North Carolina
Department of Adult Correction
Behavioral Health Services

Doctoral Psychology Internship
Training Brochure

Downtown Raleigh

2023 – 2024 Internship Training Year

Updated December 2022

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MATCH NUMBER*: 214211*

2023-2024 Internship Year
Application Deadline: November 30th, 2022 11:59pm EST

ACCREDITATION STATUS

The NCDAC Psychology Internship Program has applied for accreditation by the Commission on Accreditation of the American Psychological Association (APA). The Self-Study was submitted in June 2021 and has been approved for a site visit (tentatively scheduled for early 2023). For information on the APA accreditation status of this or other internship programs, please call or write to:

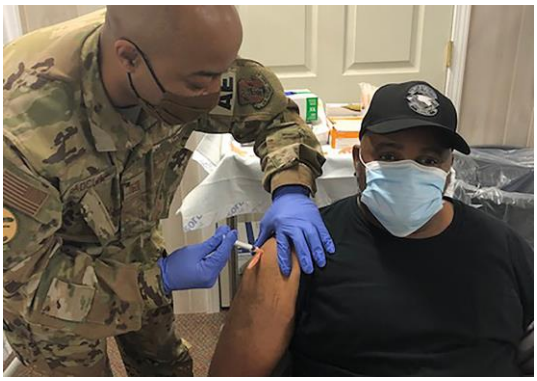
Office of Program Consultation and Accreditation
American Psychological Association
750 First Street NE
Washington, DC 20002-4242
202-336-5979
www.apa.org

Impact of COVID-19 on Training

The COVID-19 pandemic has had a significant impact on all aspects of society, including how clinical services are provided in correctional settings. NCDAP had to adapt to these challenging times, and did so by taking early and proactive steps to mitigate the spread of the virus while simultaneously meeting the treatment needs of the offender population. That process meant that clinical services provided by staff and psychology interns had to be altered in some ways.

As described below, interns participate in three clinical rotations (Central Prison, the North Carolina Correctional Institution for Women, and NC Parole Commission). Over the past year clinical services were required to be conducted in-person at the prison sites, following Center for Disease Control (CDC) guidelines and strict State-mandated safety protocols (e.g., mask wearing, safe distancing, regular staff and offender COVID-19 testing, etc.). Individual therapy and other treatments continued, but group psychotherapies had to be temporarily halted. Assessments for the Parole Commission were conducted virtually. Interns conducted the clinical interviews over WebEx, while record reviews, collateral calls, and report writing took place off-site.

Another change affected by the pandemic included a greater number of seminars being conducted virtually. Presenters shared from an off-site location while interns and the Training Director met in a large conference room. Individual and group supervision was conducted in-person, with appropriate social distancing and mask wearing.



Ongoing improvements in mitigating the virus resulted in updated guidance from the CDC and the governor's office. While safety precautions remain in place, activities and services have returned to normal operations. Many group therapies have resumed. Also, assessments by interns while at the Parole Commission are now in-person. Supervision remains in-person at the respective sites, and seminars have returned to being in-person. Moving forward, several seminars will remain virtual, both for convenience and so a greater breadth of presenters can participate in the training.

Additionally, our program has decided to conduct all future interviews through a virtual platform (WebEx or Microsoft Teams). Interviewees will have an opportunity to meet the current interns virtually and get information from a brief video that provides an overview and introduction to the internship faculty.

One final note: COVID-19 vaccination is highly recommended, but is not required of incoming interns or staff. Further NCDAC information on COVID-19 can be found at: https://www.ncdps.gov/our-organization/adult-correction/prisons/prisons-info-covid-19

Introduction

The North Carolina Department of Adult Correction (DAC), Behavioral Health Services offers four doctoral psychology internship positions. The Doctoral Internship Program is a full-time, 12-month internship with training experiences across three unique settings within our department (Central Prison, the North Carolina Correctional Institution for Women, and the Post-Release and Parole Commission). Our internship maintains membership in the Association of Psychology Postdoctoral and Internship Centers (APPIC); our APPIC member number is #2142. We offer our internship positions through the APPIC Internship Matching Program operated by the National Matching Services, Inc. Our Internship Match Code is #214211.

Overview of the Department's Organizational Structure

Our Doctoral Internship Program is part of a much larger departmental structure. The complexity of the overarching structure can be confusing to new staff and interns alike. The Division of Adult Correction which exists under the Department of Public Safety will become a separate cabinet level department within North Carolina's state government on 1/1/2023 and become known as the Department of Adult Correction (DAC). The Secretary of NCDAC is appointed by the Governor. The new department is comprised of multiple divisions focused on Prisons, Community Corrections, and other areas addressing specialized activities related to training, re-entry services, special operations, and intelligence services. The North Carolina Prison System is comprised of minimum, medium, and close custody prison facilities (currently 55 prisons) across the state of North Carolina, but does not include the county jails typically operated by each individual county Sheriff offices.

The Doctoral Internship Program exists directly within the Behavioral Health Services section of the larger Division of Health Services of the Adult Correction system. Behavioral Health Services includes the clinical services provided by our licensed psychologists and LCSWs, the Alcoholism and Chemical Dependency Program, and the specialized Social Work Services provided to incarcerated persons needing aftercare services during transition to the community at release.

Additional information about the department is available from the NCDAC website: https://www.dac.nc.gov/

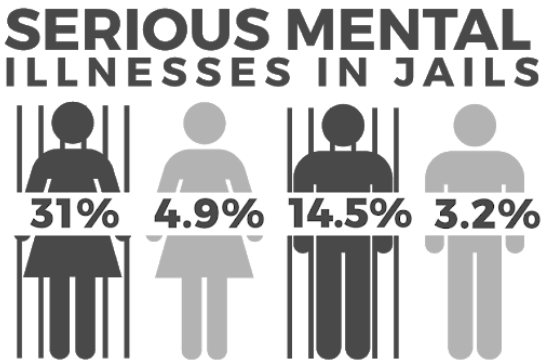
Behavioral Health Services

The NCDAC has the responsibility of delivering comprehensive behavioral health services which provide for the care and treatment of incarcerated people with mental disorders. Treatment programs contain multi-disciplinary services designed to prevent, control, reduce or eliminate those conditions which contribute to the person's mental impairment and enhance those aspects of the person that contribute to health and

wellness. These services include, but are not limited to: (1) patient identification and diagnosis, (2) services for the acutely ill, (3) outpatient services, (4) residential services, (5) special programs for selected diagnostic categories, and (6) preventive services.

Behavioral Health Services are an integral part of the agency's mission to assist offenders in rejoining the broader social context as productive citizens. Correctional populations are traditionally an underserved population and frequently enter the prison system having received the least from other service systems. Significant medical and mental health comorbities create a challenging prospect for rehabilitation while incarcerated as well as during re-entry to the community at release. Behavioral Health is well positioned to support offenders in navigating a stressful period of life (incarceration) and can provide critical diagnostic and treatment services ensuring the correct plan of care is in place for the offender's ultimate success.

Our internship provides broad and generalist training for entry into the professional practice of psychology. The internship is the capstone experience to the intern's graduate training in the foundational knowledge, skills, and attitudes of the psychology profession. The internship program is a central part of our department's mission to train and retain competent staff who can provide effective services that significantly impact the health of the incarcerated population and conversely the broader community.



Internship Model of Training

The NCDAC Doctoral Internship in Health Service Psychology espouses a philosophy and model of training that places the intern into the role of a practitioner-scholar trained to develop experiential skills within a scholarly framework. The internship program strives to reinforce the dynamic interchange between practice and scholarship. The substantive area of professional psychology represented is that of applied psychology in the criminal-justice system. Correctional settings operate within a legal and political landscape in which psychology professionals are frequently called upon to account for their methods and procedures. Psychology staff must and do value the importance of remaining current in empirical and scientific knowledge relevant to this setting. Interns have already received extensive training during graduate school in the empirical and theoretical bases of applied psychological procedures. The internship builds upon the interns' bases as they learn to deliver psychological services that account for the individual, cultural, socioeconomic, and societal considerations of a target population of underserved clients with a broad range of mental health needs.

Mission and Aims

The main mission of the North Carolina Department of Adult Correction (NCDAC) is to improve the quality of life for North Carolinians by reducing crime and enhancing public safety. North Carolina's general statutes direct the department to provide custodial care, educational opportunities and medical and psychological treatment services to all incarcerated persons while at the same time providing community-based supervision and needed social services to individuals on probation, parole or post-release supervision. The Health Services Division of Adult Correction upholds the mission and goals of the department by approaching correctional facilities as public health stations that significantly impact the health status of the larger community, managing the patient care of incarcerated persons so as to improve the health status of the person and the citizens of North Carolina. The aim of the department is to provide care consistent with community standards, focus on the internal and external customers served by Adult Correction, and to hire, retain, and train competent healthcare professionals, while assuring the best value is obtained for the tax dollars spent.

The NCDAC has intentionally focused on building training opportunities to enhance career pathways into the correctional profession. The doctoral internship program extends the training and service mission of the NCDAC by offering a training program that is informed by the profession-wide core competencies necessary to be a competent professional psychologist with a broad generalist foundation, while also having the specialized skills and ability to effectively apply those competencies within a correctional environment. In so doing, the internship program recognizes that clinical practice within a correctional setting requires the same core clinical competencies as general professional practice, but takes place within the complex legal, political, and social context of a prison. Thus, the goal of the program is to train entry-level professional psychologists who can also function competently in a correctional environment.

Central Prison Medical Center

The internship is the capstone experience to the intern's graduate training in the foundational knowledge, skills, and attitudes of the psychology profession. The program emphasizes the applicability of training to a wide variety of patient populations and settings.

Aims of the Training Program

1. **Development of a Professional Identity**: The internship year serves as a transition from student to practitioner while becoming an entry-level professional colleague in psychology. The internship program recognizes that interns may initially experience some aspects of an “imposter syndrome” as they grow their

confidence while progressively demonstrating competencies throughout the training year. By emphasizing the development of attitudes and values consistent with entry into the profession, the program faculty and supervisors not only help develop the professional identitities of the interns, but also build the foundation for the continued development of competency consistent with the APA Code of Ethics.

2. **Integration of Science and Practice** (Practitioner-Scholar): Interns enter the internship year with an extensive foundation in the empirical and theoretical bases of applied psychological methods, but in the correctional setting, psychologists are often called to account for the methods and procedures they employ. In this context, training faculty, supervisors, and other clinical staff model the value of remaining current in best practices and the empirical literature within this setting. Interns also practice the integration of empirical, theoretical, and scientific knowledge during case discussions, individual and group supervision, formal case and didactic presentations, and on-going self-study.

3. **Working with Diverse and Under-served Populations**: The incarcerated population in the United States disproportionately affects disenfranchised groups. Federal data (Bureau of Prisons, 2019) demonstrates this pattern in a snapshot of the demography of federal incarceration rates: (a) 6.0% youth and young adults; (b) 19.5% immigrant status, (c) 37.6% Black or African American, and (d) 3.8% other minority status. North Carolina's incarcerated population mirrors these patterns. Recent NC DAC data (2022) demonstrated (a) 7% youthful and young adult; (b) 3.8% immigrant status, (c) 50.3% Black or African American, and (d) 7.7% other racial minority status. In total, the NC DAC population represents historically and currently marginalized populations. While many trainees may later choose to practice in non-correctional settings, the program strives to develop an appreciation for the provision of service to patient populations that exhibit diversity in presenting complaints, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and socioeconomic status. Given the extraordinary range of individual circumstances our population demonstrates, psychologists and interns in this setting provide services to groups that are traditionally under-served.

4. **Developing Knowledge and Skills in Correctional Psychology**: Building upon the recognition that many interns seek internships in settings that match their career interests, our internship also strives to develop a foundational knowledge base in the law, public policy, and social factors related to the practice of psychology in a correctional environment. The development of specific expertise as a correctional psychologist during the internship year can serve as a foundation for specialization in this unique practice area.

Overview of the Training Program

The internship program includes three training sites within 6 miles of each other within downtown Raleigh, NC that collectively offer a wide-range of generalist clinical experiences. The internship program is directed by the Behavioral Health Training Director. The BHTD leads the Training Committee, which meets regularly to conduct reviews of the internship program, attend to administrative matters, and organize and plan the didactic experiences and clinical training activities available in the program.

Internship Training Sites

2020-2021 Intern Class

The internship training sites (Central Prison, NC Correctional Institution for Women, and the Post-Release Supervision and Parole Commission) provide a broad and representative crosssection of the prison population allowing intern training experiences and case assignments from a variety of individual and clinical presentations. As noted earlier, the clientele is highly diverse. The prison population also demonstrates a growing number of incarcerated individuals who identify as transgender and are in various stages of gender-affirmation transition.

Approximately 24% of the prison population requires on-going treatment for diagnosed mental disorders related to anxiety, depression, bipolar disorder, trauma, and psychosis. Other individuals in the prison system may experience subclinical levels of mental health symptoms related to environmental or life stressors and require brief interventions. Across the three training sites of the internship program, interns are exposed to a broad range of presenting concerns, individual/cultural characteristics, and level of service needs. Interns are expected to spend at least 25% of their time providing direct, face-to-face psychological services to clients.

Post-Release Supervision and Parole Commission

The North Carolina Post-Release Supervision and Parole Commission (the Parole Commission) is an independent agency responsible for approving and establishing conditions for the release of incarcerated individuals. The Commission is comprised of four citizens appointed by the Governor; three must agree for an incarcerated individual to be offered release programs. The Commission may work with prison officials and the individual under consideration regarding the development of a Mutual Agreement for Parole Program (MAPP) to provide gradual access to the community for a structured transition out of incarceration. The Commission is supported by a team of parole analysts who compile information to the Commissioners and interact with incarcerated individuals and their agents. Psychological evaluations are completed upon referral to provide additional information regarding individual risk factors and psychological needs,

with a goal of increasing the likelihood that those who are released are successful in their re-entry to the community at large.

The Parole Commission training site provides opportunities for the interns to experience and participate in a unique aspect of the transition from incarceration to community supervision. Interns participate in psychological evaluations for the Parole Commission to assist in developing recommendations regarding appropriate release from incarceration. The interns will evaluate risk and develop recommendations for individuals in need of mental health treatment in the community under post-release supervision and have the opportunity to participate in evaluations to determine competency to participate in probation/parole revocation hearings, as needed.

Site Supervisor: Ronni Margolin, Ph.D.

2021-2022 Intern Class

Central Prison

Central Prison is a male prison that offers outpatient psychological and psychiatric services within five distinct populations (Death Row, Restrictive Housing, Pre-Trial Detainees, Assessment/Diagnostic Center, and Regular Population). Attached to the prison is the Central Prison Healthcare Complex (CPHC). The CPHC is the main hub for the department to address both the acute mental health and intensive medical needs of the entire male correctional population of North Carolina.

CPHC is comprised of two separate facilities; the Regional Medical Center and the Inpatient Mental Health Facility. The Regional Medical Center includes Urgent Care, Dental, Physical Therapy, and Oncology sections and holds a capacity for 122 beds designed to meet the community standards across a broad range of medical needs for this population. The Inpatient Mental Health Center has a capacity of 212 beds and is designed to address the severe mental health needs of this population through acute inpatient, chronic residential, and Therapeutic Diversion Units (serving offenders with co-occurring mental illness and behavior management problems). Built around a treatment team model, the facility offers a wide range of psychopharmacology, rehabilitation groups, assessment, intensive individual therapy, and aftercare planning.

"This has been the first time in my career that I feel fully capable of doing good work. It is a very supportive environment where help is never too far away." ~2020-2021

Site Supervisor: Benjamin Locklair, J.D., Ph.D.

The North Carolina Correctional Institution for Women (NCCIW)

The North Carolina Correctional Institution for Women (NCCIW) is the state's primary correctional facility for women. NCCIW houses over 1,600 female offenders of all custody levels and control statuses including death row, close, medium, minimum, and safekeepers (pre-trial detainees). It houses the largest offender population in the state and serves as the support facility for the state's other female prisons. The campus-style facility sits on 30 acres of a 190-acre tract of state land in southeast Raleigh. Behavioral Health is located within NCCIW's Medical Complex, a 101,000 square foot, three-floor facility which opened in 2012. The Medical Complex employs over 300 full-time staff that assist in providing ambulatory care, long-term care, and behavioral health care for the female offender population. The complex has 150 dedicated patient beds (39 inpatient medical, 70 behavioral/mental health, and 42 assisted living). Urgent care, disease clinics, dentistry, dietary, physical therapy, podiatry, optometry, and OBGYN are just a handful of the many health services available on-site. The Behavioral Health department at NCCIW provides a wide range of services from aftercare planning to acute inpatient services. On average, over half the female offender population is engaged in some type of mental health treatment. Outpatient services include crisis intervention, as well as individual and group psychotherapy. Self-esteem, art therapy, medication non-compliance, and stress management are a few of the outpatient groups offered. The Medical Complex houses a Residential program, as well as a Therapeutic Diversion Unit. The second floor of the Medical Complex houses the 24-bed Acute and Chronic mental health inpatient units for offenders in need of intensive mental health treatment and stabilization. In conjunction with NCCIW's Diagnostic Center, behavioral health providers also conduct mental health screenings, assessments, and testing for new and returning offenders who may require Behavioral Health services.

Site Supervisor: Heidi Hawkins, Ph.D.

2022-2023 Intern Class

Educational and Training Activities

The 12-month internship program is organized around four-month rotations at each of the three training sites. Each site is comprised of clinical training experiences unique to the facility that enhance the foundational training experiences (e.g., therapy, assessment, crisis intervention). Collectively, the sites offer a wide-range of generalist clinical experiences that form the

foundation of a culturally-competent, ethical, and professional psychologist. Each intern rotates through all three training sites during the training year.

A typical week for an intern involves working four days at Central Prison, NCCIW, or the Parole Commission, and one day focused on shared training activities with the other interns at the Randall Building (Central Office). Although when the interns will rotate through each site will vary, the following sample schedule may be useful in illustrating what a typical week looks like.

Daily Schedule

	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**
7:30	Rotation	Rotation	Administrative	Rotation	Rotation
8:00			Group Supervision		
8:30					
9:00					
9:30					
10:00			Seminar		
10:30					
11:00					
11:30					
12:00					
12:30			Self-directed study/research/CE's		
1:00					
1:30					
2:00			Monthly Discussion Groups*:		
2:30			Assessment in Corrections (1st)		
3:00			Ethics, Policy, and Law (2nd)		
3:30			Multiculturalism (3rd)		
4:00	--	--	Leadership/Supervision (4th)	--	--

*If there is a 5th Wednesday of the month, interns will engage in further self-study/research from 2:00-4:00pm.

At each clinical setting there is the opportunity to engage with staff in other healthcare disciplines including psychiatry, nursing, social work, physical therapy, primary care, and dental. The following activities take place at the two prison sites: individual and group therapy in outpatient, inpatient, residential, and Therapeutic Diversion settings; crisis intervention and Suicide Risk Assessment; psychological evaluations for diagnostic clarification and treatment planning; and diagnosing with targeted treatment planning. Each site provides a unique training experience in terms of offender population characteristics and overall facility layout.

Interns also participate in staff meetings, individual supervision, shadowing, and other hands-on experiences at their clinical rotation sites. Staff meeting examples include:

- Outpatient staff meetings (case presentations, case reviews, and discussion of pertinent information);
- Inpatient staff meetings (review of weekend inpatient admissions and rounds);
- Multidisciplinary meetings with Facility Administration (pertinent information from Facility Warden, discussion or identified significant cases at the facility);
- Facility Transgender Accomodation Committee (FTARC) meetings (as needed to

discuss facility's accomodation of individual offender's gender transition support);

- Alcoholism and Chemical Dependency Program (ACDP, multidisciplinary meeting to review substance use treatment issues and comorbid cases);
- Health Services meetings (led by Health Services CEO for facility, includes health service disciplines, review of pertinent information and critical cases);
- Continuous Quality Improvement (CQI) committee meetings (review key performance indicators related to CQI projects).

Built into the weekly schedule is a dedicated day to focus on common training activities, including didactics (2 hrs/week), group supervision (2 hrs/week), independent study and research, and monthly discussion groups. The seminar didactics are taught by licensed psychologists and other mental health professionals, and typically include well-designed Powerpoint Presentations, handouts, and recommended readings to supplement the topic. Group supervision is led by the Training Director and focuses on professional identify and development. A variety of subjects are addressed, such as social and racial justice, current events that impact clinical practice, complex case reviews, being an expert witness, and preparing for licensure and independent practice.

Interns are encouraged to engage in ongoing research and self-directed study. Time is alloted each week for interns to continue working on their dissertation, collaborate with ongoing staff projects, or intiate a new research endeavor. Interns can also use this time to attend Continuing Education seminars and workshops. Several opportuntiies are available throughout the year. For example, during the past year interns attended workshops on such topics as violence risk assessment, clinical supervision, and personal health and wellness.

Group Supervision

Monthly discussion groups and meetings further compliment the education and training of interns. A senior faculty member leads a 2-hour group discussion on leadership and supervision designed to prepare interns for future supervision and training roles. Monthly group discussion surrounding multiculturalism and diversity focuses on how cultures and subcultures intersect and impact our lives and the lives of our clientele. A dedicated monthly discussion group provides an overview, practice administration, and in-depth discussion of selected psychological assessments in correctional psychology. Finally, once a month faculty lead discussion on ethics, policy, and the law. Attention is paid to applicable standards (e.g., APA, ACA, NC Practice Act, NC DAC policy), relevant statues, mental health case law, the Standards for Educational Testing, and other guidelines. Interns also participate in state-wide Behavioral Health meetings (2 hrs/quarterly).

The common training day (typically each Wednesday) occurs at the central office (the Randall Building) and is completely separate from the training sites. This protected day

also ensures that the full training cohort engages in shared training experiences. Didactics and group supervision sessions are for interns only, but other staff participate in the state-wide Behavioral Health meetings and may participate in select discussion groups.

Description of Clinical Experiences

- Outpatient – Outpatient sevices involve initial assessments of offenders requiring or seeking services at any point during their incarceration. Interns conduct individual therapy with assigned offenders as well as group therapy. Opportunities are also available to provide treatement to offenders on death row. Training exposure to outpatient services is offered at Central Prison (males) and NCCIW in Raleigh, NC.

- Diagnostics/Processing - Diagnostic services involve a multi-disciplinary screening and assessment of individual offenders as they enter the prison system. Each offender typically spends 2 - 6 weeks in a processing center before being transferred to a more permanent facility or housing location. Behavioral health services in processing include what is considered outpatient services, but in a focused, time-limited process. For instance, in processing, the intern would screen and evaluate an offender for potential mental health treatment needs and if treatment is required, develop an outpatient treatment plan which would then be inacted by the primary therapist at the receiving facility when the offender transfers. This services is offered primarily at NCCIW.

- Residential Mental Health – Residential services include a program of activities designed to assess, stabilize, treat, and transition seriously mentally ill offenders to their greatest level of independence. Participation on a multidisciplinary team within the defined program is required. Residential services are offered at Central Prison (males) and NCCIW.

- Inpatient Mental Health – Inpatient services are provided in the Raleigh area at Central Prison for males and the North Carolina Correctional Institution for Women. Crisis admissions, stabilization and transfer, and long term management of the most seriously disturbed offenders are provided at this level of care. Participation in treatment teams is a key element.

- Therapeutic Diversion Units - The purpose of Therapeutic Diversion (TDU) is multifaceted, including goals of decreasing time spent in Restrictive Housing by seriously and persistently mentally ill offenders and selected offenders currently receiving behavioral health services; decreasing offender violent, self-injurious/suicidal, or otherwise disruptive behavior; providing evidence-based and

"Supervisors provided ample preparation for working in a correctional setting even for interns who may not have had any previous experience. The workload was gradually increased throughout the year and provided an appropriate balance between support and a sense of independence."
~ 2018-2019 Intern

multidisciplinary behavioral health-oriented therapeutic programming to offenders; and preparing offenders for successful transition from more to less restrictive environments within NCDAC prisons or to the community at large. Use of Therapeutic Diversion units is intended to decrease the population of mentally ill offenders in restrictive housing settings as well as decrease the rate of releasing such offenders directly from incarceration to the community at large. These goals are accomplished through combinations of structured evidence-based group and individual therapeutic interventions, unit-based leisure and recreation activities, psychiatric medication management, structured behavior-oriented incentive opportunities, systematic introduction of privileges and controlled socialization opportunities, ancillary programming, and multidisciplinary staff involvement. These services are offered at Central Prison (males) and NCCIW.

- Parole Commission Evaluations -The North Carolina Post-Release Supervision and Parole Commission is an independent agency responsible for approving and establishing conditions for the release of incarcerated individuals. Psychological evaluations are completed upon referral to provide additional information regarding individual risk factors and psychological needs, with a goal of increasing the likelihood that those who are released are successful in their re-entry to the community at large.

Supervision

All doctoral psychology interns receive a minimum of 4 hours of weekly supervision from licensed doctoral psychologists. Each intern receives supervision from at least 3 different supervisors during the internship training year. Individual supervision is provided at a minimum of 2 hours per week and 2 hours of group supervision is provided each week (with an additional 8 hours per month through the 4 monthly discussion groups).

Following the intern's orientation to supervision, each supervisor will review the Supervision Contract with the intern; each will sign and date the form once any questions and/or concerns are resolved. The supervisor will keep a copy, give a copy to the intern, and send a copy to the Internship Training Director.

Supervisors are ethically and legally responsible for the work and professional conduct of their intern-supervisees. Supervisors uphold and model standards and practices consistent with the Ethical Principles of Psychologists and Code of Conduct of the American Psychological Association, as well as other applicable standards (e.g., from

the North Carolina Psychology Practice Act; Title 21, Chapter 54 of the North Carolina Administrative Code (21 NCAC 54). In addition, they and the intern will abide by the NCDAC's applicable policies and directives. The intern supervisor provides supervision within the framework of these recognized professional and ethical licensing standards and guidelines for psychologists, as well as the policies of the NCDAC. These standards include, but are not exclusive to, due process, informed consent, documentation, avoiding dual relationships, harassment, sexual exploitation or abuse, competence, consultation, confidentiality, duty to warn, and program and intern evaluation.

The intern supervisors are North Carolina-licensed, doctoral-level psychologists in good standing and in compliance with current licensing standards. Supervisors are qualified to provide the supervisory oversight in the specific areas in which they provide supervision. If an intern has a training need outside the individual supervisor's areas of competence, other arrangements will be made with additional qualified on-site psychology staff. Training records are maintained by both the supervisor and the Training Director.

Primary group supervision is provided by the Internship Training Director once a week for two hours, which serves several functions. It provides weekly contact with the Training Director who can address general administrative concerns and keep a finger on the pulse of what is happening with interns and the internship process. It provides a meeting forum where interns can exchange views and experiences and build their peer relationships. It also serves as a group experience that can foster individual and professional development. Each intern also has an additional hour of individual supervision per month with the Training Director.

Intern and Program Evaluation Procedures

Within the Department of Public Safety, interns are acculturated into the roles of professional psychologists who work in a public sector, correctional setting. Successful completion of the internship requires 2080 hours of supervised experience (40 hours per week for 52 weeks, excluding sick, vacation, and holiday time - see *Work hours and Leave*) and a rating of "4" (Competent) or higher for each competency element on the final evaluation.

Interns' readiness for entry-level practice is formally evaluated at the end of each trimester/four-month rotation using the Intern Evaluation form. The evaluation form includes a 5-point rating scale for each competency with behaviorally-anchored benchmarks. Interns are given timely and written notification of any problems that occur as well as opportunities to discuss problems with the Site Supervisor and the Training Director.

Interns are evaluated across each competency area using the rating scale below:

5= Proficient: The intern has a well-established competence in the element being evaluated.
The use of the element is consistently incorporated into the intern's work as an emerging psychologist and is evident in their daily professional practice. Intern is able to reflect on their experience of the element and knows when to consult. The intern functions in this element at a level that could allow them to work independently. This level characterizes the competency of an experienced post-doctoral resident.

4= Competent: The intern is aware of the element and frequently applies it in their work without need for assistance.
The intern seeks greater learning about and understanding of the element as a form of ongoing development. Supervision focuses on further refining and developing advanced performance of this element. Intern is ready for post-internship supervised experience.

3= Maturing Competence: The intern is aware of the element and can utilize this awareness to inform their work in the internship setting, though the intern may still need assistance to regularly use the element.
Ongoing supervision and monitoring is focused on continued advancement, integration, and consistency. Intern is nearing readiness for post-doctoral supervised experience and will need further attention on this element to be able to function completely independently.

2= Emerging Competence: The intern has a basic foundation in the element and moves toward acquiring competence in it.
The intern may have cognitive understanding or experiential skill with the element, but those may not be well integrated. Significant supervision and monitoring are required to support the skill. While a formal remediation plan is not necessary, steps will be taken to provide additional assistance in developing skill in this element.

1= Insufficient Competence: The intern does not understand or is unable to effectively demonstrate the element.
The intern does not understand the element, is unable to effectively demonstrate the element, or the intern exhibits behaviors indicating lack of readiness for the work that will be required in the internship setting. A doctoral intern evaluated at this level will require immediate augmented supervision or structured training opportunities. No confidence in ability to function independently at this time. This level of competency prompts the development of a formal remediation plan.

N/O= Not Observable/Applicable

The individual Site Supervisors complete the evaluations. The Internship Training Director provides feedback that may be incorporated into the evaluation. The

evaluations are reviewed and signed by both supervisor and the intern. These are provided to the Training Director, who also discusses with the interns their progress and areas of continued growth. Communication between the Site Supervisors and Training Director is ongoing, but also takes place at this time. Copies of interns' progress (i.e., their supervisor evaluations) are shared with their doctoral programs at mid-year and end of the year. Any additional evaluation requirements requested by the intern's school are completed upon request.

Each intern completes written evaluations of the internship program, their individual supervisors, and the didactic trainings at the end of each trimester. Interns are encouraged to be candid with their input regarding areas where supervisors might need to enhance their skills or adjust their supervision style. The evaluations are submitted to the Training Director and this information is considered in evaluating the functioning of the internship program. Significant concerns about supervision within a specific program area or with a specific supervisor would be addressed to the relevant staff on an individual basis by the Training Director.

In addition to completing scheduled evaluations of the program and supervision, the intern is also encouraged to discuss any issues and concerns with the individual Site Supervisor or the Training Director as they emerge. Attempts will be made to negotiate and work out differences and conflicts so that the intern can focus on learning and developing proficiency as a professional psychologist. As described in the Due Process and Grievance Procedure policy, the intern also has a formal grievance process available.

Interns evaluate didactic trainings occur after each seminar. The information gathered from these reviews are summated by the Training Director and forwarded to the presenters. The feedback is used in making improvements and planning for future didactic offerings.

At the end of the training year, interns also engage in a group feedback session with the Training Director, providing an additional opportunity for them to share their thoughts for improving the program. Feedback is solicited about all aspects of the training program, such as the general work environment, supervision and didactic activities, training program coordination and leadership, etc.

Six months following completion of the internship, interns are sent a post-internship survey to complete. This allows interns an additional opportunity to provide feedback about the training and supervision they received. This information is used to make continued improvements to the training program.

Training Resources

NCDAC has a wide range of training resources available to meet the needs of interns. We have a wealth of printed and digital educational information and videos pertinent to issues common to the various populations that are treated. Interns have access to computer facilities for scoring psychological tests and report writing. Time off for relevant training may be granted by the intern's Site Supervisor and Training Director. Clerical staff assist with scheduling and also provide other support functions. Like all staff, interns have office and computer access with e-mail and internet services.

Internship Eligibility, Stipend, and Benefits

Applications are accepted from students in regionally or nationally accredited doctoral programs in clinical or counseling psychology. A minimum of 1,000 practicum hours are expected to have been completed prior to the ranking deadline. All formal doctoral coursework, comprehensive exams, practicum training requirements, and dissertation proposal should be completed prior to beginning the internship. Interns must have earned a master's degree in psychology in accordance with the NC Psychology Practice Act (G.S. 90270) to meet the minimum requirements of the masters-level Staff Psychologist position our interns are hired into.

Also, a criminal background check is required (completed by our internal departmental security services at no expense to the intern candidate) prior to the ranking deadline. All State employees, including interns, are subject to testing for any controlled substance listed in Schedules I through V of the Controlled Substances Act (21 U.S.C. 812) and any drug listed in Schedules I through VI of the North Carolina Controlled Substances Act. *Note:* cannabis (marijuana) is considered an illicit substance in North Carolina.

"This internship provided me with the opportunity to practice independently while providing consistent support and guidance. I was able to explore several different career paths within corrections due to the diversity of the program. Overall, my internship year was filled with opportunity and support that set me up for success in my career."
~ 2015-2016 Intern

Required minimum criteria used to screen applicants:

- Three years or more of pre-internship training in a regionally or nationally accredited doctoral program in psychology.
- Completion of at least 1,000 practicum hours
- Advancement to candidacy for doctoral degree (i.e., completion of comprehensive exams, completion of all doctoral program course requirements).
- Masters degree in psychology (per NC Psychology Practice Act; G.S. 90270) by ranking deadline

Stipend and Benefits

- $60,527 annual salary, paid monthly
- State Health insurance
- State Retirement Plan
- 14 days Personal Leave per year
- 12 days Sick Leave per year
- 12 State Holidays (per official state schedule)

Full State Employment

Interns with the North Carolina Department of Adult Correction are fulltime employees with the state of North Carolina in time-limited positions. Each intern is in a fully salaried state position with full state benefits. This means that each intern receives the full benefits package afforded to state employees including earning creditable service time within the State Retirement pension plan. See https://oshr.nc.gov/state-employee-resources/benefits for full details

Health Insurance

Interns are eligible for the same benefits as fulltime state employees. As part of the New Hire process, interns will have the opportunity to select the Health Plan they prefer. See https://oshr.nc.gov/state-employee-resources/benefits/state-health-plan and https://www.shpnc.org/ for additional details.

Work Hours and Leave

Each intern is expected to complete a fulltime 12-month internship experience corresponding to an approximate 2,000 hour training year. This means that the expected schedule for each intern includes a 40-hour work week for 52 consecutive weeks. Our internship program does not allow interns to work on-site during state holidays as the immediate availability of supervisors is limited on those days. The state typically has 12 holidays per year.

Interns are also allowed up to 26 days of leave (personal, vacation, sick) during the internship year for a total allotment of 304 hours of leave/holidays (12 holidays and 26 days leave). Interns seeking to use leave should request time off in advance by emailing the site-supervisor responsible for the impacted training site/clinical setting and copying the Training Director (as well as any other impacted staff or ancillary supervisor). Interns experiencing unanticipated illnesses should send notifications as soon as possible, but always prior to the start of the work day. Also, interns who match with our site are encouraged to review the leave policies as they relate to which types of leave are eligible to be paid-out at the completion of employment (end of internship unless hired into a permanent position with us post-internship).

Interns requiring extended leaves of absence due to maternity/paternity needs or extended illnesses should consult with the Training Director and the Site Supervisor; certain situations may require an extension of the training year to accommodate the absence.

Training Faculty

Marvella Bowman, Ph.D., *Behavioral Health Training Director*
University of Albany, State University of New York (2012); Internship: Miami Children's Hospital Psychology Department.

Heidi Hawkins, Ph.D., *Assistant Director of Behavioral Health, Central Region*
Bowling Green State University (2002); Internship: Salem VA Medical Center.

Benjamin R. Locklair, J.D., Ph.D., *Psychological Program Manager*
Drexel University (2018); Internship: Stony Brook University, Counseling and Psychological Services.

Ronni Margolin, Ph.D., *Senior Psychologist*
Georgia State University (1991); Internship: Colmery-Oneill VA Medical Center. Fellowship (1993): Karl Menninger School of Psychiatry.

Melissa Mowder, Ph.D., *Deputy Director of Behavioral Health*
Indiana University (2008); Internship: Green Chimneys Children Services.

Lewis Jonathan Peiper, Ph.D., *Director of Behavioral Health*
University of Georgia (2009); Internship: Medical College of Virginia, Virginia Treatment Center for Children.

The Local Area

NCDAC is located in downtown Raleigh, the Capital of North Carolina. Raleigh is situated halfway between the Blue Ridge Mountains and the beautiful beaches of North Carolina's Outer Banks. The city is adjacent to Durham and Chapel Hill, and the region is known as the Research Triangle Park (RTP) because it hosts a number of high-tech companies specializing in biotechnology, pharmaceuticals, software development, computers, and robotics. The RTP is one of the world's greatest technological research parks, where companies like Lenovo, Sony, IBM, Cisco, Nortel Networks, and Apple have their headquarters. *Fortune* magazine has repeatedly recognized the triangle as one of the best areas for business in the U.S., and *Money* magazine surveys consistently rank the Raleigh/Durham/Chapel Hill area among the "Best Places to Live in America."

The Triangle is known for its incredible educational opportunities and hosts several major universities, including North Carolina State University, the University of North Carolina, and Duke University, as well as several other colleges and teaching institutions. It is no wonder the Triangle lays claim to the highest *per capita* proportion of Ph.D.'s and M.D.'s in the country. People come from all over the world to study or work in the Triangle, and the community exhibits remarkable cultural, social, and political diversity. Aside from visiting students and professionals, approximately half of local residents are not originally from North Carolina.

Raleigh and the surrounding area are a beautiful place to live and work. The rolling hills, pine trees, numerous lakes and natural landscape provide for enjoyable cycling, hiking, kayaking, fishing, golf, and many other outdoor activities. The climate is temperate but mild, with more than 230 sunshine days each year, spring and fall temperatures averaging a perfect 72 degrees, and brief winters with daytime highs hovering around 50. Also, several beaches and the mountains, including the Blue Ridge Parkway, are within a short drive.

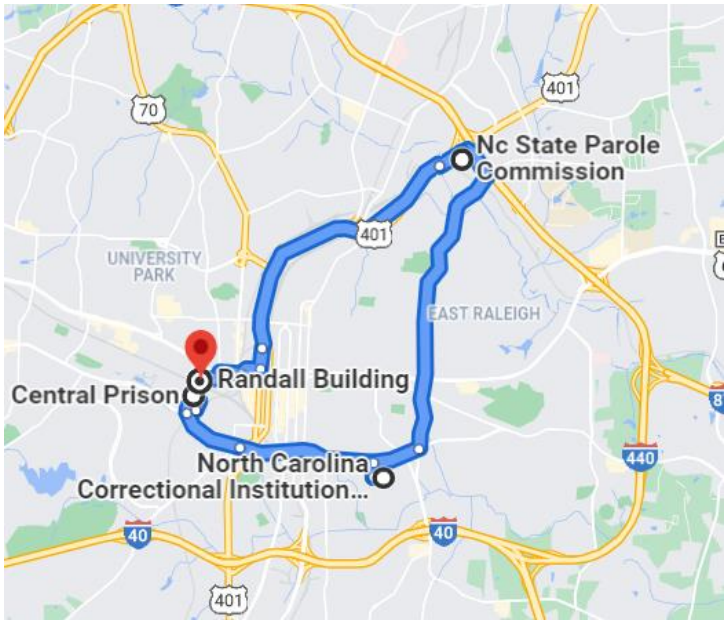
There are also numerous cultural, historical, and educational amenities in the area, including a performing arts center, science and art museums, music festivals, and the North Carolina symphony and orchestra. For professional sports fans, the NHL Carolina Hurricanes are located in Raleigh

and the NFL Carolina Panthers and MLS Charlotte FC are less than 3 hours south in Charlotte. The Durham Bulls are the local AAA affiliate of the Tampa Bay Rays. The local universities are also a hotbed for college basketball, football, and other sports.

For additional information about the area, see the following sites:

www.raleighchamber.org
https://www.visitraleigh.com/
www.durhamchamber.org

Clinical Rotation Sites



NORTH CAROLINA DEPARTMENT OF ADULT CORRECTION
PSYCHOLOGY INTERNSHIP TRAINING DIDACTICS
8/01/2021 – 7/31/2022
Unless otherwise noted, each scheduled didactic will occur in the Randall Building, Small Conference Room,
Wednesday from 10AM – 12PM

	Date	Didactics/Training Events	Presenter(s)
Orientation and Foundational Trainings	8/2 Through 8/20	• HR procedures (insurance, ID Badges, etc.); Program Orientation (**8/2-8/4**) • PREA Training (**8/2, 1-4pm**) • Meet supervisors (**8/3, 12-2pm**) • Facility tours and orientation (**8/5)** • Short Term Assessment of Risk and Treatability (START) Training (**8/6)** • DAC New Hire Orientation: mission, values, organizational structure, and DAC-Prisons policies including due process, grievance (**8/10-8/12)** • First Day of Clinical Rotation **(8/13)** • Basic Life Support **(8/17, 11-4pm)** • Electronic Medical Record Documentation (HERO training) **(8/19–8/20)**	
	8/18	Interdisciplinary model overview: Social Work Services in the Prison System	Jamila Little, MSW
	8/25	Interdisciplinary model overview: Security and Special Operations within Prisons	Ken Smith, Chief of Security
	9/1	Interdisciplinary model overview: Medical and Nursing Services	Elton Amos, M.D./Debbie Crouell, R.N.
	9/8	Self-Directed Violence Risk Assessment and Management *(Recorded Webinar);* Conducting Suicide Risk Assessments	Brianne Layden, Ph.D. Robert Cochrane, Psy.D., ABPP
	9/15	Professional Ethics *(Webinar)*	Bob Stinson, Psy.D., ABPP
	9/22	Assessment of Dangerousness- Part I (*Webinar*)	Kris Lloyd, Psy.D., ABPP
	9/29	***Trip to Pender Correctional*** – Day Treatment Program for IDD	Jackie Mullens, Psy.D., Tracy Kent, M.A.
	10/6	Death Reviews and Quality Care Indicators	Karen Steinhour, Ph.D.
	10/13	Assessment of Dangerousness- Part II (*Webinar*)	Kris Lloyd, Psy.D., ABPP
	10/20	Dual-Diagnosis Treatment in Corrections	Nicole Cates, MA
	10/27	Mindfulness Practices and their Applications	Ronni Margolin, Ph.D.

11/3	Maintaining Professional Boundaries and Security	Lori Conrad, Ph.D.
11/10	***Trip to FCC Butner and Murdoch Developmental Ctr*** Evaluation of Malingering Autism and Developmental Disabilities	Robert Cochrane, Psy.D., ABPP Ruth Hurst, Ph.D.
11/17	Guardianship within DAC (*Webinar*)	Greg Holloway, MSW LSCW Nicholas Mazur, MSW, LCSW
11/24	Thanksgiving Holiday	
12/1	Psychopharmacology: The role of the psychologist & psychiatrist	Heidi Hawkins, Ph.D. & Thomas Sneed, M.D.
12/8	Transgender Health	Katherine Croft, BSN, RN
12/15	***Trip to Maury Correctional*** – Trauma in Corrections; Overview of Treatment Programs	Alyssa Owens, Psy.D.
12/22	Winter Holiday	
12/29	Providing Clinical Supervision	Robert Cochrane, Psy.D., ABPP
1/5	Use of the Rorschach and Projective Measures	Ronni Margolin, Ph.D.
1/12	MMPI-3: Administration, Scoring, Interpretation (*Webinar*)	Yosef Ben-Porath, PhD.
1/19	Gender Identity Assessment, Supportive Treatment Services, and System Response to Accommodations	Tricia Hahn, Ph.D.
1/26	*Behavioral Health Statewide Meeting*	
2/2	Brief CBT for Depression and Anxiety	Heidi Hawkins, Ph.D.
2/9	Criminal Competencies (stand trial, waive Miranda, be executed)	Robert Cochrane, Psy.D., ABPP
2/16	Psychological Testing	Jon Peiper, Ph.D.
2/23	Careers in Corrections: Job Panel with Senior Psychologists	Melissa Mowder, Ph.D.
3/2	Sovereign Citizens and Extremist Views	Dawn Laurent, Psy.D.
3/9	Assessment of Malingering (*Webinar*)	Michael Vitacco, Ph.D., ABPP
3/16	***Trip to Anson Correctional*** – Programming for Female Offenders	Marvella Bowman, Ph.D.
3/23	Intern Presentation: TBD	Intern
3/30	Involuntary Treatment and Due Process	Trisha Hahn, Ph.D.
4/6	Civil Competencies (consent to treatment, guardianship, testamentary)	Robert Cochrane, Psy.D., ABPP
4/13	Intern Presentation: TBD	Intern

	4/15	Violence Risk Assessment Training (full day)	Sarah Collins, Ph.D.
	4/27	Behavioral Health Statewide Meeting	
	5/4	Intern Presentation: TBD	Intern
	5/11	Licensure and Related Credentialing	Rhett Landis, Ph.D., ABPP
	5/18	***Off-site Retreat*** – Professional Health and Wellness (full day)	Lindsay Allotay, Psy.D. Internship Faculty
	5/25	Intern Case Presentation (Scholar Practitioner)	Intern
	6/1	Assisting Offenders in Managing Chronic Pain	Heidi Hawkins, Ph.D.
	6/8	Understanding Psychopathy (*Webinar*)	Steve Jones, M.A.
	6/15	Topics in Police and Public Safety Psychology (*Webinar*)	Susan Hurt, Ph.D.
	6/22	Intern Presentation: TBD	Intern
	6/29	Duty to Warn and Mandated Reporting	Tricia Hahn, Ph.D.
	7/6	Professional Issues in Psychology	Martha Turner-Quest, Exec. Director of NC Psych. Association
	7/13	Good Clinical Documentation (*Webinar*)	Marvella Bowman, Ph.D.
	7/20	Death Penalty Issues	Kris Lloyd, Psy.D., ABPP
	7/27	Wrap Up session and luncheon	

INTERNSHIP PROGRAM TABLES

Date Program Tables are updated: last updated 9/8/2022

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 will be accepted from students in a regionally or nationally accredited doctoral program in clinical or counseling psychology. A minimum of 1,000 practicum hours are expected to have been completed prior to the ranking deadline. All formal doctoral coursework, comprehensive exams, practicum training requirements, and dissertation proposal should be completed prior to beginning the internship. A completed and acceptable criminal background check is required (completed by our internal departmental security services at no expense to the intern candidate) prior to the ranking deadline. Also, interns must have earned a master's degree in psychology in accordance with the NC Psychology Practice Act (G.S. 90270) to meet the minimum requirements of the masters-level Staff Psychologist position our interns are hired into.

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

Total Direct Contact Intervention Hours	N	Y	Amount	400
Total Direct Contact Assessment Hours	N	Y	Amount	100

Describe any other required minimum criteria used to screen applicants:

1. Three years or more of pre-internship training in a regionally or nationally accredited doctoral program in psychology.
2. Completion of at least 1,000 practicum hours
3. Advancement to candidacy for doctoral degree (i.e., completion of Comprehensive exams, completion of all doctoral program course requirements).
4. Master's degree in psychology (per NC Psychology Practice Act; G.S. 90270) by ranking deadline

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	$60,527	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	No
If access to medical insurance is provided		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No

Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	14 days per year
Hours of Annual Paid Sick Leave	12 days per year
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes (circled) No
Other Benefits: 12 state holidays per year; additional consideration for off-site training release time per administrative approval	

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

Initial Post-Internship Positions (Provide an Aggregated Tally for the Preceding 3 Cohorts)	**2019-2022**	
Total # of interns who were in the 3 cohorts	7*	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	1	
	PD	**EP**
Community mental health center		
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center		
Military health center		
Academic health center		
Other medical center or hospital		1
Psychiatric hospital		
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		4
School district/system		
Independent practice setting		
Not currently employed		2
Changed to another field		
Other		
Unknown		

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

*Note, the above referenced cohort years included 1 year (2019-2020) with no interns

**For more information, e-mail the Internship Training Director, Marvella Bowman, Ph.D.at marvella.bowman@ncdps.gov