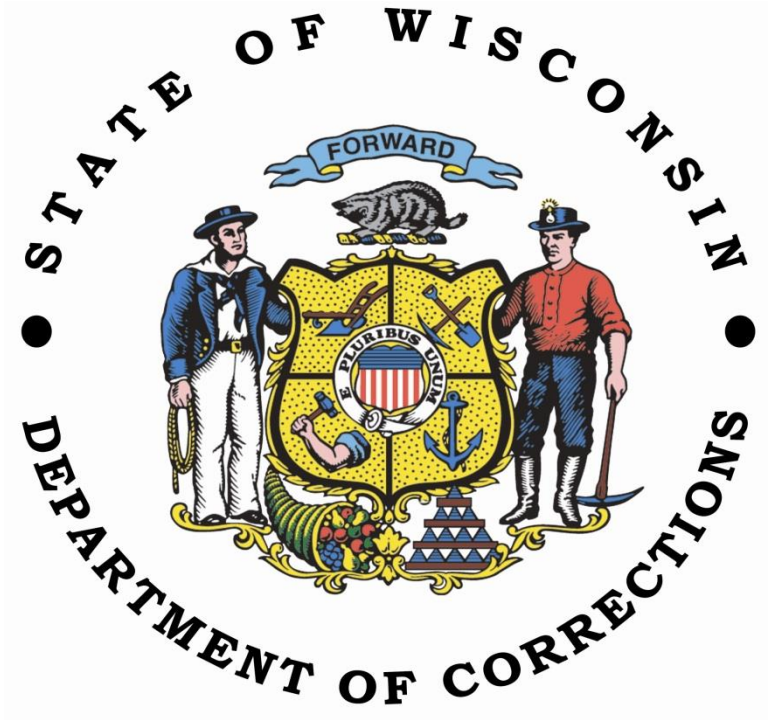
# WISCONSIN

## DEPARTMENT OF CORRECTIONS




APA-Accredited Doctoral Internship
In Professional Psychology

Brochure
(06/19/2014)

**Wisconsin Department of Corrections**
**Doctoral Internship in Professional Psychology**

**Madison, Milwaukee, Oshkosh-Appleton**

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## Summary

**WEBSITE:** http://doc.wi.gov/employment/employment-opportunities/internships
**APPLICATION DEADLINE:** November 1, 2014.
**START DATE:** 09/1/2015
**END DATE:** 08/26/2015.
**ACCREDITATION:** 7-year accreditation in 2006, reaccreditation site-visit July 2013, awaiting accreditation decision.
**STIPEND:** $30,000 plus reimbursement of up to $0.51 per mile (except for Madison Interns).
**TRAINING MODEL:** *Practitioner-Scholar*

**HOW TO APPLY**: The *standard AAPI application* items include (see http://www.appic.org/AAPI ):
(1) a copy of your curriculum vitae,
(2) an official copy of current doctoral transcript(s),
(3) three letters of reference from individuals familiar with your doctoral experience (same for most programs),
(4) the four essays.

Supplementary material required:
(5) an Integrated Psychological Evaluation Report de-identified according to HIPAA guidelines. http://hipaa.wisc.edu/ResearchGuide/deidentification.html. **NOTE:** see the definition at http://www.appic.org/AAPI/AAPI-Supplemental-Materials-Policy/Integrated-Report ] We prefer an integrated personality assessment utilizing major test instruments (e.g., MMPI-2, PAI, Rorschach, WAIS-IV) over a neuropsychological evaluation, and strongly prefer either of those over a report using only survey or screening instruments (e.g., BDI, STAXI, TSI).

**ONE PROGRAM, THREE HUBS:** Our APPIC *program code* is 1635, but our Internship has 3 separate Match Codes. **MATCH CODES**. (*Milwaukee*: 163512; *Oshkosh*: 163513; *Madison*: 163514). If you have any further questions about the Internship Program or the application procedures, please feel free to email us at DOCPsychologyInternship@Wisconsin.gov.

**POST-DOCTORAL POSITIONS:** The Department of Corrections has no formal Post-Doctoral program, but since 2009, 24 of our 40 past interns became employees of the Wisconsin Department of Corrections for at least one year. We regularly hire interns after they complete their internship regardless of the status of dissertation or degree. Many former interns complete their post-doctoral hours, apply for licensure, and build a career with us, while others eventually return to their home states to practice.

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**What Is the Department of Corrections?** [http://doc.wi.gov/Home ]

The Wisconsin Department of Corrections manages over 90,000 adult and juvenile offenders who are either incarcerated in institutions or under community supervision. The Department consists of three major divisions:

- Adult Institutions has a census of more than 21,000 individuals in 21 correctional facilities throughout the state;
- Community Corrections supervises almost 69,000 individuals on parole and probation; and
- Juvenile Corrections, manages nearly 300 youth in juvenile correctional facilities and over 175 under community supervision.

The Wisconsin Department of Corrections Internship serves offenders and inmates in the Divisions of Adult Institutions and Community Corrections.

**How Are Psychological Services Provided?**

Psychological Services are specialized professional units within each correctional institution or community corrections region. Each unit consists of one or more licensed psychologists and sometimes other mental health professionals (e.g., master's level psychologists, crisis workers) who provide direct services to the offender population. Services include assessment, psycho-educational and mental health group counseling, psychotherapy, and crisis intervention. Additionally, staff provides consultation services to other Department of Corrections staff on the management of individual offenders and on program development. Psychological Services staff also conducts research and program evaluation, supervise psychology interns and practicum students, and conduct in-service training with Department of Correction's staff members.

Each psychological services unit in our institutions is supervised by a licensed psychologist who, for administrative purposes, reports either to a warden. In Community Corrections, Psychologists provide services to a geographical area of the state and work in collaboration with Community Corrections Regional Leadership with administrative oversight provided by the DCC Psychology Director.

**How Are Psychological Services Units Staffed?**

Psychology Staff currently include some 127 full and part-time doctoral level, licensed or license-eligible psychologists, several doctoral candidates in clinical psychology and several masters level psychologists. There are also MA or BA level crisis workers, as well as psychological service assistants and associates who provide limited services under supervision of a licensed psychologist.

**What Is the History of the Wisconsin Department of Corrections Internship?**

The Wisconsin Department of Corrections' first internship in professional psychology began in 1969, received full APA accreditation in 1977, and ended in 1988 due to an unusual budget situation. In 1994, it restarted, obtained APPIC listing in 1995, and received full APA accreditation in 2007. We completed our site visit on July 11, and anticipate continued accreditation.

Jim Greer, Bureau of Health Services Director

**How Is The Internship Administered?**

Psychological Services and the internship are part of the Bureau of Health Services, which is directed by Jim Greer. The Internship Core Committee, composed of six psychologists, is supplemented by up to 18 other doctoral level psychologists who serve as on-site supervisors. The committee meets quarterly to conduct progress reviews and other business. The Psychology

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Bruce Erdmann, Ph.D., Psychology Internship Director

Internship Director, Dr. Bruce Erdmann, leads committee operations. The Internship Core Committee maintains frequent phone contact, and meets at least quarterly to attend to administrative matters, selects interns, monitor their progress throughout the year, reviews accumulated data, and monitor the program's effectiveness.

## What Are The Goals and Philosophy of the Doctoral Internship in Professional Psychology?

Our Doctoral internship program uses a Practitioner-Scholar model to help the intern to develop personally and professionally, and to function autonomously and competently in diverse clinical settings. Interns are exposed to a broad range of supervised psychological experiences and formal didactic trainings that help them attain a high level of competence in three primary skills: psychological assessment, psychotherapy, and psychological consultation.

A significant portion of the intern's development evolves from his or her experiences and relationships with staff. Supervisors are available to help interns cope with the process of identification, assimilation, and integration, during which they stretch and reshape their professional-images and ultimately reach a clearer self-definition. Through close associations with our staff, interns develop a sense of involvement and belonging in the larger community of psychologists.

The large number of psychologists, psychiatrists, social workers, and other staff with whom the interns interact provides a rich variety of role models. These staff members range widely in age, clinical experiences, theoretical orientation, and professional activities. Some staff members teach courses at colleges and universities, consult with other agencies, supervise university psychology practicum students, engage in the private practice of clinical psychology, and hold offices in professional associations. A small number of the regular staff conducts ongoing research, usually on topics relevant to the correctional population.

Since many interns have not yet completed their dissertation research, our staff has a responsibility to encourage them in the process of earning their doctoral degrees. Interns may consult with our clinical staff in the planning and implementation of their research and in their data analysis. Interns may spend a small portion of their work time in dissertation research.

## How Is the Internship Structured?

Our internship program is unusual in that placements draw on the facilities, clinical population, and professional supervisory staff available in multiple correctional institutions, as well in community-based probation and parole offices. Three hubs or home bases are located in Madison, Milwaukee, and the Oshkosh-Appleton area.

Interns typically select to up to four different placements during the year, giving them experience in working with males and/or females, teenagers and adults. They work in institutional settings of varying degrees of security (i.e., minimum, medium, and maximum) and in the community. One placement may be a full year placement. Two placements may be for six months each. An intern will spend four days a week at clinical placements, usually two days at each of two sites. Throughout the year, the fifth day of each week is reserved for formal didactic training, which includes seminars, lectures, workshops, and case conferences on psychotherapy, psychological assessment, and psychological consultation. The training day is held in Madison. This allows professionals from private practice, the University of Wisconsin-Madison, and Mendota Mental Health Institute to provide specialized training. Our interns share the didactic seminars with interns from two other APA-accredited sites: Mendota and (often) Lincoln Hills School.

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## Map

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## Site-Specific Programs in the Wisconsin DOC Psychology Internship – 2014-2015

All prison sites provide evaluations and individual or group psychotherapy. Community Corrections sites provide integrated evaluations (personality, cognitive and projective testing) and individual or group therapy. Community Corrections sites mirror outpatient clinics. The treatments provided for Sex Offending, Anger Reduction, Childhood Trauma, and Domestic Violence Groups are cognitive-behavioral.

> **Note:** the list represents placement locations available to interns for the Fall 2014 semester. Some of the listed locations may not be available for Fall 2015, while others may be added. Changes are due to supervisor hiring, volunteering, retirement, or a supervisor's choice at a given time.

| Internship Placement Locations | Offender Population | Special Programs |
|---|---|---|
| **Milwaukee Area Hub Code 163512** | | |
| Community Corrections Reg. 3, Milwaukee<br>Supervisor: Dr. Apple 414-229-0436 | Youthful and adult male and female | Individual Therapy and Assessments: Projective experience |
| Racine Correctional Institution<br>Supervisor: Dr. Hagan,<br>262-886-3214 x1527 | Adult male – medium security | Domestic Violence, Anger Mgmnt<br>Intensive & Outpt level Sex Offender Treatment<br>Special Management Unit |
| Racine Youthful Offender Facility<br>Supervisor: Dr. Zimmel, 262-638-2973 | Young male offenders | Crisis Intervention; Mental Health Groups, Sex Offender Treatment, Residential AODA, Individual Therapy and Assessment |
| Community Corrections Reg 2, Racine<br>Supervisor: Dr. Grisdale, 262-884-3754 | Youthful and adult male and female | Individual Therapy and Assessments: Projective experience |
| Community Corrections Reg. 7, Waukesha<br>Supervisor: Dr. Morrell, 414-521-5151 | Youthful and adult male and female | Individual Therapy and Assessments: Projective experience |
| Sex Offender Civil Commitment Unit<br>"980 Unit" – *available June-August only*<br>Supervisor: Dr. Tyre, 414-777-0555 | Juvenile and Adult Male and Female Sex Offenders | Civil Commitment Evaluations, Courtroom testimony, research and staff consultations |
| **Oshkosh Area Hub Code 163513** | | |
| Community Corrections Region 4-Oshkosh<br>Supervisor: Dr. Peterson, 920-424-7620 | Youthful and adult male and female | Individual Therapy and Assessments: Projective experience |
| DCC Sex Offender Programs-Risk Assessment Specialist: *June-August only*<br>Supervisor: vacant | Youthful and adult male and female | Comprehensive risk assessment for sentencing Sex Offenders with child/adolescent victims |
| Green Bay Correctional Institution<br>Supervisor: Dr. Schmidt, 920-436-3380 | Adult male – maximum | Individual and Group Therapy<br>Low functioning unit |
| Oshkosh Correctional Institution<br>Supervisors: Dr. Dickey, 920-231-4010 x2763 | Adult male – medium | Intensive Sex Offender Trx<br>Dr. Dickey & Dr. Karn<br>Dual-Diagnosis Program Dr. Shallcross<br>Special Needs Unit Dr. Zanon |
| Red Granite Correctional Institution<br>Supervisor: Dr. Werner, 920-566-3183 | Adult male – medium | Individual and Group Therapy, Sex Offender Trx Assessment |
| Taycheedah Correctional Institution<br>Supervisor: Dr. Harris, 920-929-6655 | Adult females | Special Management Unit,<br>Sex Offender Treatment,<br>Childhood Trauma Counseling, DBT<br>Dual Diagnosis |
| Wisconsin Resource Center (DHS)<br>Supervisor: Dr. Blumer,<br>920-426-4310 x4132 | Adult males – Treatment Center for DOC inmates run by Department of Health Services. | MH Trx Center for DOC inmates.<br>Group Therapy, Crisis Intervention. Evaluations, AODA, DBT, Pre-Release, low-functioning. |
| Community Corrections Reg. 8, Wautoma<br>Supervisor: Dr. DiMickele 608-787-5559 | Youthful and adult male and female | Individual Therapy and Assessments: Projective experience |

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| **Madison-Area Hub Code 163514** | | |
|---|---|---|
| Community Corrections Reg. 1, Madison<br>Supervisor: Dr. Williams 608-224-6361 | Youthful and adult male and female | Individual Therapy and Assessments: Projective |
| Columbia Correctional Institution<br>Supervisor: Dr. Wood 608-742-9167 | Adult male – maximum | Comprehensive site with concentration of Seriously Mentally Ill |
| Oakhill Correctional Institution<br>Supervisor: Dr. Walsh, 608-835-6060 | Adult male – minimum | Individual and Group therapy |
| **Equi-distant Site** available to all three sites listed above **(Code 163512, Code 163513, Code 163514)** | | |
| Dodge Correctional Institution<br>Supervisor: Dr. DeYoung, 920-324-6307 | Adult male – Maximum/medium | Intake Evaluations and Screening Infirmary with medical/neuro patients |

## Who Supervises The Interns?

In order to coordinate and oversee the activities of interns who commute to different training sites, there are three sources of supervision.

Internship Graduation: Dr. DeYoung presents a Certificate to T. Sardar

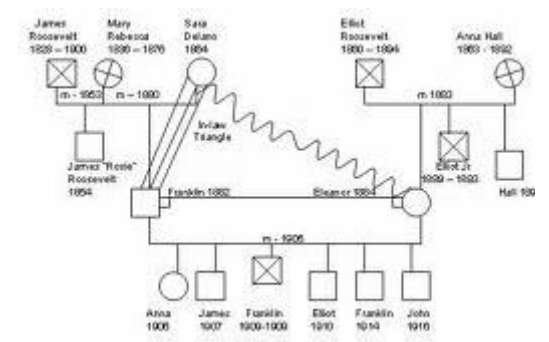
(1) The Internship Director represents the first source. The Director provides the two-hour weekly Group Supervision. This licensed psychologist devotes half of his time to the overall development, implementation, and evaluation of the internship program. The Internship Director works with the Internship Core Committee to make training assignments, handle clinical and administrative issues, maintain contact with the interns' schools, plan the sequence of didactic training, provide group supervision, lead seminars and case conferences, and generally to assure a balance of training experiences. The Internship Core Committee also keeps in close contact with the on-site supervisor at each placement.

(2) The two on-site supervisors provide the second source. They are licensed psychologists who provide each intern a selection of specific assessment and therapy cases, consultation experiences, and who arrange a variety of other clinical experiences at that placement. They each provide a minimum of one hour of face-to-face supervision per week. They meet regularly with the Internship Director during the year to exchange information about the progress and needs of each intern and to share with each other ideas about additional experiences that would be desirable to enhance the professional growth of each intern.

(3) The third source of supervision comes from staff psychologists, psychiatrists, and other clinicians, as well as from part-time consultants who may supervise interns on specific clinical assignments, as arranged by the on-site supervisor. The on-site supervisor ensures that interns receive guidance from a range of mental health professionals to ensure they are exposed to various theoretical orientations and clinical approaches, but remains responsible for overall supervision.

## What Is Supervision Like?

Over the course of the training year, four to five experienced licensed psychologists typically supervise interns. The supervisor reviews audio or video recordings of therapy sessions or assessment interviews, reviews test results and reports, and/or engages in co-therapy. As the intern begins a new rotation, the amount of supervision is more intensive. Generally, as the intern becomes more familiar with a particular facility and its offender population, the ratio of supervision to clinical work decreases but is always an hour per week minimum at each site.



Sample Genogram: Roosevelt family

Interns are required to present in Group Supervision an inter-generational family genogram of their family of origin, and if applicable, family of creation. They examine how birth order, sibling gender, parental illnesses,

family roles, and family losses serve as assets or liabilities to their own development as psychologists. They disclose as much as they are comfortable with. The Group Supervision is confidential.

## What Type of Offenders Are Assigned to Interns?

Currently, about 95% of offenders supervised by the Department of Corrections are males, and about half are from minority groups (African American, Hispanic, and Native American). Less than 20 percent reside in correctional facilities, with the remainder living in their home communities on probation or parole/extended-supervision status. Interns do a significant amount of their clinical work with minority group offenders and offenders who represent a wide range of ethnic, racial, and socioeconomic diversity. An understanding of and respect for this cultural diversity is essential.

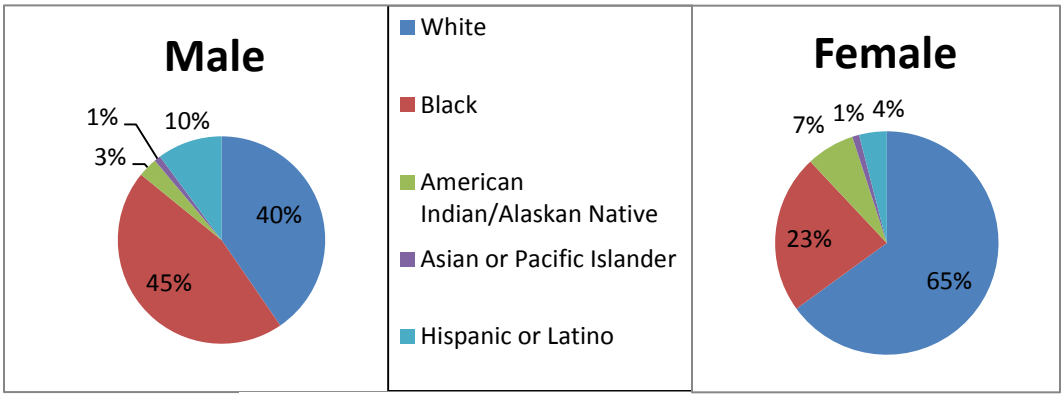



**Figure 2: Diversity in the Wisconsin Prison Population: (5/14)**

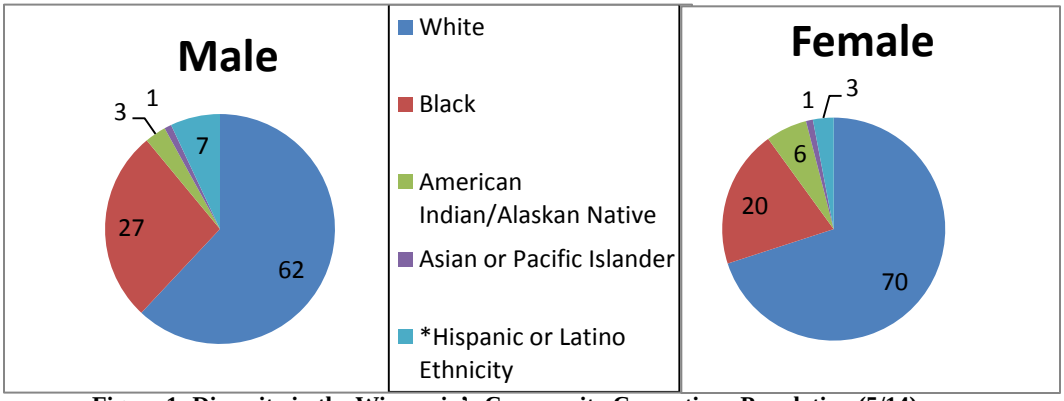



**Figure 1: Diversity in the Wisconsin's Community Corrections Population (5/14)**

The offender population reflects the entire range of psychological pathology. An estimated thirty percent of incarcerated offenders need psychological and/or psychiatric services. Diagnoses include acute and chronic cognitive, emotional, and personality disorders and adjustment reactions. Alcohol and drug addictions are common, as are a variety of sexual psychopathologies. Violent victimization of others, domestic violence, victim empathy, and sequelae of their own childhood victimization are frequent treatment issues. In addition to these problems, many offenders experience emotional or behavioral crises related to incarceration and concomitant separation from family and friends, or problems inherent in release to the community (e.g., lack of job-seeking skills, fear of responsibility, marital stress, and unresolved substance or other addictions).

Special units exist and are being created for mentally ill offenders who are unable to function in general population and for higher-risk sex offenders. A Special Management Unit at one maximum-security institution houses more than 100 mentally ill offenders in an inpatient-type setting. Another 100 bed special unit at a medium security institution exists for deviant sex offenders participating in an intensive two-year-in-patient treatment program. Other institutions provide residential programs for those dually-diagnosed with both severe mental illness and substance abuse disorders. An affiliated psychiatric treatment facility, the Wisconsin Resource Center, is staffed by the Department of Health Services for acutely mentally ill offenders as well.

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## What Is the Training Program Like?

In their supervised therapy experiences, interns explore diverse modes of treatment (primarily individual and group therapy) and treatment orientations (e.g., cognitive, behavioral, insight-oriented). Emphasis is placed on monitoring the process as well as the outcome of psychotherapy consistent with our Practitioner-Scholar training model.

In addition to therapy, interns conduct assessments using interviews, intellectual and neuropsychological tests, objective and projective personality tests and behavioral observations. Psychological evaluations help determine whether an offender will be sent to prison, an offender's program needs in prison, whether to release an offender back into the community, and other equally important decisions. Psychological evaluations may also address an offender's mental health treatment needs or risk for violent behavior. Interns are actively involved in learning to provide consultation to professional and non-professional staff regarding an offender's management or need for programming.

Mock Trial Experience Organized by MMHI

Advanced interns gain forensic experience through participation in the psychological assessment of sex offenders to determine probable cause for commitment under Wisconsin's Sexually Violent Persons Law. Interns write a shadow report, may attend probable cause and commitment court proceedings in which licensed psychologists provide expert testimony under this law.

## Scholarly Seminars

One day of each week is devoted to didactic training. Our interns join with interns from Mendota Mental Health Institute and sometimes from Lincoln Hills School (a juvenile correctional facility) for the Psychology Seminar Series in Madison. These morning training sessions for psychology interns are held once a week during the training year and include a variety of topics, such as professional ethics, specific treatment approaches, assessment, cultural diversity, forensic work, and so on. Presenters are psychologists from the university, the local mental health institution, corrections, and professionals from the community. A year-long *Group Supervision* meets in the afternoon on training days; supervision activities may include case conferences, additional didactic topics, or administrative obligations. Frequently offered topics include:

Didactic seminar by Dr. Scott Trippe and Dr. Megan Thumann

| | | |
|---|---|---|
| Mental Status Exam | Genograms | Rorschach Refresher |
| Grammar and Writing | Psychopharmacology | Not Guilty due to Insanity |
| Aggression risk assessment | Motivational Interviewing | Using the PAI |
| Detection of Malingering: Theory | Schizophrenia | Bipolar disorder |
| Detection of Malingering: Instruments | Supervision: process and goals | Static 99 & Sex Offender Evaluation |
| Counseling LGBTQ | Positive Psychology | Working with Minorities |
| Competency Evaluation | Licensure in Wisconsin | How to prepare a manuscript |
| How Different are Female Sex Offenders? | Personality Development and Structural Diagnosis | Neuropsychological Assessment: overview |
| Diversity and socioeconomic class | Gangs in Wisconsin | Intern Colloquium |
| Trauma Treatment 1 &2 | Mental Health Law | Mock trials |

The internship program also provides additional and special topics and conferences that vary from year to year. The Department of Corrections Continuing Education Committee, which is an APA-approved provider of CE training, provides training to DOC psychologists as well as psychologists from the Wisconsin Department of Health Services.

Although our program is obviously located in correctional settings, it is not designed or intended to train only "correctional psychologists." Rather it aims to produce psychologist practitioners who can function professionally as clinicians, teachers, and researchers, both inside and outside of a correctional setting. This is reflected by the diverse jobs our past interns have obtained.

## Internship Applicant Requirements

| | |
|---|---|
| Comprehensive Exams Passed: | Yes, by application deadline |
| Dissertation Proposal Approved: | Yes, by ranking deadline |
| Minimum Number of AAPI Intervention Hours: | 500 |
| Minimum Number of AAPI Assessment Hours: | 100 |
| Minimum Number of Years of Grad Training Required: | 3 |

## How to Apply:

All applicants complete *the on-line APPIC application* (known as the AAPI) process (see: http://www.appic.org/AAPI). The AAPI consists of questions about your prior training, and:

(1) a copy of your curriculum vitae,
(2) an official copy of current doctoral transcript(s),
(3) three letters of reference from individuals familiar with your doctoral experience (same for most programs),
(4) the four essays.

To supplement the APPI, our program requires:

(5) a de-identified Integrated Psychological Evaluation Report attached as "supplementary material" specifically for our program. Applications without a report will not be reviewed. All clinical material submitted to internship programs must have identifying information redacted according to HIPAA guidelines.

**NOTE:** An integrated psychological testing report includes a review of history, results of an interview and at least two psychological tests from one or more of the following categories: personality measures, intellectual tests, cognitive tests, and neuropsychological tests. [http://www.appic.org/AAPI/AAPI-Supplemental-Materials-Policy/Integrated-Report ] We prefer an integrated personality assessment utilizing major test instruments (e.g., MMPI-2, PAI, Rorschach, WAIS-IV) over a neuropsychological evaluation, and strongly prefer either of those over a report using only survey or screening instruments (e.g., BDI, STAXI, TSI).

**APPLICATION DEADLINE:** The deadline for submitting the application materials is November 1, 2014.

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For further information contact:


| | | |
|---|---|---|
| Bruce R. Erdmann, Ph.D. | *Phone:* | 608-240-5117 |
| Psychology Internship Director | *Pgr/Cell:* | 608-212-9852 |
| 3099 E. Washington Ave | *Fax:* | 608-240-3311 |
| P.O. Box 7925 | Email: | DOCPsychologyInternship@Wisconsin.gov |
| Madison, WI 53707-7925 | | |


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## NOTES

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

- The Department of Corrections is an equal opportunity employer and consequently makes every effort to attract and retain staff from a wide range of ethnic, racial, and personal backgrounds.

- Interns are Limited Term Employees of the state of Wisconsin. As such, they receive a comprehensive criminal background checks prior to a final offer of hire. Anyone with concerns about this should consult with the Internship Director for further information or clarification. Background checks are not completed until the individual has been selected for the internship (DOC Executive Directive 42 – Arrest and Conviction Policy). In addition, a current, valid and unrestricted Driver's license is also required.

- The internship is accredited by the American Psychological Association. Interns are advised that concerns may be addressed in three ways:
    - Directly to the Psychology Internship Director, Dr. Bruce R. Erdmann, at Mailto:DOCPsychologyInternship@Wisconsin.gov
    - Through APPIC (see http://appic.org/Problem-Consultation), or
    - Though APA (see http://www.apa.org/ed/accreditation/contact.aspx ) and the Office of Program Consultation and Accreditation, 750 First St, NE, Washington, DC 20002-4242. Telephone: (202) 336-5979