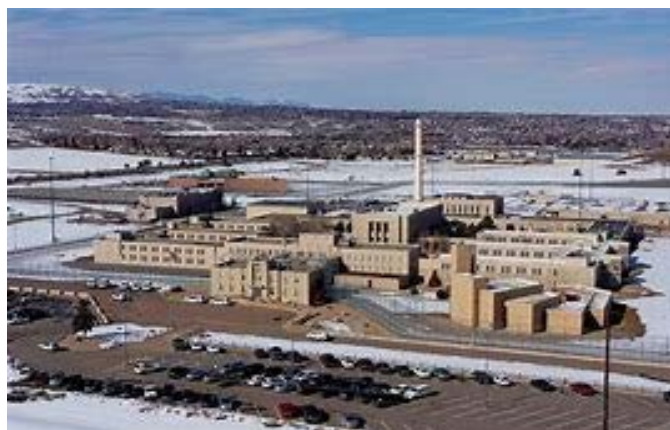
The primary aim of Psychology Services within the Bureau of Prisons is to provide psychological, psycho-educational, and consultative services to inmates and staff. Psychology services within this institution are designed to ensure that every inmate with a documented need and/or interest in psychological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

Services Provided

Psychology staff members conduct initial psychological screenings 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 various staff from other disciplines in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We additionally monitor the adjustment of all inmates with serious mental health conditions.

Resources

The Psychology Services department at FCI Englewood is staffed by eight doctoral-level psychologists with degrees in clinical or counseling psychology, most of whom are licensed. All licensed psychologists actively participate in the supervision of interns. The department is additionally staffed by five treatment specialists who specialize in drug treatment or sex offender therapy. Each of our three institutions are equipped with private psychology offices for assessment and treatment; along with larger rooms for groups. As a way to stay connected within our department, we have weekly psychologist meetings and intermittent department meetings. This promotes a professional treatment atmosphere and fosters close working and collegial relationships between psychology staff. Staff all have access to computers and maintain psychology records on a computerized database. Additionally, computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site. Computerized literature searches through the Bureau's library in Central Office provide access to many full text articles and those not available in full text, can be quickly provided by library staff. Other resources include audio and video equipment for clinical services and training.



Specialty Programs at FCI Englewood

Forensic Evaluation

DC Englewood is one of 15 sites in the Bureau of Prisons to have a forensic evaluation program. The evaluations are court-ordered and predominantly consist of competency to proceed and criminal responsibility (sanity) assessments. These evaluations are completed at the detention center on an outpatient basis. These assessments involve intensive psychological evaluation, thorough understanding of legal standards and procedures, and highly refined report-writing skills. Defendants from across the United States and Territories are sent to DC Englewood for these evaluations. Our forensic evaluators regularly testify to the results of their assessments throughout the country.

Sex Offender Management Program (SOMP)

The Sex Offender Management Program is a multi-component system comprised of sex offender treatment, risk assessments, and specialized correctional management services. FCI Englewood is one of four low-security SOMP institutions within the BOP and offers the moderate intensity non-residential sex offender treatment program (SOTP-NR) for low-to-moderate risk sexual offenders.

The SOTP-NR is a voluntary program for male sexual offenders in the Bureau of Prisons. The SOTP-NR consists of three phases and generally takes nine to twelve months to successfully complete, with participants in group therapy four to six hours per week. In Phase I, participants focus on challenging their distorted thinking surrounding their offending and taking responsibility for their behavior. Phase II focuses on healthy coping and skill building, as well as the introduction of a process group. The topics covered include communication skills, emotional and sexual self-regulation, victim empathy, and intimacy skills. In Phase III, participants continue practicing skills learned earlier in treatment in an aftercare format. Throughout treatment, they are expected to hold each other accountable, give and receive feedback, support and challenge each other, and focus on leading a healthy, offense-free lifestyle.

Drug Abuse Program (DAP)

The Drug Abuse Program consists of four treatment modalities. Drug Education, which is required for any offender with a history of using or selling substances. The Nonresidential Drug Abuse Program (NR-DAP) is a group designed for treatment of inmates with self-reported substance use disorders. The journalized program is designed to meet the specific individualized treatment needs of the participants, generally challenging their core beliefs, their most fundamental (negative and unhelpful) ideas about themselves, others, and substance use. The focus of NR-DAP treatment is to improve the participants' current functioning and alleviate symptoms that may interfere with their post-release functioning. The Residential Drug Abuse Program (RDAP) is a highly intensive, state of the art program designed to address the need of inmates with substance use disorders. Participants reside in a modified therapeutic community on a housing unit separate from general population. They participate in 500 hours of treatment over the course of nine months. The residential program involves a comprehensive treatment approach that utilizes a cognitive-behavioral orientation along with a strong emphasis on relapse prevention. The modified therapeutic community emphasizes personal accountability and decision-making, as well as the connection of substance abuse to faulty/criminal patterns of

thought that impact all areas of the participant's life. Following the completion of RDAP, participants are required to participate in aftercare for up to 12 months or their release from the institution and then outpatient substance use treatment in the community following release. The Medication-Assisted Treatment (MAT) component involves the use of medications, in combination with counseling and behavioral therapy, to address the needs of inmates with opioid use disorders.

Detention Center Services

The Detention Center provides psychology services the unique opportunity of offering prompt and professional services to a highly transient male defendant population. Numerous inmates cycle through the jail units at the DC on a yearly basis. This population is considered high risk for suicide, adjustment problems, and detoxification from substances. The DC population requires frequent psychological interventions.

General Correctional Psychology

General correctional psychology involves a number of mental health services provided to inmates. Initially, it consists of a universal assessment of mental health needs for inmates designated to the FCI and SCP. If an inmate is identified with mental health needs, psychologists then provide treatment in the form of individual or group therapy. Inmates also periodically have their mental health needs reassessed through self-referral or referral from other institutional staff (correctional officers, unit team, medical providers, etc.). Following the First Step Act, recently enacted by congress, inmates are additionally assessed to determine risk and needs associated with trauma, criminal beliefs/behaviors, and anger management. This program utilizes a risk, need, responsivity model to assure that general correctional psychology services are provide to inmates with the highest risk and need prior to release. General correctional psychology services additionally includes our suicide prevention program to identify and intervene with inmates at risk for suicide.



PSYCHOLOGY INTERNSHIP PROGRAM

Training Model

The FCI Englewood 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, Philosophy, and Aims

The FCI Englewood Psychology Internship Program is a comprehensive learning experience within a multidisciplinary institutional setting. Interns are exposed to a variety of clinical situations, security levels, and a range of client problems. It aims to provide 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.

FCI Englewood provides many rich training opportunities. Interns work with a wide variety of clinical presentations in conducting evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter adult inmates of all ages and security levels, those with chronic medical and mental disorders (ranging from adjustment disorders to psychotic disorders, with many personality disorders; and intellectual and physical disabilities), as well as healthy inmates in our general population. Interns will work with inmates from diverse backgrounds, including various religious practices, different races/cultures, and diverse sexual orientation and sexual identity who are incarcerated at FCI Englewood from across the United States, as well as United States territories and from other countries around the world.

The training offered by the FCI Englewood 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 for consultation. 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 serve as benchmarks for our training of interns:

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

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

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

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

Competency 5: Communication and Interpersonal Skills – The intern is expected to develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those who receive professional services. They will produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated, demonstrate a thorough grasp of professional language and concepts; and they will demonstrate effective interpersonal skills and the ability to manage difficult communication well.

Competency 6: Assessment – The intern is expected to demonstrate the ability to select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics. They will collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well

as relevant diversity characteristics of the service recipient. They will interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective. They will communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.

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

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

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

Training Experiences

Interns will provide services at the FCI, DC, and SCP at various points in the training year. This assures exposure to a continuum of psychology services ranging from outpatient services through residential treatment programs, and offers the intern familiarity and experience for future work with multiple security levels with a wide-range of mental health problems. 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 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 will participate in intensive forensic evaluations. This will allow for the development of clinical interviewing skills, thorough understanding of legal standards and procedures, and growth in report-writing skills. Interns will additionally complete multiple risk assessments with sexual offenders, along with psychosexual evaluations of inmates who wish to participate in the Sex Offender Treatment Program (SOTP-NR). As needed, interns will be involved in conducting suicide risk assessments and non-sexual violence risk assessments. 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 within the SOTP-NR and Residential Drug Abuse Treatment Program (RDAP).

Interns will also have the opportunity to enhance their diagnostic and assessment skills by evaluating inmates entering the institution for emotional or mental problems. Additionally, interns will participate in the extensive evaluation of inmates maintained in restrictive housing for extended periods. Interns will complete psychological evaluations of these inmates, which involves the administration of a structured clinical interview as well as a full battery of tests, as needed. Test batteries may include intelligence, neuropsychological, and personality tests.

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. Interns will additionally provide anger management, criminal thinking, and trauma-focused treatment groups.

Consultation – Interns are supervised in providing consultation to interdisciplinary 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, violence risk assessment, forensic case law, psychopathy, sex-offense specific issues, substance disorders, 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 Bureau-wide video trainings with other interns in BOP Psychology Internship Programs across the country.

Additional Training Opportunities – With close proximity to the Federal Correctional Complex (FCC) in Florence, Colorado, there will be opportunities for collaborative training and

experience in a higher security setting with a variety of unique psychology programs. FCC Florence is home to both a high security institution (United States Penitentiary) and the administrative maximum security institution (ADX), which is the BOP's highest security institution in the Nation. FCC Florence has many treatment programs, including Secure Stages and Resolve, which would provide additional learning experiences for interns. In addition, up to four hours per week may be allotted to work on dissertation, attend conferences, or participate in other work-related training activities.

Training Rotations

The FCI Englewood Psychology Internship Program consists of three primary rotations, each lasting a period of approximately four months. The rotations include:

Forensic Evaluation Sex Offender Management Program Drug Abuse Program

In addition to the primary rotations, each intern will be involved in general correctional psychology and detention center services. These activities will continue throughout the course of the year and involve the following:

1. A minimum of one long-term therapy case will be maintained throughout the year. In addition to facilitating individual treatment, the intern will present a case conceptualization on this long-term therapy case during a joint meeting with medical staff.
2. Each week the psychology interns will complete initial psychology intakes at the FCI, DC, and SCP. This consists of interviewing the inmate, reviewing records, making appropriate recommendations, completing intake documentation, and potential completing formal suicide risk assessments. These intakes may also include evaluations of risk of sexual abusiveness and/or risk of sexual victimization.
3. Intermittently throughout the year, interns will screen inmates who have referred themselves for mental health services and inmates referred by other institution staff. This may involve crisis intervention, brief counseling, or initiation of long-term therapy services.
4. Interns will regularly participate in assessing and providing services to inmates housed in our Special Housing Unit (SHU). This will involve mental health screens, crisis intervention, monthly clinical encounters, long-term SHU evaluations, and weekly rounds.
5. Each intern will participate in the suicide prevention program. They will conduct suicide risk assessments and collaborate with psychology staff to make treatment recommendations, including placement on suicide watch. Interns will be responsible for assisting in training inmates who have been selected as inmate companions. Inmate companions observe inmates placed on suicide watch and provide mentorship to other at

risk inmates within the institution. These trainings take place quarterly and semi-annually throughout the year.

6. Interns will participate in First Step Act evidence-based programming throughout the year, including but not limited to, anger management, criminal thinking groups, and trauma workshops.
7. Each intern will be expected to present their dissertation topic to the Psychology Services 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).
8. Interns will additionally participate in extensive individual supervision, group supervision, and weekly didactic training seminars.

Forensic Evaluation Rotation

During the four-month forensic evaluation rotation, the intern will participate in all aspects of court-ordered psychological evaluations. These evaluations will primarily involve assessment of competency to proceed and criminal responsibility (sanity); however, occasionally other court-ordered evaluations are requested related to treatment at sentencing, waiver of Miranda rights, etc. This rotation will allow interns to develop skills and comprehensive understanding in the areas of forensic evaluation, federal criminal law, and ethics in the practice of forensic psychology. Forensic evaluations often include diagnostic interviews, administration of various testing instruments, and psychological report writing. The forensic program is staffed by two licensed forensic psychologists, along with the chief psychologist who intermittently conducts forensic evaluations.

Forensic Evaluation Rotation Content Areas:

Forensic Assessment – The intern’s experience on the forensic rotation will include direct observation of the supervisor conducting forensic evaluations, conducting diagnostic interviews under direct supervision, learning the administration of unfamiliar tests, administration and interpretation of test batteries, conversing with court personnel regarding forensic cases, documentation of forensic contacts, forensic report writing, and crisis intervention/suicide risk assessments/violence risk assessments that may come up during forensic evaluations. Emphasis is placed on the preparation of written reports which are thorough, yet relevant and understandable when read by a legal audience. Psychology interns may have the opportunity to participate in testimony preparation with forensic psychologists, observe testimony of forensic psychologists, and potentially testify in a forensic case.

Mock Trial – At the end of the forensic rotation, each intern will participate in a mock trial. During the mock trial, the intern will testify in a simulated hearing on a case assigned during their forensic rotation. This will provide an opportunity for psychology interns to learn the intricacies of testifying as a forensic psychologist and how to navigate the adversarial process of a courtroom.

Forensic Didactic Training – Throughout the year, interns will participate in specific forensic training focused not only on the types of forensic evaluations commonly completed at DC Englewood (competency and sanity), but also on various other forensic topics (competency restoration, sexual violence risk assessment, death penalty issues, civil commitment, juvenile issues, personal injury, and child custody). Additionally, interns will read judicial opinions and prepare briefs to develop an understanding of and critically assess the application of case law to various areas of forensic psychology.

Sex Offender Management Program Rotation

The primary goal of the Sex Offender Management Program (SOMP) is to assess and provide intervention to offenders who have difficulty managing their problematic sexual interests. This involves both management interventions, as well as the Non-Residential Sex Offender Treatment Program (SOTP-NR). During this four-month rotation, interns will be involved in all aspects of the assessment and treatment of sexual offenders. The primary aim of the SOMP is to assist inmates to develop skills to reduce their risk for sexual recidivism. The SOMP is staffed by the SOMP Coordinator, two SOMP psychologists, and a SOMP treatment specialist. During this rotation, the intern will work closely with SOMP treatment providers to engage in all aspects of SOMP and SOTP-NR.

SOMP Rotation Content Areas:

Risk Assessment – Psychology interns will conduct actuarial risk assessments utilizing the Static-99R and comprehensive risk assessments to determine appropriate levels of treatment (residential versus non-residential).

Correctional Management Plans – Inmates are placed on Correctional Management Plans after demonstrating a pattern of accessing or attempting to access prohibited sexual materials. Interns would be involved in meeting with such inmates to discuss these prohibited sexual materials, utilize motivational interviewing to recommend treatment programming, and/or placement on formal Correctional Management Plans.

Psychosexual Evaluations – Each SOTP-NR participant will undergo a thorough psychosexual evaluation during the first phase of the treatment program. This assessment will explore a variety of static (historical) and dynamic (variable) risk factors through a detailed clinical interview to determine specific treatment needs. The information provided during the interview will be compared to collateral records and then integrated into a comprehensive report. The report will provide psychological diagnoses and recommendations to develop individualized treatment plans.

Treatment Groups – Psychology interns will regularly facilitate SOTP-NR process and psychoeducational treatment groups with other SOMP treatment providers. The interns will additionally facilitate various adjunct groups focused on a variety of topics including sexual self-regulation, anger management, emotional self-regulation, criminal thinking, and communication skills.

SOMP Administrative Duties – The intern will serve as a valuable member of the SOMP treatment team and therefore, will participate in many administrative duties. These duties will

involve participation in weekly meetings to review SOTP-NR participant treatment progress, review of potentially prohibited sexual materials, and discussion of various topics that affect the SOMP. The intern will additionally carry an SOTP-NR caseload to whom they will provide various case management services. This will involve developing treatment plans, various other documentation, and may include coordinating services related to medical needs, mental health needs, substance abuse treatment needs and/or other programming needs. The intern will also work closely with SOMP Coordinator to provide supervision to practicum students.

Drug Abuse Program (DAP) Rotation

All Federal Bureau of Prisons locations offer various aspects of Drug Abuse Programming to inmates. These programs are designed to provide substance abuse treatment at varying levels of intensity dependent on inmate need. FCI Englewood offers all components of the DAP program to include Drug Education, Non-residential Drug Abuse Program (NR-DAP), Medication-Assisted Treatment (MAT), and a Residential Drug Abuse Program (RDAP). Our RDAP program has a capacity of 60 participants, which is smaller than most residential programs in the BOP. It was developed in this way to accommodate the unique needs of facilitating RDAP within a SOMP institution. Many inmates at FCI Englewood participate in both SOTP-NR and RDAP programming, some even simultaneously. This allows for both treatment programs to coordinate services to meet the individualized needs of our inmate population. The DAP program is staffed by the DAP Coordinator and four treatment specialists. Although interns will be involved in all aspects of the DAP, the majority of their time on this rotation will be spent facilitating treatment in RDAP. The DAP training rotation will involve improving skills in group facilitation, processing, and treatment planning, and gaining an awareness and experience of the unique dynamics involved within a BOP residential treatment unit. Interns will additionally have the opportunity to provide MAT services for inmates with opioid use disorders, as well as coordinating treatment with medical providers within the institution.

DAP Rotation Content Areas:

Assessment – Interns will participate in the screening process for inmates requesting to participate in RDAP. This will involve reviewing collateral documentation, conducting substance use diagnostic interviews, and completing associated documentation.

Therapeutic Community – Psychology interns on this rotation will serve as members of the RDAP 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 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 RDAP 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 the groups as they

advance in the rotation. Interns will additionally facilitate NR-DAP groups, as well as Drug Education.

DAP Administrative Duties – As a member of the RDAP treatment team, the intern will carry a caseload of RDAP participants to whom they will provide various case management services. This will involve developing treatment plans, completing various documentation, and may include coordinating services related to medical needs, mental health needs, substance abuse treatment needs and/or other programming needs. The intern will also work closely with DAP Coordinator to provide supervision to practicum students.

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 Services 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 \$60,538 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. Interns also receive paid federal holidays, 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 BOP 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 for available psychologist positions within the BOP.

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 permanent 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.

Application Requirements and Procedures

The Doctoral Psychology Internship Program at FCI Englewood 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 FCI Englewood 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](#) to verify eligibility for temporary federal employment (internship).

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, 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.

COVID-19 Note: As a mandatory public safety requirement, the Bureau of Prisons (BOP) now requires all staff, including psychology interns, to receive the COVID-19 vaccination as a condition of employment. Proof of vaccination will be required at all BOP internship program sites. Your completed CDC COVID-19 Vaccination Record Card will meet this requirement. You may, however, request a reasonable accommodation from the mandatory vaccination policy due to a qualifying disability or medical condition, or based on sincerely held religious belief, practice or observance.

Application Procedures

In early fall, graduate students from APA accredited clinical and counseling schools interested in a Doctoral Psychology Internship position at FCI Englewood should complete each of the following steps:

1. AAPI

- A. Complete and upload the AAPI Online application for Psychology Internships available on the [APPIC Website](#). Be sure to include all components, including a copy of your vitae, graduate transcripts, and three letters of reference.

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.

- B. Completed applications for FCI Englewood should include the following:
 - i. APPIC Application for Psychology Internship (AAPI)
 - ii. *Official* transcripts of all graduate work
 - iii. Three letters of recommendation from supervisors familiar with the applicant
 - iv. One work sample of an assessment report, preferably with an adult client

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

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

- A. After the AAPI Online application is reviewed, applicants will be notified via email, mid-November, regarding application status. Applicants invited to continue with the process for temporary federal 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:
 - i. 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.
 - ii. 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.
 - iii. 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.

3. Interview Process

- A. In early December 2021, individual Bureau internship sites will be notified which applicants can be invited and scheduled for an interview.
- B. Interviews will be held in January 2022. 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. The computerized Core Values Assessment (CVA) and integrity interview must be completed in-person. If applying to more than one BOP internship site, applicants only have to complete the CVA process once. Results of the security clearance procedures can be shared with other Bureau sites for convenience.

- C. The interview process will consist of 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. In addition to the scenarios regarding correctional practice, the panel interview will also include psychology relevant questions. All components will be conducted by the Internship Program Coordinator, Chief Psychologist, and a Human Resources representative.
- D. Offers of positions at FCI Englewood are made in strict accordance with the policies of the APPIC's Internship Matching Program. If matched with a Bureau of Prisons site, you will be considered an essential worker and will report daily to the institution.

****All AAPI application materials must be submitted online by 11:59 P.M. on November 1, 2021.****

Psychology Services at FCI Englewood is very excited about our internship program and appreciate your interest. Feel free to contact the Chief Psychologist, Dr. Angela van der Walt, if you have any questions.

Dr. Angela van der Walt, Chief Psychologist
FCI Englewood
9595 W. Quincy Ave, Littleton, CO 80123
(303) 763-4300, ext. 1315
avanderwalt@bop.gov

Internship Admissions and Support Data

Date Program Tables Updated: March 1, 2021

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

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:

To be internship eligible, students must be U.S. citizens who have lived in the United States for the past three out of five years. Applicants will be required to complete a security clearance procedure before the offer of an internship position can be considered final.

The Federal Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. Please refer to Program Statement P3713.30, Diversity Management and Affirmative Action Program, for further information regarding non-discrimination policies.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$60,538	
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
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of family member(s) available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of legally married partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Coverage of domestic partner available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs/pay period	
Hours of Annual Paid Sick Leave	4 hrs/pay period	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other Benefits (please describe): Interns may be eligible for a Healthcare Flexible Spending Account. Specific maternity and paternity benefits are also available.		

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

Initial Post-Internship Positions

	NA	
Total # of interns who were in the 3 cohorts	0	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Psychology Staff at FCI Englewood

Psychologists:

Angela van der Walt, Psy.D., ABPP – Chief Psychologist

Dr. van der Walt completed her doctorate degree in clinical psychology from the University of Denver in 2007. She completed her internship with the Federal Bureau of Prisons at the Federal Medical Center (FMC) in Rochester, Minnesota. Following graduation, she worked in private practice and then with the Minnesota Sex Offender Program conducting risk assessments. She returned to the BOP in 2011, where she worked as a Drug Abuse Program Coordinator at the Federal Prison Camp in Duluth, Minnesota. She transferred to the United States Medical Center for Federal Prisoners (USMCFP) in Springfield, Missouri in 2012. She worked as a Forensic Psychologist on an inpatient mental health unit during the next four years. She then transferred to her current position as Chief Psychologist at FCI Englewood in 2016. Dr. van der Walt is licensed in Minnesota and Colorado. She received her ABPP board certification in forensic psychology in 2018. Her clinical interests include forensic evaluation/risk assessment, severe mental illness, and crisis intervention.

Kasey Odell, Psy.D., H.S.P.P. - Internship Program Coordinator

Dr. Odell received both her M.A. in Forensic Psychology (2011) and doctoral degree in Clinical Psychology, with a specialty focus in couple and family therapy (2015) from the University of Denver. She completed her pre-doctoral internship at the Federal Medical Center (FMC) in Rochester, Minnesota. Following internship, she was hired at FMC Rochester as a staff psychologist. She subsequently promoted to an Advanced Care Level Psychologist and took on the role of Internship Program Coordinator in 2017. While at FMC Rochester, Dr. Odell's clinical caseload consisted primarily of patients found incompetent to stand trial or Not Guilty by Reason of Insanity who were civilly committed as dangerous due to their mental illness. She was also a program coordinator for TAILS (Teaching Animals and Inmates Life Skills), a service dog training program that she helped bring to FMC Rochester in 2018. Dr. Odell will be transferring to FCI Englewood in October 2021 as the Internship Program Coordinator. Dr. Odell is licensed in the state of Indiana. Her professional interests include correctional psychology, SPMI, group therapy, preparation for offender reentry, violence risk assessment, and multiculturalism.

Amanda Whitaker, Psy.D. – Drug Abuse Program Coordinator

Dr. Whitaker completed her doctorate degree in clinical psychology from The Chicago School of Professional Psychology in 2008. She completed her internship with the Florida Department of Corrections. Upon completion of internship, she accepted a position as a Staff Psychologist with the Federal Bureau of Prisons at the Federal Transfer Center (FTC) in Oklahoma City. In 2010, she transferred to FCI Englewood as the Drug Abuse Program Coordinator. Dr. Whitaker is licensed in Illinois. Her clinical interests include substance abuse treatment, trauma informed care, crisis management, and group therapy.

Paulette Couf, Psy.D. – Sex Offender Management Program Coordinator

Dr. Couf completed her doctoral degree in clinical psychology, with a joint Master's Degree in Criminal Justice, from Widener University in Pennsylvania in 2009. She has previously worked

as a clinical psychologist in the New Jersey Department of Corrections, in the maximum-security forensic hospital in Atascadero, California, and in the West Los Angeles VA's Domiciliary. She joined the Federal Bureau of Prisons in 2014, working as a Staff Psychologist at the FDC Philadelphia, the DAP Coordinator at FCI Fairton, and now as the Sex Offender Management Program (SOMP) Coordinator at FCI Englewood. Dr. Couf is licensed in New Jersey. Her clinical interests include sex offender risk assessment and treatment, and a whole-person approach to cross-programming.

Gary Bolz, Psy.D. – Sex Offender Management Program Psychologist

Dr. Bolz served as a Correctional Officer at FCI Englewood from 1995 to 1997, when he resigned to pursue his doctoral degree in clinical psychology at the University of Denver. He made FCI Englewood his outplacement training site for approximately one-year. After academics, he completed his internship with the Bureau of Prisons at the MCFP in Springfield, Missouri, and ultimately graduated with his Psy.D. in 2001. Following graduation, Dr. Bolz worked at FCI Englewood as Staff Psychologist, then Chief Psychologist, and since 2010, SOMP Psychologist. His clinical interests include trauma, behavioral intervention, and assessment of sexual recidivism.

Courtney Mills, Psy.D. – Sex Offender Management Program Psychologist

Dr. Mills completed her doctorate degree in clinical psychology from Xavier University in 2018. She completed her internship with the Bureau of Prisons at the Federal Medical Center (FMC) Carswell in Fort Worth, Texas. Following graduation, she worked as a Staff Psychologist in the Bureau of Prisons at the Federal Correctional Institution (FCI) in Fort Dix, New Jersey. She then transferred to her current position as a Psychologist in the Sex Offender Management Program at FCI Englewood in 2020. Dr. Mills is licensed in Colorado. Her clinical interests include severe mental illness, sex offender treatment and risk assessment, and forensic evaluation.

Jeremiah Dwyer, Psy.D. – Forensic Psychologist

Dr. Dwyer received his Master of Arts in Applied Psychology from Fairfield University in 1993, and his Doctorate in Clinical Psychology in 2002, from Nova Southeastern University. He completed his internship with the University of Colorado Health Sciences Center, with a major rotation located at the Denver Reception and Diagnostic Center (DRDC) within the Colorado Department of Corrections (CDOC). Following his internship, Dr. Dwyer continued to work within the CDOC at Denver Women's Correctional Facility, as well as at a private practice that specialized in providing outpatient, court-ordered treatment to individuals convicted of domestic violence. Dr. Dwyer started working for the Bureau of Prisons in 2004, as the Drug Abuse Program Coordinator at FCI Beckley in West Virginia. In 2007, he returned to Colorado to assume his present position of Forensic Psychologist at FCI Englewood. Dr. Dwyer is licensed in Colorado.

Jessica Micono, Psy.D. – Forensic Psychologist

Dr. Micono completed her doctorate degree in clinical psychology from the University of Denver in 2008. She completed her internship with the University of Denver Graduate School of Professional Psychology Consortium, where she worked with adult sexual offenders and sexually abusive youth. Following graduation, she worked for a private agency conducting evaluations and treatment with adult and adolescent criminal offenders as well as with professionals with

substance use disorders. Dr. Micono began her career with the Bureau of Prisons in 2011, at FCI Englewood, where she worked as a Sex Offender Treatment Specialist and later as a Sex Offender Program Psychologist. In 2012, she began working in her current position as a Forensic Psychologist. Dr. Micono is licensed in Colorado. Her clinical interests include forensic evaluation, severe mental illness, and personality disorders.

Kaylee Vigil, Ph.D. – Staff Psychologist

Dr. Vigil completed her doctorate degree in counseling psychology from the University of Kansas in 2017. She completed her internship with the Bureau of Prisons at the Federal Correctional Complex (FCC) in Petersburg, Virginia. Following graduation, she worked as a staff psychologist with the Missouri Department of Corrections. She returned to the Bureau of Prisons in 2018, at FCI Englewood, where she currently works as the Staff Psychologist. Her clinical interests include crisis intervention, antisocial personality disorder, and suicide risk assessment.

Drug Treatment Specialists:

David Morelos, Ph.D.

Misty Hoffer, MA

Mark Heim, MS, CAC II

Barry Wickware, MS

SOMP Treatment Specialist:

Matthew Lange, MA, LPC-MH

Denver and the Surrounding Community



The city of Denver is located 5,280 feet above sea level; giving it the nickname “Mile High City.” It is the largest city in Colorado. The metropolitan area has an estimated 3 million people. In 2016, Denver was named the best place to live in the United States by U.S. News and World Report. Denver is also known for its sunny weather, boasting more than 300 days of sunshine each year. Due to the city’s high elevation and arid climate, dramatic temperature variation is common. Denver sits on the front range of the Rocky Mountains, which provides easy access to both big city life and recreational opportunities for outdoor enthusiasts.

Denver is home to many museums, a nationally recognized performing arts center, and numerous music venues. One of the most iconic music venues is Red Rocks Amphitheater, which is located just a few miles northwest of the institution. Denver also hosts many festivals throughout the year, including the Dragon Boat Festival, Denver Pridefest, Cherry Creek Arts Festival, Denver Oktoberfest, and Taste of Colorado, among many others. The city is home to a number of sports teams, including five major league teams consisting of the Denver Broncos, Denver Nuggets, Colorado Rockies, Colorado Avalanche, and Colorado Rapids.



Red Rocks Amphitheater



Rockies Stadium



Denver Art Museum

With warm sunny days throughout the year, Colorado residents are often found outdoors. Denver and the surrounding areas have many neighborhood parks, along with a fantastic trail system for day to day recreation. Though only a short drive gets you into the Rocky Mountains, which hosts some of the most spectacular views and adventures in the world. This includes hiking (or driving for the less adventurous) to 14,000 foot peaks, kayaking/river rafting, exploring mountain towns, mountain biking, soaking in hot springs, and skiing/snowboarding at one of Colorado’s 32 ski resorts.



Maroon Bells



Steamboat Sprints