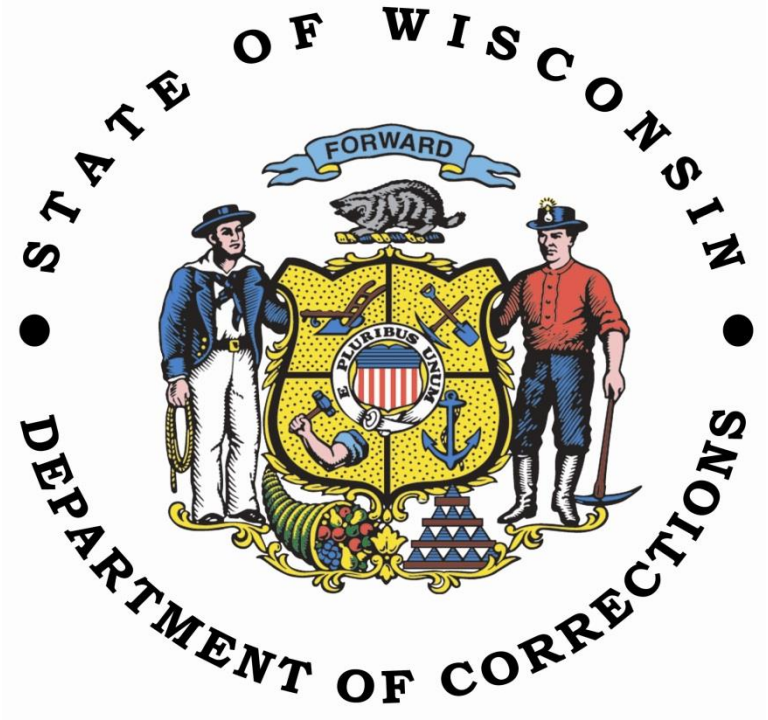
State of

WISCONSIN

DEPARTMENT OF CORRECTIONS



APA-Accredited Doctoral Internship
In Professional Psychology

Brochure
(03/09/2015)

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 2, 2015.
START DATE: 09/6/2016
END DATE: 08/31/2017.
ACCREDITATION: 5-year APA accreditation in 2013, next site-visit July 2018.
STIPEND: $30,000 plus reimbursement of at least $0.35 per mile for some travel.
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 of an integrated report 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, 30 of our 50 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 return to their home states, the Federal Bureau of Prisons, or the Veteran's Administration to practice.

Wisconsin Department of Corrections
Doctoral Internship in Professional Psychology

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

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

- Adult Institutions: census of more than 22,000 individuals, 21 correctional facilities throughout the state;
- Community Corrections: almost 69,000 individuals on parole and probation; and
- Juvenile Corrections: nearly 300 youth in juvenile correctional facilities, over 175 on community supervision.

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

Wisconsin Prison System 2014 End-of-Year Population Snapshot

- 38 is average age
- 94% are male
- 41% are Black, 55% are White, and 9% report Hispanic or Latino ethnicity
- 40% of males and 43% of females report having dependent children
- 7% report having military experience
- 33% of males and 77% of females have a mental health condition
- 79% have an assessed substance abuse treatment need
- 66% of males and 72% of females report they have completed high school (or equivalency) or have completed some post-secondary education
- 67% of have committed a violent crime
- 35% have five or more years left to serve in prison

How Are Psychological Services Provided?

Psychological Services Units within each correctional institution or community corrections region consists of one or more licensed psychologists and other mental health professionals (e.g., master's level practitioners) who provide direct services to the offender population. Services include assessment, psycho-educational groups, individual and group psychotherapy, crisis intervention, and consultation services to other Department of Corrections staff. Psychological Services staff also conducts research and program evaluation, supervise psychology interns and students, and conduct in-service training with departmental staff members.

Each psychological services unit in our institutions is supervised by a licensed psychologist who, for administrative purposes, reports 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 about 130 full and part-time doctoral level, licensed or license-eligible psychologists, several doctoral candidates, and several masters level practitioners. 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.

Jim Greer, Bureau of Health Services Director

How Is The Internship Administered?

Psychological Services and the internship are administered by the Bureau of Health Services, directed by Jim Greer. The Internship Core Committee consists of six psychologists 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 Internship Director, Dr. Bruce Erdmann, leads committee operations. The Internship Core Committee maintains frequent phone and email

Bruce Erdmann, Ph.D., Psychology Internship Director

contact, addresses administrative matters, selects interns, monitors their progress throughout the year, reviews accumulated data, and monitors the program's effectiveness.

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, but 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 received re-accreditation for five years with the next site visit scheduled for 2018.

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 gain experience with a broad range of supervised psychological practices and formal didactic trainings that help them attain 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 at colleges and universities, consult with other agencies, supervise 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 (see next page).

Interns typically select to up to four different placements during the year, giving them experience in working with males and/or females, and young to elderly 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, interns meet in Madison for a fifth day of group supervision and formal didactic training, which includes seminars, lectures, workshops, and case conferences on psychotherapy, psychological assessment, and psychological consultation. 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.

Wisconsin Department of Corrections
Doctoral Internship in Professional Psychology

Map

Wisconsin Department of Corrections
Doctoral Internship in Professional Psychology

Internship Placement Locations	Offender Population	Special Programs
Milwaukee Area Hub Code 163512		
Community Corrections Reg. 3, Milwaukee Supervisor: Dr. Apple 414-229-0436	Youthful and adult male and female	Individual Therapy and Assessments: Projective experience
Racine Correctional Institution **Supervisors**: Dr. Hagan, 262-886-3214 x1527 Dr. Buhs, 262-886-3214 ext. 1595	Adult male – medium security	Domestic Violence, Anger Mgmnt Intensive & Outpt level Sex Offender Treatment Special Management Unit
Racine Youthful Offender Facility **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. 7, Waukesha **Supervisor**: Dr. Morrell, 414-521-5151	Youthful and adult male and female	Individual Therapy and Assessments: Projective experience
Sex Offender Civil Commitment Unit "980 Unit" – *available June-August only* **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 **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* **Supervisor**: Dr. Dickey, 920-729-3919	Youthful and adult male and female	Comprehensive risk assessment for sentencing Sex Offenders with child/adolescent victims
Green Bay Correctional Institution **Supervisor**: Dr. Schmidt, 920-436-3380	Adult male – maximum	Individual and Group Therapy Low functioning unit
Kettle Moraine Correctional Institution **Supervisor**: Dr. Larson, 920-526-9215	Adult male – medium	Individual and Group Therapy Sex Offender Treatment
Oshkosh Correctional Institution **Supervisors**: Dr. Adams, 920-231-4010 x2763	Adult male – medium	Intensive Sex Offender Trx Dr. Zanon & Dr. Karn Dual-Diagnosis Program Dr. Shallcross
Red Granite Correctional Institution **Supervisor**: Dr. Werner, 920-566-3183	Adult male – medium	Individual and Group Therapy, Sex Offender Trx, Assessment
Taycheedah Correctional Institution **Supervisor**: Dr. Harris, 920-929-6655	Adult females	Special Management Unit, Sex Offender Treatment, Childhood Trauma Counseling, DBT Dual Diagnosis
Wisconsin Resource Center (DHS) **Supervisor**: Dr. Blumer, 920-426-4310 x4132 Dr. Schedel, 920-426-4310 x4433	Adult males – Treatment Center for DOC inmates run by Department of Health Services.	MH Trx Center for DOC inmates. Group Therapy, Crisis Intervention. Evaluations, AODA, DBT, Pre-Release, low-functioning.
Community Corrections Reg. 8, Wautoma **Supervisor**: Dr. DiMickele 608-787-5559	Youthful and adult male and female	Individual Therapy and Assessments: Projective experience
Madison-Area Hub Code 163514		
Community Corrections Reg. 1, Madison **Supervisor**: Dr. Williams 608-224-6361	Youthful and adult male and female	Individual Therapy and Assessments: Projective
Columbia Correctional Institution **Supervisor**: Dr. Wood 608-742-9167	Adult male – maximum	Comprehensive site with concentration of Seriously Mentally Ill
Oakhill Correctional Institution **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 **Supervisor**: Dr. DeYoung, 920-324-6307	Adult male – maximum/ medium	Intake Evaluations and Screening Infirmary with medical/neuro patients
Fox Lake Correctional Institution **Supervisor**: Dr. Johnson	Adult male – medium	Individual and Group Therapy Sex Offender Treatment

Wisconsin Department of Corrections
Doctoral Internship in Professional Psychology

Who Supervises The Interns?

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

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

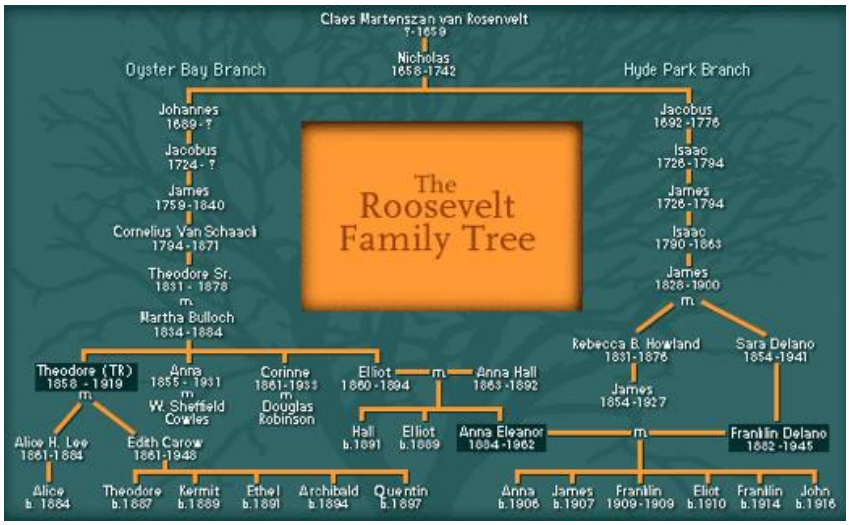
(1) The Internship Director represents the first source. The Director provides the two-hour weekly Group Supervision. This licensed psychologist devotes half of his time to the overall development, implementation, and evaluation of the internship program. The Internship Director works with the Internship 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.
How does your family influence who you are?

In Group Supervision, Interns are required to present 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. Each intern chooses how much they discuss based on their comfort level. The Group Supervision is confidential.

With What Type of Offenders do Interns Work?

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.

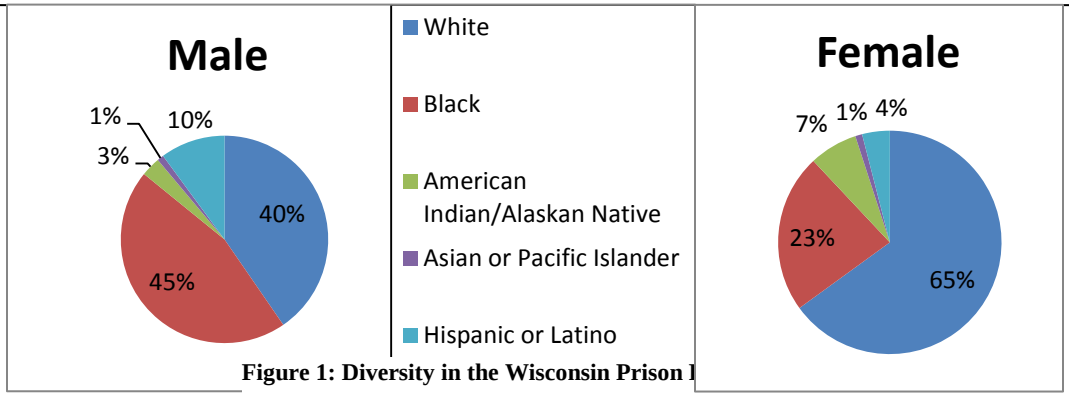


Figure 1: Diversity in the Wisconsin Prison I

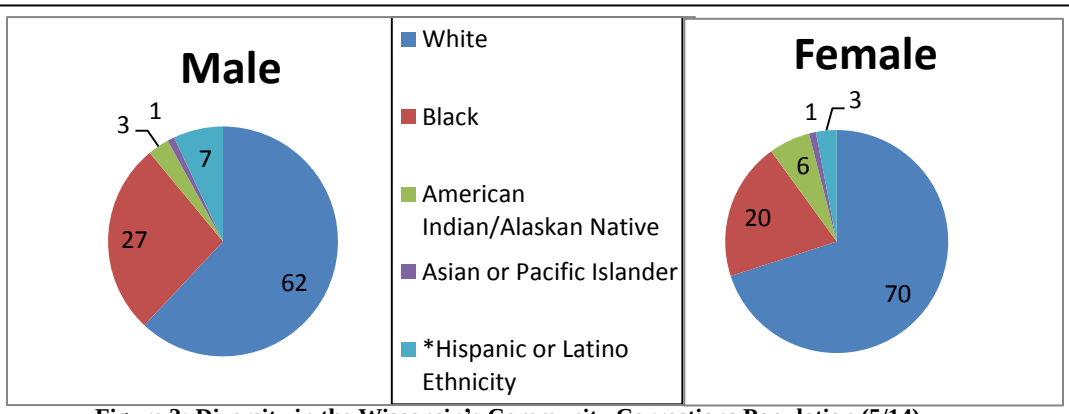


Figure 2: Diversity in the Wisconsin's Community Corrections Population (5/14)

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 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 inpatient 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 access to 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.

Interns and DOC psychologists attend CE training event.

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).

To supplement the APPI, our program requires 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.

The *AAPI* consists of:
(1) questions about your prior training,
(2) a copy of your curriculum vitae,
(3) an copy of current doctoral transcript(s),
(4) three letters of reference from individuals familiar with your doctoral, and
(5) the four essays.

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). Choose a report that demonstrates your ability to integrate information from a patient's background, interview, and test data (preferably from major test instruments).

APPLICATION DEADLINE: The deadline for submitting the application materials is November 2, 2015.

Wisconsin Department of Corrections
Doctoral Internship in Professional Psychology

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		

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. Interns must pass a comprehensive criminal background check that is completed in early August as part of the final hiring process (DOC Executive Directive 42 – Arrest and Conviction Policy). Anyone with concerns about passing should consult with the Internship Director for further information or clarification. In addition, a current, valid, and unrestricted driver's license is necessary.

- 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