

Psychology Internship Program

2005 - 2006

**FEDERAL MEDICAL CENTER*
3150 Horton Road
Fort Worth, Texas 76119**

*Due to organizational changes in the Federal Bureau of Prisons, current plans are to phase out the FMC Fort Worth medical mission by December 2005, which would result in a change of designation to a Federal Correctional Institution.

Accredited by the
American Psychological Association

Member, Association of Psychology Postdoctoral
and Internship Centers (APPIC)

Available online at <http://www.bop.gov/cpdpg/cpdpsint.html>

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MISSION STATEMENT

The mission of the Federal Bureau of Prisons is ". . . to protect society by confining offenders in the controlled environments of prison and community-based facilities that are safe, humane, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens."

FEDERAL MEDICAL CENTER

Due to organizational changes in the Federal Bureau of Prisons, current plans are to phase out the FMC Fort Worth medical mission by December 2005, with subsequent change of designation to a Federal Correction Institution. The proposed change of mission also includes plans to add an additional Residential Drug Abuse Program unit and an inpatient unit for Cognitively Impaired inmates. Such changes to the inmate population of this facility will affect Psychology Services and the Psychology Internship program. As a result, the following description of the facility may not reflect the actual working environment for the 2005 - 2006 internship training year.

The Federal Bureau of Prisons (FBOP) is responsible for managing the growing population of persons convicted of federal offenses. The Federal Medical Center, Fort Worth (FMC FTW) has the unique mission of providing medical treatment for BOP inmates with chronic medical conditions. Currently, FMC FTW employs about 378 staff from a variety of disciplines. FMC FTW is an administrative facility, meaning that we house offenders rated as minimum, low, medium, and high security levels. Security features include a double perimeter fence, electronically controlled access, high mast lighting, and an armed perimeter patrol. Inmate members of our diverse population of inmates are committed by courts, transferred from other institutions, or pending trial or sentencing.

As of August 2004, FMC housed 1756 inmates. About 12% of these inmates were minimum security, 80% low security, 6% medium security, and 1% high security. A history of prior violence is documented for about 26% of the population. Mean sentence length was 116.8 months, with a median of 90 months. About 25% have sentences of less than five years. The average age was 41.4 years, with 24% below age 31 and 22% over age 50. The racial composition was 69.7% White, 27.7% Black and 2.5% Other. Of these numbers, 32.9% were of Hispanic ethnicity, with a significant proportion who are primarily Spanish speaking. U.S. Citizens comprised 82.3% of the population. Drug-related crimes accounted for 66.3% of those sentenced. Other major sentence categories include: Arms, explosives, & arson (10.8%); Immigration offenses (4.1%); Burglary, Larceny, Property (4.1%); Fraud, Bribery, Extortion (3.7%); Sex offenses (3.3%); and Robbery (3.2%).

Each FBOP correctional institution functions much like a self-contained community. Successful operation requires the participation and coordination of many different departments. Warden Cole Jeter is our Chief Executive Officer, responsible for the total operation of the institution. The Warden meets with Associate Wardens and other senior staff to review their areas of responsibility and ensure compliance with Bureau of Prisons' policies. The Executive Assistant to the Warden reviews policy, monitors the Administrative Remedy Program, and serves as Public Information Officer.

The Associate Warden-Programs is responsible for Correctional Services, Unit Management, Case Management, Inmate Systems, Education/Recreation Services, Religious Services, and *Psychology Services*. Correctional Services staff supervise inmates on housing units, work details, and the compound. Unit Management staff are responsible for managing and coordinating with various departments to provide inmate programs. Case Management staff are responsible for the collection, verification, and analysis of factual information pertaining to each individual incarcerated. Inmate Systems staff are responsible for data collection and transmission, telecommunications, and sentence computations.

The Education/Recreation Department provides a wide variety of educational and recreational programs. Academic instruction is available in Adult Basic Education, General Education Development, English as a Second Language, Post Secondary Education, and Adult Continuing Education. Occupational education courses are available and an apprenticeship program provides on-the-job training in a variety of fields, including Cook, Dental Assistant, Health Care Attendant, Electrician, and Plumber. Educational staff also coordinate a wide range of recreational and leisure activities, including a leisure and law library, arts and hobby crafts, and health and Wellness programs.

The Religious Services Department provides a wide variety of religious programs. Staff Chaplains provide pastoral counseling and coordinate the activities of contract workers, students, and numerous community volunteers. Programs include worship services for different faiths and denominations, revival meetings, prison fellowship groups, and enrichment seminars to fit the needs of a culturally diverse population.

The Associate Warden - Operations is responsible for the daily operations of Employee Development, Facilities, Financial Management, Food Services, Human Resources, Safety and Sanitation, and Volunteer Services departments. Employee Development staff provide and coordinate group and individual training to assist staff in their career development. Facilities staff provide maintenance and repair of the physical plant. Financial Management staff prepare the budget, manage property, and maintain necessary supplies in an institution warehouse. Food Services staff supervise the daily preparation of regular and special diet meals for the entire institution. Human Resources recruit and hire as well as provide staff assistance regarding payroll, health, and retirement benefits. Safety staff conduct sanitation inspections, provide pest control, and manage all hazardous materials.

The Associate Warden - Medical is responsible for the Health Services Division. The Health Services Division provides 24-hour medical care and is accredited by the Joint Commission on Accreditation of Healthcare Organizations for long term and ambulatory care. FMC FTW includes two residence units designated for ambulatory inmates with chronic medical problems who receive regular care in the Ambulatory Clinic. A Long Term Care Unit is designated for inpatient care of inmates unable to function adequately in the outpatient units. Supportive departments include: Diagnostic Services, Dental, Nursing, Rehabilitation Services, Pharmacy, and Social Work. Critical care and specialized consultation are obtained through contracts with other community medical facilities.

PSYCHOLOGY SERVICES

MISSION STATEMENT

Psychology Services promotes the mental health and welfare of inmates and staff to foster a safe and humane correctional environment. Psychology staff provide evaluation and treatment to assist inmates in their adjustment to incarceration, in coping with serious mental health problems, and/or in altering chronic maladaptive behavior patterns. Consultation and training programs are provided to assist staff in the effective management of a diverse inmate population and in coping with the stress of the correctional environment.

SERVICES PROVIDED

Psychology staff conduct initial psychological screening of all arriving inmates and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the form of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We coordinate weekly psychiatric consultation meetings and monitor the adjustment of all inmates with serious mental health conditions. Training seminars are provided to employees on a range of mental health topics, such as suicide prevention and stress management. Psychologists also participate on the selection panel in pre-employment personnel interviews and administer the Federal Employee Assistance Program to assist staff with personal or family mental health problems.

RESOURCES

The Psychology Services Department is centralized within the institution. Most of our offices are located in one area. This promotes a professional treatment atmosphere and fosters close working and collegial relationships among staff and interns. Several group rooms are located in the area and other rooms are available within the institution for conferences and training seminars. Staff and interns all have access to personal computers and maintain psychology records on a computerized database system. Computerized scanning, scoring and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site and access to community and Internet library resources are available. Other resources include audio and video equipment for clinical services and training.

PSYCHOLOGY INTERNSHIP PROGRAM

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

GOALS AND OBJECTIVES

The primary objective of the internship program is to **develop generalist professional practitioner skills**. Interns who participate in our training program learn to apply the professional assessment, intervention, and consultation skills of clinical and counseling psychology. While the context of our program is a correctional/medical setting, our program is designed to develop strong "generalist" skills that apply equally well to a variety of settings.

A secondary objective is to gain exposure and **basic competency in two specialty areas** of professional practice. Specialty rotations include Behavioral Medicine, Correctional Consultation, Drug Abuse Treatment, and Forensic Evaluation. Specialty training options allow the training program to be tailored to each intern's interests and career objectives.

A third objective of the program is to **acquaint interns with the broad role of psychologists in the Bureau of Prisons** and to **recruit proficient interns** who are career eligible. Our program offers interns an opportunity to *directly experience the correctional environment* and for staff to evaluate each intern's potential for a successful career in the BOP.

A fourth objective is to **integrate psychological theory and research with cultural, ethical, legal, and other individual factors which impact the delivery of professional services** in psychology. We provide interns with didactic training and direct supervision to develop assessment, intervention, and consultation skills with a very diverse inmate population. We also encourage the development of collegial relationships and consultation skills with our diverse staff population.

A fifth objective of the training program is to **promote the application of scholarship and research skills to professional practice**. Interns may participate in dissertation or other relevant research, attend didactic seminars, read and review the scientific literature pertinent to professional practice, and/or participate in perpetual audit reviews of departmental adherence to regulatory and professional standards of practice.

A final objective of the training program is to **develop a satisfying professional identity** based on *self-awareness and confidence* in your generalist assessment, intervention, and consultation skills as well as your exposure to specialty areas of professional practice. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.

TRAINING ACTIVITIES

Interns begin by participating in an extensive two weeks Institutional Familiarization Training program. This program introduces the correctional environment, instructs you in BOP policy and familiarizes you with the roles of various departments. Topics include personal protection, emergency communication, use of force, key control, use of tools, use of restraints, identifying contraband, conducting searches, census procedures, inmate classification and supervision, managing diversity, disturbance control, hostage negotiation, information security, safety, suicide prevention, sexual abuse/assault prevention, and employee conduct,

Psychology training activities include a mixture of general professional and specialty training rotations, individual and group supervision, and didactic seminars. Each intern maintains a weekly log to document clinical contacts, supervision, and other training experiences. Normal duty hours are from 7:30 A.M. - 4:00 P.M., but earlier or later hours may be required on some assignments. A 40-hour work week is standard although supplemental reading may be encouraged during off duty time.

General professional training is required for the entire year and includes experience with two supervisors. Concurrent, part-time, specialty training rotations of six (6) months are offered in Behavioral Medicine, Correctional Psychology, Drug Abuse, and Forensic Evaluation to expose interns to areas of particular interest. To further broaden the training experience and provide an opportunity to pursue special interests, interns participate in an outplacement rotation at nearby FMC Car swell or FCI Seagoville. The outplacement rotation involves one day per week for a period of about five (5) months and allows participation in selected clinical services and professional activities.

General Professional Rotation. General professional training is designed to ensure that interns achieve an intermediate to advanced level of proficiency in providing professional assessment, intervention, and consultation services that are firmly grounded in psychological science. Assessment and diagnostic experiences include the provision of screening and mental status interviews, as well as broader evaluations which include data derived from psychometric testing. Interns sharpen their interviewing and diagnostic skills by performing psychological screening interviews with inmates entering the institution. Experience is also provided in conducting comprehensive evaluations involving the administration of a battery of intellectual and/or personality tests. Psychometric tests are administered as needed to clarify diagnosis and assist in treatment planning or in consultation with unit, medical, or correctional staff to assist in behavior management.

Interns are required to complete a minimum of one (1) comprehensive psychological evaluations each quarter for the general rotation. A minimum of eight (8) evaluations must be completed during the year, but evaluations in other rotations may count toward this total. Competency must be demonstrated in conducting mental status interviews as well as the administration and interpretation of the WAIS-III, MMPI-2, MCMI-III, and at least one additional measure of intellectual functioning and two additional personality instruments.

As part of general training, interns also provide a range of intervention services, including crisis intervention, brief counseling, individual therapy, and group therapy. Presenting problems in this setting include symptomatic complaints elicited by the stress of incarceration and/or medical problems, e.g., anxiety, depression, sleep difficulty. Major depression and acute anxiety disorders are common. Many inmates present with prominent personality disorders which exacerbate adjustment problems and/or contribute to a criminal lifestyle. Psychotic and other severe disorders are also routinely encountered; intervention may require psychiatric and unit consultation, monitoring of adjustment, active treatment, or arrangement of transfer to a psychiatric facility.

Interns maintain a varied case load throughout the year for the general clinical rotation. This experience usually involves a mixture of crisis intervention, brief counseling and individual therapy clients. Individual therapy contacts may vary from routine monitoring of mental status and medication adherence to weekly intensive interventions focused on alleviating anxiety or depression or altering maladaptive personality styles. Each intern will lead or co-lead a minimum of two didactic or process groups during the year, e.g., stress management, anger management, values clarification, self-esteem, parenting, RBT, etc.

Interns also participate in consultation and training as part of their generalist experience. On a quarterly rotation basis, interns participate in Psychiatry Clinic for up to four (4) hours per week. This entails observing a consultant psychiatric staff during evaluations and reviews, providing appropriate input, and documenting the psychiatrist's recommendations. Interns may participate in Unit Team meetings to address questions of unit staff regarding inmate behavioral or emotional adjustment and provide consultation regarding mental health needs. Referrals for evaluation and/or treatment may result from this process. Interns also have the opportunity to provide training to correctional staff on a mental health topic. Each intern is required to present clinical cases to the staff as a partial demonstration of competency in evaluation and assessment.

Behavioral Medicine Rotation. *This rotation will be described as it exists during the FY 2005 training year, but will be most directly affected by the proposed elimination of our current medical mission. Since proposed changes include an inpatient Cognitively Impaired unit, it appears likely that this rotation would focus around cognitive assessment and intervention experiences with this population as well as consultation with health care and correctional staff.*

The medical mission of FMC Fort Worth is to provide inpatient and outpatient medical care for chronically ill inmates. Medical conditions such as AIDS, cancer, dementia, diabetes, heart disease, paralysis, and pulmonary disease are common. Health services operations are organized in a hierarchical manner. Most of the chronically ill inmates do not require inpatient nursing care and thus, reside in an outpatient medical residence unit. These inmates (as well as inmates in regular housing units) receive routine medical care in the **Ambulatory Care Clinic**. Inmates in need of critical care or surgery are transferred to an appropriate community hospital setting. Once stabilized, they return either to an outpatient medical residence unit or to the inpatient **Long Term Care Unit**. The goal is to return the patient to outpatient residence once he is capable of functioning adequately. Inpatient care is provided on the Long Term Care Unit for disability which requires continuous nursing and medical care.

The Behavioral Medicine rotation emphasizes **assessment and consultation with the chronically ill population**. Interns gain clinical experience with inpatients in the Long Term Care Unit and with outpatients on the medical residence units. Interns provide consultation to staff regarding patients assigned to these medical units and often participate in the weekly Interdisciplinary Care Planning Committee. Assessment experiences are focused on medical consultation and neuropsychological screening and assessment. Intervention experiences are focused on prevention or minimization of the negative psychological impact of illness, chronic disease and other disabling conditions and on improved self-management skills. Experiences are available with a **Hospice program** for terminally ill patients and with an interdisciplinary **Cognitively Impaired Program** for patients with dementia and other cognitive deficits.

Correctional Psychology Rotation. The Correctional Psychology rotation emphasizes assessment and consultation with various departments in jail and correctional settings. The goal of this rotation is to develop an understanding of the role of the psychologist in **crisis intervention, suicide prevention, and management of disruptive behavior** in the correctional environment. This is considered a critical function of Psychology Services in the BOP; all BOP facilities have psychologists who must fulfill these duties and responsibilities. Interns will become familiar with clinical standards of practice for managing crisis situations, with an emphasis on suicide risk assessment and prevention. They are involved in all phases of the management and operation of the Suicide Prevention Program. They learn clinical, legal, and ethical standards for suicide prevention in correctional settings and with the applicable BOP policy and documentation requirements. Inmates designated at risk for suicide or self-harm as a result of mental illness are placed in a locked observation room located in the Long Term Care Unit. The room is designed to limit opportunities for self harm and patients are provided tear resistant clothing and bedding. Psychologists monitor their status on a daily basis and develop a treatment plan to meet their mental health needs. Either inmates or staff are designated to provide a continuous, around-the-clock watch and maintain a behavior log. Interns will also be involved in training and debriefing.

Interns in the Correctional rotation also function as consultants for the Special Housing Unit (SHU). SHU is a high security environment where inmates are restricted for administrative or disciplinary reasons. It is also the central processing site for inmate Receiving and Discharge. Psychology staff evaluate the mental status of arriving inmates who are known to have a history of serious mental health problems; we consult with staff regarding the most appropriate housing

and other management concerns. Since segregation can be stressful, evaluations are conducted routinely in this environment to determine **ongoing psychological adjustment**. Correctional staff are provided regular consultation to assist in dealing appropriately with inmates who pose persistent or difficult behavioral management problems. Interns are familiarized with conflict avoidance techniques and BOP policies regarding the use of force and forced medication.

Pre-trial and pre-sentence prisoners are housed in a Jail Unit which is also located in the SHU complex. The Jail Unit may contain individuals detained on charges of violent offenses and facing long sentences. Various departments must be involved in the process of meeting each inmate's needs (e.g., Corrections, Health Services, Administration) in this environment. Psychology staff screen this population to determine the need for further mental health evaluation or treatment. Interns are involved in the screening process and have numerous opportunities for crisis intervention and brief counseling with this population.

Drug Abuse Program Rotation. The Residential Drug Abuse Program (DAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach. About 100 inmates are involved in this comprehensive, **500-hour treatment program which features a blend of didactic and intensive process oriented groups**. Inmates in the comprehensive program are housed in the drug treatment unit and attend intensive groups daily for nine months. Groups are conducted by drug treatment specialists under the supervision of a licensed psychologist.

The goals of the DAP internship training rotation are:

- (1) to develop an understanding of the biopsychosocial addiction model,
- (2) to acquire/improve skills in the implementation of drug treatment programming,
- (3) to develop/improve skills in facilitating group development and processing, and
- (4) to gain an awareness of drug program administration.

Interns will become acquainted with the use and interpretation of specialized assessment instruments for the diagnosis of Substance-Related Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology which may interfere with the course of treatment. Interns typically participate as **group co-therapists** twice a week with an assigned drug treatment specialist, but should expect to lead the group several times. Individual intervention with selected cases is also required to facilitate group process and/or address related problems. Interns provide consultation to the residential drug treatment unit team at weekly team meetings where treatment progress may be discussed with other unit staff. Decisions regarding treatment progress may be critical in determinations regarding early release eligibility. Interns involved in these activities will acquire an **understanding of BOP policy requirements** regarding drug treatment programming.

Forensic Evaluation Rotation. The Forensic Evaluation Rotation emphasizes clinical experience in conducting specialized forensic assessments. The goal of this training rotation is to develop an understanding of **how to conduct a thorough and professional forensic evaluation**. Interns will become familiar with the Specialty Guidelines for Forensic Psychologists. Forensic evaluations are conducted in Jail Unit or the Special Housing Unit, depending on individual security needs. Training experiences include formal **evaluations of competency and/or responsibility that are ordered by Federal Court**. These evaluations are conducted to assist the court in determining if a person can stand trial or the validity of a legal defense based on mental health factors. In some cases, the Court may request that additional mental health issues be addressed, such as dangerousness. These evaluations typically involve extensive interviews with all relevant parties and a thorough review of all relevant records. Interaction with

judges, lawyers, law enforcement officials, and family members or witnesses may be required. Psychometric testing is conducted and consultation with other disciplines (law, medical, neuropsychology) is obtained when appropriate. Depending on skill level, interns may participate in any or all phases of these evaluations. Ideally, interns will progress from observation and partial participation in ongoing evaluations to assuming the major role in two or more forensic evaluations. Interns are **subject to subpoena to provide expert testimony in court** on any case in which they are involved.

Interns electing this rotation will receive training in criminal mental health law, particularly the federal statutes relevant to pretrial evaluations. A training emphasis is placed on the collection and organization of diverse sources of data into meaningful psychological reports. Intensive supervision is provided to assist the intern in the analysis of data and in the production of reports that are defensible in a court setting. Training will include discussion of key psychological issues to consider in forensic evaluations, such as malingering, dangerousness, and organic syndromes. Didactic training in the provision of court testimony will be supplemented with opportunities to observe expert testimony when available. While the emphasis of the rotation is on assessment, interns may gain some intervention experience in the form of a group conducted both for assessment and restoration of competency. Consultation with medical and correctional staff regarding client management is also required. Opportunities to assist in ongoing forensic research activities may also be available.

Outplacement/Special Interest Rotation. To further complement the general and specialty training provided at FMC FTW, an additional specialty rotation is provided. The goal of this rotation is to provide interns an opportunity to structure training to increase the breadth or depth of their experience base with particular client populations, settings, or activities. Individual interests, career goals, and prior work experiences should be considered to develop goals for this rotation. For example, interns interested in a career in corrections typically obtain experience with inmates through an outplacement rotation at the nearby Carswell Federal Medical Center or at Federal Correctional Institution in Seagoville (west of Dallas). This placement typically entails one day per week for about five months. It should be noted that private transportation is necessary to commute to these training sites.

Didactic Training. After Institutional Familiarization Training, interns participate in a variety of didactic training seminars. On-site and off-site training seminars are scheduled to several hours of training in each of the following areas:

- (1) Ethics/Professional Issues (ethics in corrections, therapist self-care, Texas licensing requirements, EPPP),
- (2) Cultural Diversity Issues (Hispanic, African-American, Asian, geriatrics, homosexuality, gangs),
- (3) Assessment & Diagnostics (e.g., mental status interviews, DSM-IV, MCMI-III, MMPI-2, etc.),
- (4) Intervention & Psychotherapy (crisis intervention, brief therapy, schema therapy, empirically supported treatments),
- (5) Forensic/Correctional Issues (e.g., competency, responsibility, dangerousness, hostage negotiation, etc.),
- (6) Addictive Disorders (assessment and treatment),
- (7) Behavioral Medicine (e.g., neuropsychological assessment, chronic pain, etc.); &
- (8) Psychopharmacology (e.g., side effects, polypharmacy interactions).

Supervision. A minimum of two hours per week of individual supervision by a licensed psychologist is provided. Each rotation will provide one hour per week of supervision. Two additional hours of individual and/or group supervision are provided by all training staff. Supervision assignments are based on the intern's needs and on staff work loads. In some cases, the Specialty Rotation supervisor also assumes responsibility for General supervision. The Director of Training supervises a weekly clinical team meeting, where interns and other staff present new referrals for services and discuss clinical issues of concern. Assignments are coordinated among staff and interns with regard for training needs as well as the needs of the workplace.

Research and Program Evaluation. FMC FTW is primarily a service oriented professional practice setting. Our staff have specialized interests, but are usually involved in practice, training, and program evaluation rather than empirical research projects. Interns are required to participate in some type of research activity. This requirement may be met by literature reviews of clinical topics or practices, participation in the perpetual audit committee of our department, operational reviews of psychological services in nearby correctional settings, or an empirical research project. Interns are encouraged to engage in professional research activities for up to four hours per week as long as they are meeting all clinical training requirements. This time may include completion of dissertation research; up to 50 percent of research time may be off-site, such as library research or committee meetings. Off-site research time must be approved in advance by the DOT and Institutional Training Committee. Interns desiring to conduct research using inmates or BOP staff samples should contact the DOT to discuss the proposal. It is strongly advised that you obtain a copy of research policy guidelines as the review process is extensive and it may require several months to obtain final authorization.

EVALUATION

Quarterly evaluations of intern activities are completed and reviewed in person. Interns are strongly encouraged to discuss evaluation criteria with their assigned supervisor throughout each quarter. Evaluations are reviewed by the DOT who meets regularly with interns to discuss their progress in the training program. An evaluation of progress will be sent to each intern's academic program Director of Training at the midpoint and end of the year. Interns are also required to complete an evaluation of their training experiences with each supervisor. The Director of Training meets with the interns as a group on a monthly basis and meets separately with training staff as needed discuss training related issues.

GRIEVANCE PROCEDURE

Interns have the benefit of existing federal procedures for resolving grievances. You are encouraged to report all concerns regarding ethical, professional, or administrative problems. Our goal is to resolve problems at the earliest possible opportunity and to assist each intern in the successful completion of the internship. Most issues can be informally resolved within the Psychology Department in discussion with the clinical supervisor, the DOT, and/or the Chief Psychologist. An established procedure for submitting formal grievances is covered in detail during orientation and a written copy is provided. If problems are not satisfactorily resolved, interns may report concerns within the agency to the Associate Warden (Programs) or the Warden.

Alternatively, interns may also report concerns with the Association of Psychology Postdoctoral and Internship Centers (10 G Street, NE, Suite 750, Washington, D.C. 20002, 202/589-0600) or the American Psychological Association (750 First Street, NE, Washington, D.C. 20002-4242, 202/336-5500).

COMPENSATION & BENEFITS

Funding for each training year is contingent on continued approval of the training program by the Federal Bureau of Prisons. Psychology interns are appointed at the GS-9 level and receive the following benefits: **(1)** annual stipend of approximately \$41,530 (FY 2004), **(2)** annual & sick leave (4 hours per 2 week pay period), **(3)** paid federal holidays, **(4)** liability coverage for on-site professional activities. In some cases, administrative leave may be provided to attend off-site training. As temporary federal employees, **interns are not eligible for health or retirement benefits.**

APPLICATION PROCEDURES

As a member of the Association of Postdoctoral and Psychology Internship Center (APPIC), FMC FTW will participate in the APPIC Internship Matching Program. ***This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.*** Applicants are encouraged to review the APPIC Match Policies at: www.appic.org.

INTERNSHIP OFFERS RESULTING FROM PARTICIPATION IN THE APPIC MATCHING PROCESS ARE TENTATIVE AND REMAIN CONTINGENT UPON MEETING ALL FEDERAL EMPLOYMENT GUIDELINES AND UPON CONTINUED FUNDING OF THE TRAINING PROGRAM.

Applicants must be enrolled in an APA accredited doctoral program in Clinical or Counseling Psychology. Psychology programs that follow APA accreditation guidelines and are actively pursuing accreditation may also be considered. The Bureau of Prisons is an Equal Opportunity Employer and **we encourage the application of minority students.** In accordance with Public Law 100-238, applicants for career BOP positions must be under the age of 37 at the time of initial appointment. The internship is a temporary appointment, so age requirements are waived. However, **age requirements will apply to your qualification for a career appointment** if you intend to apply for a permanent appointment following internship.

Application materials are **due November 15, 2004.** Academic background, prior professional experience, letters of recommendation, professional interests and goals, and eligibility for career status are among the criteria considered in selections. Applicants who meet our selection qualifications will be contacted to arrange an on-site tour and interview, which will be scheduled beginning December 1, 2003. Invited candidates are required to interview in person. Applicants **must be U.S. citizens** and **must obtain security clearance.** The qualification process includes an integrity interview, a panel interview, and a physical examination (including a drug screen). We must complete this process prior to the Rank Order List submission deadline. A full background investigation will follow only if you obtain an appointment.

THE 2005 - 2006 PROGRAM APPLICATION DEADLINE IS NOVEMBER 15, 2004.

Complete applications packets include:

- (1) Optional Application for Federal Employment - OF 612 (online @ www.opm.gov),
- (2) APPIC Application for Psychology Internship (online at www.appic.org),
- (3) FMC FTW Supplemental Internship Application Form (Appendix A),
- (4) Authorization for Release of Information NCIC Check (Appendix B),
- (4) Vita (academic, professional, and research experience),
- (5) official graduate transcripts, and
- (6) three (3) letters of reference from faculty or doctoral level supervisors familiar with your professional experience and qualifications.

Your packet may contain copies of the information in these forms, but all ***forms must be signed and dated in ink***. Send completed application materials to:

Robert Durrenberger, Ph.D.
Director of Psychology Training
Federal Medical Center
3150 Horton Road
Fort Worth, Texas 76119

If you have any questions concerning the application process, contact Dr. Durrenberger via e-mail (preferred) at rdurrenberger@bop.gov or telephone at (817) 413-3130.

PSYCHOLOGY STAFF

Michael W. Sharp, Ph.D., Chief Psychologist

Dr. Sharp graduated in 1974 from Texas A&M in Educational Psychology. He has more than 20 years experience as a correctional psychologist in both state and federal facilities. He also has prior forensic assessment experience in a state hospital environment. As Chief Psychologist, he is responsible for overall administration of the psychology department. He provides intern supervision for the Correctional Consultation and General rotations. His primary interests are in health and fitness promotion. He is a licensed psychologist in Texas. He is retiring effective 1-3-05.

Robert Durrenberger, Ph.D., Director of Psychology Training

Dr. Durrenberger graduated in 1986 from the University of North Texas with a major in Health Psychology & Behavioral Medicine and a minor in Clinical Psychology. He joined the Federal Bureau of Prisons in 1985 and was appointed Director of Psychology Training in 1989. He also provides clinical services for the residential medical units, the general population, and Spanish speaking inmates. He supervises interns for Behavioral Medicine and/or General rotations. His primary interests are in behavioral medicine, assessment and treatment of personality disorders, and ethical and cultural issues in assessment and intervention. He is a licensed psychologist in Texas.

Robert Johnson, Ph.D., Forensic Psychologist

Dr. Johnson was appointed as a Forensic Psychologist at FMC Fort Worth in 2003 but has been serving on active duty in the U.S. Army. He is expected to join our staff early in 2005. He was previously the Drug Abuse Program Coordinator at the Federal Correctional Institution in Seagoville, Texas. His professional interests include neuropsychological assessment, forensic evaluation, and substance abuse treatment. He is a licensed psychologist and will provide supervision in the General Clinical and Forensic Evaluation rotations.

Daniel D. Kim, Ph.D., DAP Coordinator

Dr. Kim obtained his Ph.D. in Clinical Psychology from Andrews University in 1996. He was employed as a Staff Psychologist at Patuxent Institution (maximum security state prison) before joining the BOP in 1997. He was Drug Abuse Program Coordinator at the Federal Correctional Institution in Beckley, West Virginia in 1997 and moved to Central Office as a Psychology Examiner in 1999. He was selected in 2003 as Drug Abuse Program Coordinator at FMC Fort Worth. He will supervise interns in the DAP and General rotations. His interests include crisis/trauma/PTSD, etiology of violent behaviors, forensic evaluation of violent offenders, and supervision/training issues. He is a licensed psychologist in Delaware and the District of Columbia.

Randall Rattan, Ph.D., Forensic Psychologist

Dr. Rattan obtained his Ph.D. in Clinical Psychology from the University of North Texas in 1994, following his completion of an internship at the Federal Medical Center in Fort Worth. He returned to the Bureau of Prisons in 1996 after completing a 2-year Post-Doctoral residency with the U.S. Olympic Training Center. He coordinated the Drug Abuse Treatment Program until 2003 when he was selected as a Forensic Psychologist. He currently supervises interns in the Forensic rotation. In addition to forensics and drug treatment, his interests are in health & wellness, sports psychology, and geropsychology. He is a licensed psychologist in Texas.

Lawrence Sloan, Ph.D., Staff Psychologist

Dr. Sloan obtained his Ph.D. in Clinical Psychology from the University of Mississippi. He completed his Predoctoral internship in 2002 at the Federal Medical Center in Fort Worth. He was appointed Post-Doctoral Resident following completion of his internship and joined our staff in 2003. He is seeking licensure in Texas and will provide supplemental individual and group supervision in the General clinical rotations as well as didactic training. His primary interests include psychopathy, sex offenders, suicidology, objective personality assessment, empirically validated treatments, and organizational consultation.

James R. Womack, Ph.D., Staff Psychologist

Dr. Womack obtained his Ph.D. in Educational/Counseling Psychology from the University of Mississippi in 1984. He completed a Predoctoral internship at the Federal Correctional Institution in Morgantown, West Virginia. He provides services to our general and medical populations as needed and has been a backup forensic examiner since 1994. His primary interests are in interpersonal and cognitive-behavioral treatment approaches, crisis intervention, adult trauma response, and forensic evaluation. He is a licensed psychologist in Texas.

Christine Schuster, Psy.D., Postdoctoral Resident

Dr. Schuster obtained her Psy.D. in Clinical Psychology at the Minnesota School of Professional Psychology. She completed her Predoctoral Internship Program in 2003 at the Federal Medical Center in Fort Worth and was subsequently appointed as a Postdoctoral Resident. She is currently responsible for the Suicide Prevention Program and provides primary clinical coverage of the Jail Unit and SHU areas. She provides supplemental supervision for the Correctional and Drug Abuse Program specialty rotations. Her professional interests include correctional psychology, suicide prevention, psychopathy and projective personality assessment.

FMC FTW Drug Treatment Program Staff

Marcus Andujar, M.D.
Lisa Cavel, MSW
Oran Pryor, M.A.
Dale Thompson, MSW
April Wilson, MSW
Jim Wright, B.S.

Psychology Technician

Joanne Mendek

AFFILIATED SUPERVISORY STAFF

Federal Medical Center Carswell

Kristy Dromgoole, Ph.D., Psychologist,
Trent Evans, Ph.D., Forensic Psychologist
R.E. Gregg, Ph.D., Chief Psychologist
Theresa Johnson, Ph.D., DAP Coordinator
James Shadduck, Ph.D., Forensic Psychologist

Federal Correctional Institution Seagoville

Laine Jaffe, Ph.D. Chief Psychologist

FORT WORTH-DALLAS AREA

The Federal Medical Center is located in the southeast side of Fort Worth near the intersection of I-20 and I-35-West, adjacent to Forest Hill and Tarrant County Junior College. On road maps, the institution may also be designated by one of its former names, "Federal Correctional Institution" or "U.S. Public Health Service Hospital." Take the Wichita Street exit off Loop 820 (I-20), drive north about 1 mile, and then turn west (left) onto Horton Road.

Fort Worth developed as a resting stop for cowboys driving herds northward on the Chisolm Trail. Legends tell of historical gunfights, saloons, and revelry in "Cowtown." This western heritage is preserved today in the Stockyards district where hotels, restaurants, and shops welcome tourists from around the globe. Fort Worth sites of interest include the Amon Carter Museum of Western Art, the Fort Worth Museum of Science and History, and the world renowned Kimbell Art Museum. Music lovers can enjoy a variety of performances by national and local artists, ranging from Classical to Country & Western. Fort Worth is a currently modern city with a population of about 500,000 people, located about 30 miles west of Dallas. Arlington, Irving and several smaller cities are situated in between. The cost-of-living is moderate and an abundance of houses, condominiums, and apartments are available for rental.

The Dallas-Fort Worth (DFW) area is home to over three million people and is a prominent business, finance, and cultural center. Residents and visitors have access to a major airport and a comprehensive variety of cultural events. Several major universities are in the DFW area, including Texas Christian University, the University of North Texas, Texas Woman's University, and Southern Methodist University. Sports enthusiasts enjoy a host of professional sporting activities, including the Texas Rangers, Dallas Stars, and the Dallas Cowboys. Opportunities to enjoy outdoor activities are ample, and include city parks, amusement parks, golf courses, and nearby lakes. Houston, Austin, and San Antonio are all within a few hours drive or a short plane trip. Many residents of the area enjoy vacations to these cities and other cities along the Texas Gulf Coast area.

EMPLOYMENT OPPORTUNITIES

For more than twenty years the Bureau of Prisons has relied upon the psychology internship program for entry level psychologists. As the incarcerated population increases, additional psychologists are needed to manage the mental health mission. Interns proven competent in correctional environments are actively recruited. New staff may have a degree of choice in terms of geographic region and type of prison setting.

New psychologists generally start at the GS-11 salary level. Successful completion of the first year results in an automatic promotion to the GS-12 level and later promotion to GS-13 and to GS-14 levels are common. Continuing education funds are provided annually for professional development. BOP psychologists may engage in outside employment activities which do not violate ethical policies or entail a conflict of interest.

Psychologists are the main providers of mental health services in the Bureau. Staff psychologists have the opportunity to be involved in: forensic evaluations for the Federal Courts, psychological evaluation of Federal Witness Protection Program candidates, drug abuse treatment programs, suicide prevention programs, crisis intervention and trauma response teams, hostage negotiation, Predoctoral and Postdoctoral training, employee assistance programs, inpatient mental health programs, staff training, and research. Due to expansion, staff who are mobile often become Chiefs of Psychology within several years. Other career tracks include administration of drug abuse or internship programs, consultative positions in the Human Services Division, or executive managerial staff.

Permanent staff are covered by the Federal Employee Retirement System, a pension plan which includes options for sheltering income similar to a Keough plan. Under law enforcement guidelines, Bureau employees may retire after twenty years, provided they have reached the age of 50. The Bureau of Prisons is an Equal Opportunity Employer. However, in accordance with Public Law 100-238, applicants for entry level positions must be under the age of 37 at the time of initial appointment (waiver to age 39 possible).

FEDERAL MEDICAL CENTER FORT WORTH

2005 - 2006 SUPPLEMENTAL INTERNSHIP APPLICATION

Name: _____ School: _____ Match No.: _____

Has your dissertation or research proposal been approved? **NA Yes No**
 Completed? **Yes No**

Title of dissertation or research project: _____

The following table is to provide our staff with a brief summary of primary clinical experiences; we will refer to your Vitae and the AAPI application for details.

Name of Setting	Dates of Experience/ Approximate Hours	Clinical activities in which you participated
Primary experience with correctional or forensic populations:		
Primary experience with drug or alcohol abuse populations:		
Primary experiences with medical, neuropsychological or seriously mental ill:		

We do not match applicants with specific tracks, but can usually meet intern preferences for specialty rotations. To assist in planning, please rank order your preference for specialty rotations:

___ Behavioral Medicine ___ Correctional Consultation ___ Drug Abuse ___ Forensic Evaluation

List any other areas of special interest: _____

Where you can be reached during the application process.

Day: _____ Evening: _____

E-mail address: _____

Signature: _____

Date: _____

MAR 99

U.S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF

PRISONS

AUTHORIZATION FOR RELEASE OF INFORMATION
NCIC (National Crime Information Center) CHECK

I hereby authorize a representative of the Federal Bureau of Prisons to obtain any information on my criminal history background. I understand that this check must be done before I am allowed to enter/serve at any Bureau facility. I also understand that refusal to provide all necessary information may result in 1) denial of entry into a Bureau facility and 2) denial of volunteer/contract status.

1. Name (Last, First, Middle)

2. Address (Street address) (City, State, County, Zip Code)

3. Home Telephone Number (Area Code, Number):

4. Aliases/Nickname:

5. Citizenship (List the country you are a citizen of):

6. Social Security Number:

7. Date of Birth (Month, day, year):

8a. Sex:

8b. Race:

8c. Height:

8d. Weight:

8e. Color of Eyes:

9f. Color of Hair:

9. Place of Birth (City, State, County), (List city, county and country if outside the U.S.A)

10. The above listed information is true and correct. Applicant's Signature	10a. Date
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PRIVACY ACT NOTICE

Authority for Collecting Information: E.O. 10450; 5 USC 1303-1305; 42 USC 2165 and 2455; 22 USC 2585 and 2519; and 5 USC 3301

Purposes and Uses: Information provided on this form will be furnished to individuals in order to obtain information regarding activities in connection with an investigation to determine (1) fitness for Federal employment, (2) clearance to perform contractual service for the Federal Government, (3) security clearance or access. The information obtained may be furnished to third parties as necessary in the fulfillment of official responsibilities.

Effects of Non-disclosures: Furnishing the requested information is voluntary, but failure to provide all or part the information may result in lack of further consideration for employment, clearance or access, or in the termination of your employment.

AUTHORIZATION FORM: NATIONAL CRIME INFORMATION CENTER (NCIC)

Please answer the following questions:

1. Do you know or are you related to anyone who is currently in a correctional institution? If yes, please provide names, locations, relationships.

2. Are there any criminal charges currently pending against you? If yes, please provide charge, date arrested, court dates, docket and other pertinent details.

3. Are you now or have you ever been incarcerated or under correctional supervision, probation, work release, etc.)? If so, please provide dates of incarceration, sentence, location, status, and any other pertinent details.

4. Brief description of work to be done at the FMC Ft. Worth facility: Psychology Internship

5. Which department or area of the institution will you be working?

Psychology Services Department

6. How long do you expect to be working on this project (approximate hours/days/weeks)?

Full time for a one year temporary appointment

7. Contact person at the institution?

Robert Durrenberger, Ph.D., Director of Psychology Training

I certify that the information above is correct.

Date: _____

Printed Name: _____

SS#: _____