

FEDERAL CORRECTIONAL INSTITUTION

**3150 Horton Road
Fort Worth, Texas 76119**

Psychology Internship Program

Accredited by the
American Psychological Association
Commission on Accreditation
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Member, Association of Psychology Postdoctoral
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This program abides by the APPIC policy that no person at these facilities will solicit, accept, or use any ranking-related information from any internship applicant.

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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 provides work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens."

FEDERAL CORRECTIONAL INSTITUTION (FCI) FORT WORTH

The Federal Bureau of Prisons (BOP) is responsible for managing the growing population of persons convicted of federal offenses. Currently, FCI FTW employs about 300 staff members from a variety of disciplines. FCI FTW has a low security level rating, meaning that we primarily house offenders rated as low in security needs. 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.

At any given time, FCI Fort Worth houses approximately 1900 inmates. About 15% of these inmates are minimum security, 80% low security, 3% medium security, and 1% high security. Mean sentence length is 128.1 months, with a median of 120 months. The average age is 44.2 years, with 10% below age 30 and 31% over age 50. The racial composition is approximately 70% White, 28% Black and 2% Other. About 28.3% are Hispanic. U.S. Citizens comprise about 93% of the population. Drug-related crimes account for 57.7% of those sentenced. Other major sentence categories include: Sex offenses (18.3%); arms, explosives, & arson (11.7%); Fraud, Bribery, Extortion (4.5%); Burglary, Larceny, Property (2.7%); Robbery (1.7%); and immigration offenses (.9%).

Each BOP correctional institution functions much like a self-contained community. Successful operation requires the participation and coordination of many different departments. Warden Rodney W. Chandler 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, Religious Services, and Psychology Services. Correctional Services staff members supervise inmates on housing units, work details, and the compound. Unit Management staff is responsible for managing and coordinating with various departments to provide inmate programs. Case Management staff is responsible for the collection, verification, and analysis of factual information pertaining to each individual incarcerated. Inmate Systems staff is 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 Services, Facilities, Financial Management, Education/Recreation Services, Food Services, Safety and Sanitation, and Volunteer Services departments. Facilities staff provides maintenance and repair of the physical plant. Financial Management staff prepares the budget, manages property, and maintains necessary supplies in an institution warehouse. Food Services staff members supervise the daily preparation of regular and special diet meals for the entire institution. Employee Services recruit and hire as well as provide staff assistance regarding payroll, health, and retirement benefits. Safety staff members conduct sanitation inspections, provide pest control, and manage all hazardous materials.

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 provides 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 members conduct initial psychological screening of all arriving designated inmates and provide recommendations to unit teams regarding mental health program needs. Direct services are provided in the form of evaluation, crisis intervention, brief counseling, and individual or group therapy. We consult with staff in evaluating inmates with behavioral or other adjustment problems to ensure proper management. We refer inmates for 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 managing mentally ill inmates. Psychologists also 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. Intern offices are located in one area. This promotes a professional treatment atmosphere and fosters close working and collegial relationships between 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. A Psychology Secretary assists with administrative tasks.

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

Goals and Objectives:

The goal of Bureau of Prisons Doctoral Psychology Internship Programs is to train entry-level professional psychologists who also function competently in the correctional environment. The training program has seven objectives.

One objective is for the intern to demonstrate proficiency in conducting screening, assessment and diagnosis for a wide range of disorders and problems, using a multimodal approach, specific to the needs of the situation for individuals, groups, and/or organizations.

A second objective is for the intern to demonstrate proficiency in planning and implementing a variety of evidence-based practices, including empirically supported treatments, to address mental health needs among individuals, groups and organizations.

A third objective is for the intern to demonstrate proficiency in fostering and coordinating relationships with various disciplines in the correctional environment (i.e. management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responsive to client or system needs and goals.

A fourth objective is for the intern to demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior, and to demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

A fifth objective is for the intern to demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

A sixth objective is for the intern to demonstrate awareness of and sensitivity to cultural factors impacting clinical services with diverse individuals, groups and communities who represent various cultural and personal backgrounds and characteristics.

A seventh objective is for the intern to demonstrate proficiency in performing professional activities that may include providing supervision, training, conducting accountability audits and program evaluation, and/or implementation and administration of psychological services and programs both common and uncommon to the intern's specific institution.

Training Activities:

Interns begin by participating in an extensive two week Institutional Correctional Techniques 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 emphasis area 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. Concurrent, part-time, area of emphasis training rotations of six (6) months are offered in Behavioral Medicine, Psychology in Corrections, Drug Abuse Treatment, Mental Illness 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 may have the opportunity to participate in an outplacement rotation at nearby FMC Carswell or FCI Seagoville.

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.

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, and active treatment.

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. Each intern will lead or co-lead a minimum of three groups during the year, e.g., basic cognitive skills, emotional self-regulation, criminal lifestyles, and "seeking strength."

Interns also participate in consultation and training as part of their generalist experience. Interns may participate in Unit Team meetings to address questions of unit staff regarding inmate's behavioral or emotional adjustment and provide consultation regarding mental health needs. Referrals for evaluation and/or treatment may result from this process. Each intern is required to present clinical cases to staff as a partial demonstration of competency in evaluation and assessment.

Behavioral Medicine Rotation This rotation focuses on cognitive assessment and intervention experiences with a chronic medically-ill population as well as consultation with health care and correctional staff. Inmates with conditions such as AIDS, cancer, dementia, diabetes, heart disease, paralysis, and pulmonary disease are treated and monitored as outpatients.

The Behavioral Medicine rotation emphasizes assessment and consultation with the chronically ill population and assisted living unit. Interns will gain clinical experience with this population and serve as consultants to staff regarding accommodations needed for assistance to function adequately. 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, dealing with loss, pain management, wellness, chronic disease and other disabling conditions and on improved self-management skills. A balance of individual and group intervention experiences will be available.

Psychology in Corrections Rotation The Psychology in Corrections 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 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 Health Services area. 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 of the inmate on suicide watch. Interns will also be involved in training and debriefing.

Interns in the Correctional rotation also function as consultants for the Special Housing Unit (SHU) and Jail Unit. SHU is a high security environment where inmates are restricted for administrative or disciplinary reasons. The jail unit is the central processing site for inmate Receiving and Discharge.

Psychology staff evaluates 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 members 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. 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, Executive Staff) in this environment. Psychology staff members 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 Treatment Rotation The Residential Drug Abuse Program (DAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via the therapeutic community. About 230 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 treatment 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 assessment and implementation of drug treatment programming,
- (3) to develop/improve skills in facilitating group development and processing, and
- (4) to gain an awareness and experience of drug program administration.

Interns will become acquainted with the use and interpretation of 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 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 a 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 members. 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. 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.

Mental Illness Rotation The Care Level 3 Mental Health Program focuses on the assessment and treatment of inmates who need a higher level of care to remain psychologically stable, stay out of SHU, and to avoid in-patient hospitalization. This program is ideal for inmates who need assistance with transitioning from inpatient psychiatric care to a main line institution. The goals of the program are to stabilize mentally ill inmates, help them build the skills necessary to decrease the level of care they need to remain psychologically stable, and to minimize recidivism after release. The ultimate goal is for the inmate to be able to function at a Care Level 2 mental health institution.

Inmates in the Care Level 3 Mental Health Program attend regular community meetings, as well as a variety of psychoeducational groups that focus on skill building and identification and management of psychological symptoms. Medication compliance and mental status are closely monitored on the unit. Additional programming may include involvement with education/GED, Drug Education, wellness activities, and work assignments. Individual therapy is available but sessions will generally focus on treatment planning, brief therapy, and crisis interventions. A multi-disciplinary treatment team consisting of the program coordinator (Care Level 3 Psychologist), Psychiatrist, Nurse, and a member from the Unit Team will also meet regularly to review treatment progress and the needs of each inmate in the program.

Interns who elect to complete the Care Level 3 Mental Health Rotation will be involved in all aspects of the program to include conducting group and individual therapy sessions, completing comprehensive psychological evaluations, and participating in multi-disciplinary treatment team meetings. In addition, this rotation will also focus on helping interns become comfortable with consulting and recommending appropriate courses of action to Lieutenants and Executive Staff regarding mentally ill inmates. Interns involved with this rotation will also become familiar with the Bureau of Prison's policies on the use of restraints and involuntary medication.

Outplacement/Special Interest Rotation To further complement the general and area of emphasis training provided at FCI FTW, an opportunity for an additional rotation may be 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. Interns typically obtain this experience through an outplacement rotation at the nearby Carswell Federal Medical Center (a female facility) or at the Federal Correctional Institution in Seagoville (west of Dallas). This outplacement occurs one day a week, for approximately three months. It should be noted that private transportation is necessary to commute to these training sites.

Didactic Training During and after Institutional Correctional Techniques Training, interns participate in a variety of didactic training seminars. On-site and "Centra" sessions provided over the computer by central office staff are scheduled in each of the following areas:

- (1) Ethics/Professional Issues (ethics in corrections, therapist self-care, Texas licensing requirements),
- (2) Cultural Diversity Issues (Hispanic, African-American, Asian, Hispanic, geriatrics, homosexuality, gender-identity, gangs),
- (3) Assessment & Diagnostics (e.g., mental status interviews, PAI, WAIS, VIP, etc.),
- (4) Intervention & Psychotherapy (suicide risk assessment, cognitive 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.).

Supervision A minimum of two hours per week of individual supervision by a licensed psychologist is provided. At least two additional hours of group supervision are provided by all training staff. Supervision assignments are based on the intern's needs and on staff workloads. The Chief Psychologist supervises a weekly clinical team meeting, where interns and other staff discuss clinical issues of concern. The Psychology Internship Program Coordinator supervises a weekly group supervision

meeting where clinical cases are presented and issues are reviewed. Assignments are coordinated between staff and interns with regard for training needs.

Research and Program Evaluation FCI FTW is primarily a service oriented professional practice setting. Our staff has specific interests, but is 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 audit reviews 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 two hours per week as long as they are meeting all clinical training requirements. This time may include completion of dissertation research.

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 Psychology Internship Program Coordinator 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 Psychology Internship Program Coordinator meets with the interns and training staff as a group on at least a quarterly basis and meets separately with training staff as needed to discuss training related issues.

Grievance Procedure Interns 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 Psychology Internship Program Coordinator, 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 to 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) 336-5979).

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 \$52,868 (2) annual & sick leave (4 hours each per 2 week pay period), (3) paid federal

holidays, and (4) liability coverage for on-site professional activities. Interns are also eligible to receive health insurance benefits.

Application Process Applicants from only APA-accredited programs will be reviewed. In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interests and abilities are important considerations in selections.

THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER.

We invite application by any and all persons who meet the qualifications noted above and value having a diverse intern group. Selections will be made without discrimination for any non-merit reason such as race, color, religion, national origin, sex, sexual orientation, status as a parent, age, marital status or membership in an employee organization. The Department of Justice provides reasonable accommodations to applicants with disabilities. If you need an accommodation for any part of the application and hiring process, please notify our Human Resource office. The decision on granting reasonable accommodation will be made on a case-by-case basis. Persons with disabilities may be employed in a law enforcement position if they meet the medical and physical requirements for correctional work.

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.

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.

AAPI Application materials are **due November 1**. Academic background, prior professional experience, letters of recommendation, and professional interests and goals 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, with notification of your review status being given by December 15. Invited candidates are required to interview in person. Applicants **must be U.S. citizens** and **must obtain security clearances**. The qualification process includes an integrity interview, and a panel interview. A full background investigation and physical examination will follow only if you obtain an appointment.

To be eligible for a doctoral internship program position, applicants must not have reached their 37th birthday (in accordance with Public Law 100-238), must be enrolled at least part-time as an advanced graduate student in a clinical or counseling psychology program leading to a doctoral degree. To be eligible for an entry-level

psychology position with the Bureau, interns must have completed all doctoral degree requirements, be U.S. citizens, and not have reached their 37th birthday (in accordance with Public Law 100-238) at the time of initial appointment (age waivers can be requested prior to 40th birthday).

Selections and the offer of positions are made in strict accordance with the policies of the Association of Psychology Postdoctoral and Internship Center's (APPIC) Internship Matching Program. For a detailed description of these policies and procedures, refer to [APPIC's website](#). Our internship sites agree to abide by the APPIC policy that no person at these training facilities will solicit, accept, or use any ranking-related information from any intern applicant.

Applicants should understand that the Bureau is also bound by the specifications of the [Pathways Program](#). While the Pathways Program is a specific process for verifying eligibility for the Doctoral Intern position, the application process is totally separate from the APPIC process and procedures. Accordingly, applicants must submit an application through the [USAJOBS website](#) to verify eligibility for temporary federal law enforcement hiring.

Applicants for the Bureau's internship positions should be aware that they are applying for a position in a federal law enforcement agency. Therefore, selection entails not only demonstration of exceptional qualifications as an "advanced graduate student / psychologist in training," but also suitability for work in a position of public trust. In general, Bureau employees, including psychology interns, are held to a high standard of personal conduct and responsibility and are expected to be law-abiding citizens who can serve as strong role models for the inmate population.

Application Procedures:

Early fall, individuals interested in a psychology internship position at any of the Bureau's training sites should complete each of the following steps:

1. AAPI

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

b. Upload one work sample with your application. This should be an assessment report on an adult client that addresses, at a minimum, background information, current behavioral observations, results of a battery of psychological tests, and formulation of the case. Choose this case carefully and take appropriate steps to protect the anonymity of the subject.

After completing the AAPI Online application, advanced graduate students will be notified which sites wish to consider them further. Notified applicants, after their AAPI online materials are reviewed, will be instructed to continue with the USAJOBS process

for possible employment in a temporary federal law enforcement position.

2. USAJOBS – DOJ Pathways Internship Program Psychology Doctoral Intern

Read the announcement on USAJOBS completely especially the sections “Qualifications Required” and “Required Documents.” Apply online and submit ALL required supporting documentation.

Applicants can contact the Bureau’s Consolidated Staffing Unit (CSU) located in Grand Prairie, Texas, for questions regarding their documentation and inquire if ALL required documents were received.

During the USAJOBS application process, applicants must respond to a series of assessment questions. Your responses determine category placement (i.e. Best Qualified, Highly Qualified, Qualified). Additionally, Veterans Preference is applicable during this application process. Qualified preference eligibles who meet minimum qualification requirements with a compensable service-connected disability of at least 10% will be listed in the highest quality (Best Qualified) category.

After closure of the USAJOBS vacancy announcement, the CSU, in accordance with established OPM procedures for category ratings, will only process applicants that are assessed as qualified and included in the Best Qualified category. Applicants in the Best Qualified category will be notified of their status by the CSU and forward to the internship site to be considered for an interview. Please note that all candidates (those being asked to interview and those no longer being considered) will receive a Notification of Results by December 15. Therefore, even though you have applied to numerous Bureau internship sites using the AAPI Online, category placement and assessment of eligibility through the USAJOBS application process plays a vital role in the certification of an applicant to one or all sites. This means it is possible that you will be found ineligible for any of our sites and you are advised to plan accordingly. For example, you might want to consider developing a larger pool of internship applications.

By December 15, you will be notified if you will be invited for an interview, which will take place in December (for those close to the Fort Worth, TX area) or January. As part of the interview process, applicants must satisfactorily pass a security clearance procedure that includes a computerized Core Values Assessment (CVA), a pre-employment interview, an integrity interview which addresses issues of personal conduct, a subject matter expert interview, and a drug test. If you are applying to more than one internship site, you may only have to complete this process once – but this is institution-dependent. Results of the security clearance procedures can be shared with other Bureau sites for your convenience. However, if any portion of this security clearance failed at the first site where your interview occurs, you will no longer be considered at any of the other sites. Please plan accordingly. Offers of positions at each site are then made in strict accordance with the policies of the APPIC’s Internship Matching Program.

Additional Information Candidates invited for an interview with training site psychology staff will also be required to participate in a standard law enforcement pre-employment screening procedure. As noted, this process may only need to be completed once as results can be shared with other Bureau internship sites for your convenience. To facilitate this process, Human Resource staff may be in contact with applicants prior to the interview to gather specific information needed to complete criminal record and credit checks. The interview process will also include a panel interview in which you will be asked to respond to a number of scenarios that could arise in a correctional facility. These procedures are used to determine your qualifications for a position of public trust and are required of all applicants seeking employment with the Federal Bureau of Prisons.

If you have any questions regarding whether you would qualify for a law enforcement position, you should seek further information from Human Resource specialists at any of the sites of interest to you, to determine the advisability of continuing with the application process. Psychology staff are not able to advise you on these matters.

Any questions you may have should be resolved prior to submitting your list for matching. Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process. For individuals selected through the matching process, a field investigation will follow to verify that the information provided in interviews and on required forms is accurate. Failure to complete this process or a finding that an applicant is outside the guidelines for employment in a sensitive position would preclude participation in the program. Once hired, interns must comply with the Bureau's Program Statement on Standards of Employee Conduct.

The foregoing is not intended to discourage applications, but to ensure that applicants are aware of the additional law enforcement requirements that will be imposed on them should they wish to pursue a Bureau of Prisons Internship position.

THE PROGRAM AAPI APPLICATION DEADLINE IS NOVEMBER 1.

If you have any questions concerning the application process, contact the Internship Program Coordinator Dr. Karla Evans, via e-mail (preferred) at K1Evans@bop.gov or telephone at (817) 413-3252.

PSYCHOLOGY STAFF

Lisa Bellah, Ph.D., Forensic Psychologist

Dr. Bellah graduated in 2001 from Louisiana Tech University with a Ph.D. in Counseling Psychology. She completed her internship at FCC Butner. Subsequently, Dr. Bellah was hired as a staff psychologist at FCC Oakdale. In November 2003, Dr. Bellah joined the staff at FCI Fort Worth as a forensic psychologist. She is a licensed psychologist in Texas. She is proficient in the Spanish language. She may provide supervision in the forensic evaluation and general clinical rotations.

Samuel Browning, Ph.D., Staff Psychologist

Dr. Browning graduated with a Ph.D. from Nova Southeastern University in 2013, after completing his doctoral internship at FCI Fort Worth. He was hired as a Staff Psychologist in 2013, and provides general services to the inmate population. He also coordinates the suicide prevention program. His areas of interest include hostage negotiation, combat PTSD/law enforcement stress, and personality disorders.

Isabel Cabarcas, Ph.D., Drug Abuse Program Coordinator

Dr. Cabarcas-Quick graduated in 2005 from Virginia Commonwealth University with a doctorate in Clinical Psychology and a focus on adult and children. She completed her internship at FMC Fort Worth in 2004. She was then hired as a Staff Psychologist at FCC Forrest City in 2005. She worked as a Staff Psychologist at several other federal institutions including FCI Fort Dix and FCI Seagoville until 2012. She was hired as Drug Abuse Program Coordinator at FCI Fort Worth in late 2012. Dr. Cabarcas has been a member of the Crisis Support Team and led multiple trainings for the Northeast Regional Team. She is a licensed psychologist and fully proficient in the Spanish language. Additional clinical experiences include her work in a psychiatric hospital, provision of drug abuse treatment with female adolescents, and private practice with children and adults. She may provide supervision in substance abuse treatment/diagnosis, correctional psychology (including/also suicide prevention/crisis intervention) and general clinical rotations.

Marti Carlson, Psy.D., Chief Psychologist

Dr. Carlson graduated in 1996 from Forrest Institute of Professional Psychology with a doctorate in Clinical Psychology and a focus on Neuropsychology. She worked with children and adolescents prior to joining the Bureau in 1996. Dr. Carlson has worked as a Staff Psychologist for two years and a Drug Abuse Program Coordinator for seven years at the Federal Correctional Institution in El Reno, OK. She has been active with the Crisis Support Team as a member and a Regional trainer for several years. As Chief Psychologist, she is responsible for overall administration of the psychology department. Her primary interests are in crisis/trauma support for staff and families, supervision/career development, psychopathy, drug abuse treatment, treating the difficult client, crisis intervention, group processing, and cognitive-behavioral treatment approaches. She is a licensed psychologist. She may provide supervision in the correctional psychology and general clinical rotations.

Karla Evans, Psy.D., Psychology Internship Program Coordinator

Dr. Evans obtained her Psy.D. in Clinical Psychology from Argosy University, Dallas Campus after completing her Doctoral Internship at the Federal Medical Center, Carswell. She joined FCI Ft. Worth in 2010 as a Staff Psychologist. She worked as a Care3 Mental Health Psychologist at FMC Carswell from 2013 to August 2015, when she returned to FCI Fort Worth as the Internship Program Coordinator. Other mental health experiences include her work in a psychiatric hospital and private practice where she provided psychological assessments to children, adolescents and adults and conducted individual, couples, family, and group therapy. Dr. Evans has served in various roles to facilitate appropriate placement of children through child protective services, and she provided training on issues of caring for abused/neglected. She has taught undergraduate courses at local universities and has facilitated various groups including anger & stress management, sleep improvement, drug education, process groups, and marriage enrichment. She has conducted trauma workshops, and provided treatment to victims of trauma and abuse. Her areas of interests are in crisis intervention, suicide prevention, individual therapy and trauma/abuse recovery. She is currently licensed in the state of Texas. She may provide supervision in the general rotation.

Terra Follick, Psy.D. Care 3 Psychologist

Dr. Follick graduated in 2011, from the Illinois School of Professional Psychology with a doctorate in Clinical Psychology with a forensic focus. She completed her doctoral internship at MDC-LA. Following internship, she was hired at FCI Danbury as a Staff Psychologist. In 2014, she was hired at FCI Fort Worth as a CARE3-MH Psychologist. She is currently licensed in the state of New York. She may provide supervision in the general clinical and mental health rotations.

Robert Johnson, Ph.D., Forensic Psychologist

Dr. Johnson was appointed as a Forensic Psychologist at FCI Fort Worth in 2003. Following active duty in the U.S. Army, he joined our staff in 2005. He was previously the Drug Abuse Program Coordinator at the Federal Correctional Institution in Seagoville, Texas. In addition to forensics, his professional interests include neuropsychological assessment and substance abuse treatment. He is a licensed psychologist and may provide supervision in the general clinical, forensic evaluation, or behavioral medicine rotations.

Pamela E. Morris, Ph.D., Advanced Care Level Psychologist

Dr. Morris obtained her Ph.D. in Clinical/School Psychology from Hofstra University in 1994. She was employed as a Staff Psychologist at the University of Wisconsin - Madison Counseling and Consultation Services from 1994 - 1996. She joined the Bureau of Prisons in 1996 as a Staff Psychologist at FCI Fairton, NJ. She subsequently worked as a Staff Psychologist at FMC Carswell, TX and Staff Psychologist and Drug Abuse Program Coordinator at FCC Beaumont, TX. She joined the FCI Ft. Worth Staff in 2006 as the Psychology Internship Program Coordinator. In July of 2015, she was appointed to be the Advanced Care Level Psychologist at FCI Fort Worth. Her interests include crisis intervention, personality disorders, parenting

skills for inmates, gender identity disorder, and cognitive therapy. She is the Federal Woman's Program Manager for the institution Affirmative Action Committee. She is a licensed Psychologist in Texas and Wisconsin. She may provide supervision in the general clinical or behavioral medicine rotations.

Randall Rattan, Ph.D., Forensic Psychologist

Dr. Rattan received his Ph.D. in Clinical Psychology from the University of North Texas after completing his Doctoral Internship at the Federal Medical Center in Fort Worth, Texas. He completed a two year Post-doctoral Residency at the United States Olympic Committee, serving as a Post-doctoral Resident in Sport Psychology and as a consultant to several sport national governing bodies. He attended the 1996 Olympic Games in Atlanta, Georgia providing consultation to American athletes in various sports. Dr. Rattan assumed the duties of Drug Abuse Program Coordinator in 1996 until 2002 when he began conducting forensic psychological evaluations. He was formally selected as a forensic study specialist in 2003 and has been conducting court-ordered evaluations to the present. Dr. Rattan was granted Diplomate status by the American Board of Professional Psychology in 2008 and, as such, is a Diplomate of the American Board of Forensic Psychology and Fellow of the American Academy of Forensic Psychology. He may provide supervision in the forensic evaluation and general clinical rotations.

Lawrence Sloan, Ph.D., Drug Abuse Program Coordinator

Dr. Sloan obtained his Ph.D. in Clinical Psychology from the University of Mississippi. He completed his Doctoral 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 was promoted to his current position, Drug Abuse Program Coordinator, in 2005. He is licensed in Texas. In addition to substance abuse, his interests include psychopathy, sex offenders, suicide, objective personality assessment, empirically validated treatments, and organizational consultation. He may provide supervision for the drug abuse treatment or general clinical rotations.

AFFILIATED SUPERVISORY STAFF

Federal Medical Center (FMC) Carswell

Christine Anthony, Ph.D., Forensic Psychologist
Lauren Cimperman, Ph.D., Sex Offender Management Program Coordinator
Kristy Dromgoole, Ph.D., Mental Health Psychologist
Nallely Galvan, Ph.D., Drug Abuse Program Coordinator
Daniel Kim, Ph.D., Chief Psychologist
Ashley Noble, Psy.D., Forensic Psychologist
Ben Quick, Ph.D., Psychology Internship Program Coordinator
Leslie Wheat, Ph.D., Drug Abuse Program Coordinator
Kristin Willert, Psy.D., Resolve Program Coordinator
Russ Wood, Ph.D., Clinical Health Psychologist

Federal Correctional Institution (FCI) Seagoville

Melissa Albert, Psy.D., RDAP Coordinator

Rebecca Bauer, Ph.D., Psychologist

Jennifer Caperton, Ph.D., Sex Offender Management Program Coordinator

Chris Poulson, Ph.D., SOMP Psychologist

Veronica Tetterton, Psy.D., RDAP Coordinator

Chelsea Wooley, Ph.D., Psychologist

Drug Treatment Specialists

Jo Avanti, B.A.

Raquel Belle, B.S.

Lisa Bielss, MSW

Odessa Brown, MSW

Andrew Jones, MS, LPC

Kayla Lance, MS, LPC

Anthony Reeves, B.S., M.A.

Melissa Robertson, MSW

Traci Uncel, MA, LPC-S

Other Contributor

Michael Nichols, MSW, Supervisory Community Treatment Coordinator

FORT WORTH-DALLAS AREA

The Federal Correctional Institution Fort Worth 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. 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 modern city with a population of about 500,000 people, located about 30 miles west of Dallas. Arlington, Grand Prairie, Mansfield, 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 or purchase.

The Dallas-Fort Worth (DFW) area is home to more than three million people and is a prominent business, finance, and cultural center. The cost of living is reasonable, with ample and varied housing available and some good public schools. Residents generally enjoy an easy commute to their destinations. 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, Dallas Mavericks and the Dallas Cowboys. Opportunities to enjoy outdoor activities are ample, and include city parks, amusement parks, golf courses, and nearby lakes and trails. Shopping enthusiasts can enjoy boutiques, malls and shopping outlets in Dallas, Fort Worth, Grand Prairie and Allen, Texas. 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 to train, develop and hire 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, drug abuse treatment programs, suicide prevention programs, crisis intervention and trauma response teams, hostage negotiation, doctoral training, employee assistance programs, inpatient mental health programs, and staff training. Other career tracks include administration of drug abuse or internship programs, consultative positions in the Human Services Division, or executive managerial staff.

Permanent staff members are covered by the Federal Employee Retirement System, a pension plan which includes options for sheltering income similar to a Keogh 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).