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Federal Medical Center Carswell



Fort Worth, Texas

***Doctoral Psychology Internship
2017-2018***

***Internship Accredited by the American
Psychological Association***

***Member of the Association of Psychology
Postdoctoral and Internship Centers***

Program Code Number: 174311

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Federal Medical Center, Carswell Fort Worth, Texas

The Federal Medical Center Carswell (FMC Carswell) opened in the summer of 1994, and serves as the only medical and psychiatric referral center for females in the Federal Bureau of Prisons. Situated on the west side of Fort Worth, Texas, the institution is accessible only through the Naval Air Station Fort Worth, Joint Reserve Base. The institution initially consisted of a remodeled military hospital and adjacent officers' quarters. Over the next 4 years, additional buildings were built and the inmate population grew to over 1870 inmates. The institution presently has between 1400 and 1500 inmates. The institution was most recently re-accredited by the American Correctional Association in August 2016.

FMC Carswell is comprised of four interrelated facilities which house female Federal inmates referred from all parts of the United States. These facilities are:

- A 450-bed Medical Referral Center. Mental Health, dental, and medical services are provided to female inmates by professional staff, consistent with acceptable community standards and in compliance with Bureau of Prisons policy. This includes medical-surgical units, ambulatory care units, inpatient and outpatient mental health units, and a residential drug treatment unit. The hospital was re-accredited by JCAHO in 2015.
- Over 1000-bed General Correctional Unit. The unit is designed to confine female inmates in a controlled environment that is safe, humane, and secure. This unit typically houses inmates who have "in" custody designations, some of whom participate in a faith-based residential program.
- A 24-bed Administrative Unit. This high security unit is designed to house female inmates with histories of



3 FMC Carswell, Medical Referral Center, with the Fort Worth skyline in the background

escapes, chronic behavior problems, repeated incidents of assaultive or predatory behavior, or other special management concerns. The mission of the unit is to provide the inmates with structured programs and measurable goals, with the intent of returning them to general population units. The unit is self-contained.

- A 250-bed Minimum Security Prison Camp. Two units adjacent to FMC Carswell house female inmates who have minimum security and "out" or "community" custody designations.

FMC Carswell's inmate population is diverse. As of October 2013, there were approximately 1,870 female inmates housed at this facility following conviction for at least one federal offense. The average age of the population was 41 years, and ranged from 19 to 88 years. The median age of the population was 40. Twenty-two percent of the inmates were not United States citizens and faced the possibility of deportation at the completion of their sentence. The racial composition was 37.5% White/Not Hispanic, 36.4% Hispanic, 22.5% African-American, 3.6% Other (e.g., Native American, Asian, etc.). A substantial number of inmates were Spanish-only speakers. The mean sentence length was 91.3 months, with a median sentence length of 64 months. Portions of the population are serving long sentences: 5.2% are serving 20 or more year sentences and 1.3% are serving life sentences. Drug offenses accounted for 54.3% of the offenses; extortion, bribery, and fraud for 12.9%; immigration offenses for 10.5%; weapons, explosives, and arson for 5.9%; property offenses for 5.9%; violent offenses for 3.7%; sex offenses for 2.6%; robbery for 2.3%; and banking, counterfeiting, and embezzlement for 1.9%.

To address the mental health, medical, and correctional needs of this diverse population, FMC Carswell has formulated the following mission statement:

FMC Carswell will provide specialized mental health and medical services to female inmates, as well as appropriate correctional programs. The staff of FMC Carswell have identified the following as significant institution objectives:

- *Provide a safe, secure, humane environment for inmates while protecting society.*

- *Develop and implement programs and services for inmates in need of specialized mental health evaluation and care.*
- *Develop and implement an efficient system of providing quality medical care and surgical evaluation and care.*
- *Provide a diversity of programs and activities beneficial to inmates, the institution, and the community.*

Psychology Services at FMC Carswell

Like most prisons, FMC Carswell functions as a self-contained community, and the role of Psychology Services is to promote the mental health and welfare of inmates and staff and to further the development of a humane correctional environment. As is common in community mental health centers, most clients are self-referred for a variety of concerns, others are referred by staff, and some inmates are instructed to participate in treatment by the Federal Courts or parole boards. Whatever the referral path, Psychology staff provide evaluation and treatment services to assist inmates in the adjustment to incarceration and stressful life events, in altering maladaptive behavior patterns, and in coping with mild-to-severe mental disorders.

In accordance with the institution's mission statement, Psychology Services staff conduct an initial psychological screening on all arriving inmates to determine current adjustment and resources, the presence and/or severity of past or current mental illness, and to make programming recommendations. Direct services include crisis intervention, brief counseling, group therapy, individual therapy, and psychological assessment. Consultation regarding an inmate's adjustment and functioning is provided to unit staff, medical staff, other mental health professionals, work supervisors, community programs, and the courts.

Training seminars on a wide variety of mental health topics are provided to institutional and central office staff, including yearly training for Correctional Counselors, suicide prevention, communication skills, working with female inmates, and sexual assault prevention. Designated staff serve as counselors for the Employee Assistance Program that is designed to assist staff and their families with personal or family mental health concerns.

Psychology Internship Program

The internship has been accredited by the American Psychological Association since July 2001 and was last re-accredited in October of 2014. Our last site visit was in July 2014 and we were accredited for an additional 7 years. Our next APA site visit is scheduled in 2021. The contact information for APA is:

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

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 internship applicant. The contact information for APPIC is:

APPIC Central Office
10 G Street, NE Suite 440
Washington, DC 20002
appic@aol.com
Telephone: 202-589-0600 <mailto:appic@aol.com>
Website: www.appic.org

Internship Philosophy and Aim

The training program at FMC Carswell is organized around the practitioner-scholar model and is guided by the philosophy that a clinical practitioner should be informed by scientific research. Clinical practice within a correctional and forensic setting is regarded as requiring the same core clinical skills and knowledge base as professional practice generally, but takes place within a complex legal, political, and social context. Education and training are viewed as continuous and interactive processes, beginning with close supervision and moving toward clinical independence.

The aim of the internship program is to train entry-level professional psychologists who also function competently in the correctional environment. It derives

simultaneously from the mission of this facility and from generally accepted values of the professional psychology community. At the most fundamental level, the internship experience is intended to provide broad and general preparation, enabling doctoral candidates to make the transition from student to professional practitioners of psychology. The following 9 training competencies have been identified to meet this aim, and the internship is organized around training interns to be proficient in each competency:

1. Research
2. Ethical and legal standards
3. Individual and cultural diversity
4. Professional values, attitudes, and behaviors
5. Communication and interpersonal skills
6. Assessment
7. Intervention
8. Supervision
9. Consultation and interprofessional/interdisciplinary skills

The internship program will acquaint interns with the broad role of psychologists in the Federal Bureau of Prisons and will increase their core knowledge of correctional psychology issues. This program will give interns a core knowledge base regarding the law, public policy, and social factors as they relate to the practice of psychology, especially in a correctional setting. Interns are highly encouraged to participate in on-site research projects and program evaluations, as well as pursue their own interests after completion of their dissertations. These experiences offer a foundation for additional training and experience for forensic work and can serve as a vehicle to recruit career-eligible, proficient interns into career appointments within the agency.

Training

Interns will begin with a two week Introduction to Correctional Techniques training program to introduce them to the correctional environment and to working with female inmates. Normal work hours are 7:30 am - 4:00 pm, with a standard 40-hour work week. Alternate hours may be necessary from time to time.

Psychology training activities include a required year-long General Population assignment, and two elective training area assignments, each lasting for six months. Prior to any rotation assignment, each intern will be assessed for current clinical competencies and comfort levels to assist in determining rotations and structuring additional learning experiences. To further broaden the experience, interns will participate in an "outplacement" training rotation one day per week for up to five months at either of the two male federal prisons in the Dallas-Fort Worth metroplex (Federal Correctional Institution Seagoville or Federal Correctional Institution Fort Worth). Individual and group supervision, didactic seminars, scholarly activities, and interaction with other students and interns in the Dallas-Fort Worth metroplex will round out the experience.

General Population: General professional training is required for 16-24 hours per week for the entire year. This rotation is designed to train interns to achieve an intermediate to advanced level of proficiency in providing professional assessment, diagnosis, intervention, supervision, and consultation services which are firmly grounded in empirically supported practices.

Psychologists have primary responsibility for developing and implementing treatment programs for in- and out-patient psychiatric inmates. They also provide evaluative and consultative services and are members of interdisciplinary treatment teams. Interns receive supervised experience in interviewing, diagnosing, testing, and group and individual psychotherapy. Inpatient service involves the same skills as community psychiatric hospitals and entails collaboration with psychiatry, medicine, allied health professionals, work supervisors, and correctional officers. Interns will provide a range of clinical intervention services to the inmate population, and must demonstrate competence in treatment planning, crisis intervention, brief counseling, individual therapy, and group therapy. They will participate in interdisciplinary treatment team meetings.

Elective Areas: Interns will participate in 2 of the following elective areas, 16-hours per week for approximately 6 months each. These experiences will enable interns to gain basic competency in two areas of practice. Intern experiences are selected to promote the development of a satisfying professional identity, provide diversified options for professional development, and allow the program to be tailored to each intern's interests.

Forensic Evaluation Service- Dr. Blackwood, Dr. Correa, & Dr. Hamilton: The Medical Center is the primary forensic evaluation site for female inmates in the federal judicial system. Defendants are referred by the courts for determination of competency to stand trial, criminal responsibility, and dangerousness. Psychologists are responsible for conducting these evaluations, forming opinions, and serving as expert witnesses in Federal court. Interns may participate in all portions of this service, including conducting background investigations, interviewing, testing, report writing, and providing expert-testimony in federal courts throughout the United States. Interns may also be involved in treatment efforts to restore competency.

Dual Diagnosis Residential Drug Abuse Program- Dr. Paul (Acting RDAP Coordinator): The majority of Federal inmates have been convicted of drug-related crimes and most have some history of drug abuse. Inmates are strongly encouraged to become involved in a variety of recovery experiences for which psychologists maintain program responsibility. Programs include a Dual-Diagnosis Residential Drug Abuse Program, Non-residential Drug Abuse Program group, and a 12-hour Drug Education class. Interns may participate in all areas of substance abuse treatment. Training activities include participation in weekly treatment team meetings, group therapy, individual therapy, process group experience, and clinical interviewing all within a modified therapeutic community-based treatment program.

Spanish Residential Drug Abuse Program- Dr. Galván: FMC Carswell is the location of the only Spanish-led residential substance abuse treatment program for females in the Federal Bureau of Prisons. Spanish-only speaking inmates with a history of substance abuse are strongly encouraged to become involved in the Residential Drug Abuse Program. Interns may participate in all areas of substance abuse treatment. Training activities include participation in weekly treatment team meetings, group therapy, individual therapy, process group experience, and clinical interviewing all within a modified therapeutic community-based treatment program.

Sex Offender Management Program- Dr. Willert: The Federal Medical Center Carswell has the only sex offender management and non-residential

treatment program for female inmates in the BOP. As a result of the Adam Walsh Act of 2006, inmates who have any history of committing a sexual offense whether they were found guilty or not, are required to be reviewed by the Certification Review Branch in Washington, D.C. to determine if they are a sexually dangerous person. Inmates that are assigned this Walsh code are automatically placed in the management component of the program. This includes identifying inmates that are engaging in risk relevant behavior and providing deterrents to such behavior such as creating correctional management plans. Additionally, inmates with Walsh codes can participate in the SOMP-NR program. Interns will participate in all areas of assessment and treatment of these individuals.

Resolve Trauma Program- Dr. Bartholomew: The Resolve Program is a non-residential trauma treatment program for female inmates. The program was developed for the large number of female inmates who have experienced traumatic life events that have, in some cases, contributed to the development of mental illnesses. Programs can include the Trauma in Life Workshop, Seeking Safety group, Dialectical Behavior Therapy group, Cognitive Processing Therapy group, and Maintenance Skills group. Interns may participate in all areas of assessment and treatment.

Clinical Health Psychology Service: Psychologists serve as consultants to the medical staff concerning the emotional aspects of physical illness and the behavioral management of difficult, non-compliant patients. They are responsible for providing non-medical treatment of physical illness and the promotion of wellness. Treatment approaches include patient education, self-management training, assessment, counseling, pain management, and psychotherapy. Interns will participate in all areas of assessment, treatment, and consultation on this training rotation.

Outplacement Training: Outplacement training rotations are required for 8 hours per week for 3-5 months to further broaden the intern experience. Interns will receive training at one of two neighboring male institutions (FCI Fort Worth or FCI Seagoville). Private transportation is a necessity in the Dallas-Fort Worth metroplex area as public transportation is limited, and routine travel expenses to FMC Carswell and outplacement sites must be absorbed by the intern.

Supervision: Interns will participate in a minimum of 2 hours per week of face-to-face individual supervision by a licensed psychologist. Each rotation (general population, elective and outplacement) will receive a minimum of one hour of individual supervision each week. The interns will meet as a group twice during the week and receive at least 2 hours of group supervision. Interns will maintain an ongoing record of the supervision they receive. Interns will complete quarterly evaluations of the training and supervision they receive, and this feedback will be utilized to further enhance the training program. Dependent upon the number of psychology practicum students receiving training during the training year, interns may be assigned as supervisors to practicum students. Their activities as supervisors are supervised by their licensed training supervisor. This process, along with didactic presentations, helps interns develop knowledge and skill in theories and methods of supervision.

Didactic Training: Interns will participate in applied and didactic activities over the course of the training year which focus on developing skills normally associated with doctoral internships. A schedule of the seminar series will be issued to interns as they begin the internship, which sometimes includes joint seminars with other internship sites in the local area. Regular on-site and off-site seminars are likely to include: ethics and professional issues, cultural diversity, working with female inmates, assessment and diagnostics, intervention and psychotherapy, forensic issues, psychopharmacology, and special populations.

Research: Interns are strongly encouraged to engage in professional research activities for up to 8 hours each month. Completion of a scholarly project with a presentation to staff, participating in on-going research at FMC Carswell, or completion of your dissertation with a presentation to staff are all strongly supported. On-site research time may be approved by the Director of Clinical Training (DOCT). Leave time for off-site research activity must be approved in advance by the Chief Psychologist and DOCT.

Other Information:

Benefits: Interns accepted for the 2017-2018 training year will receive a stipend of approximately \$53,560 divided in bi-weekly payments over the internship year. Texas does not have a state

income tax. Vacation and sick leave are earned at the rate of 4 hours every two weeks, or approximately 13 days of each for the year. Interns are allowed time for approved research activities and limited time for authorized training. Interns are offered health insurance.

For interns who require maternity or paternity leave, they will be expected to first use all accrued hours of annual and sick leave. For additional time off needed that is not covered by accrued leave, the intern would be required to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Director of Clinical Training will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.

Application Requirements: Although we are a correctional environment, we do not require that applicants have experience in correctional work; however, this is seen as a strength in an application. **We do require that applicants have a minimum of 375 Doctoral Program Intervention hours and 75 Doctoral Program Assessment hours on the AAPI by the time of application.** We also require that applicants have completed at least **3 years** of graduate training prior to the start of the internship. The proposal for dissertation and comprehensive exams must be completed **by ranking deadline**. US citizenship is required for application to the Federal Bureau of Prisons. **We only accept applications from APA Accredited Doctoral Programs.**

Applications are reviewed and evaluated by psychology staff through the APPI process. We must also verify your eligibility for temporary federal employment. This process begins with you completing the www.usajobs.gov process. Once you have successfully completed this process, you may be invited for a personal interview. Interviews will generally be held in December and January. When applicants arrive, a credit check will be completed, a general background interview by personnel will be conducted, a core values assessment, and the applicant

will be asked correctional-specific questions. If the applicant successfully completes this portion of the interview, he/she will be asked psychology-specific questions by psychology staff. Applicants will also receive a tour and meet with the current interns. All offers will be made in accordance with APPIC policy. Any additional procedures can be found online on http://www.bop.gov/jobs/psychology_internship.jsp

Grievance Procedure: Interns have access to existing federal procedures for resolving grievances and are strongly encouraged to report all concerns regarding ethical, professional, or administrative problems. Most issues can be informally resolved within the Psychology Services department through discussion with clinical supervisors, the Director of Clinical Training, and/or the Chief Psychologist. An established procedure for grievances is included in the Internship Handbook.

Liability Insurance: Liability coverage is provided for onsite professional activities. Interns may obtain additional professional liability coverage at their own expense. The American Psychological Association and many academic training programs sponsor reasonably-priced professional liability programs for students.

Outside Employment: With the exception of participation in approved research activities, employment outside of the internship program is **not** permitted. This policy applies to volunteering as well as gainful employment of any sort.

Application Procedures: Application procedures are listed on the Federal Bureau of Prisons website. Log on to: www.bop.gov, select "Jobs", select "Explore Opportunities", select "Still in School?", select "Psychology Doctoral Internship", and select "Learn more about the Psychology Doctoral Internship" to read general information about BOP internships. All materials should be submitted via the online AAPI. DO NOT mail any part of your application. Also, please note that interviewees will be

subject to fingerprinting and a background investigation. Matched applicants must also pass a physical examination by a Bureau of Prisons physician which includes a drug screen. All application requirements are listed below. Applications must be submitted by **Tuesday, November 1, 2016**.

Completed Application Checklist (All materials should be submitted via the ONLINE AAPI). Please contact Dr. Quick with any questions.

_____ *AAPI Online (APPIC Application for Psychology Internship):*

<https://portal.appicas.org/> or www.appic.org). Please be sure that your training director has also completed the verification of internship.

_____ *Cover Letter which explains how your interests match with FMC Carswell via AAPI online*

_____ *Official transcripts of all graduate coursework via AAPI online*

_____ *3 Letters of reference via AAPI online*

_____ *A Current Curriculum Vita via AAPI online*

_____ *1 Work Sample via AAPI online (This should be an assessment report regarding an adult client that addresses, at a minimum, background information, current behavioral observations, results of more than 1 psychological test, and recommendations. Choose this case carefully and take appropriate steps to protect the anonymity of the client.)*

Reaching the Institution: Directions for reaching the institution will be e-mailed to applicants who are invited for an on-site interview. FMC Carswell is located within the Naval Air Station Joint Reserve Base in Fort Worth, Texas. Information about Fort Worth and the surrounding area is available at www.fortworth.com.

Interviews: All applications are due no later than November 1st. Applicants will receive notification via e-mail no later than December 15th as to whether they have been invited to an

interview or not. On-site interviews are required for further consideration. No phone interviews are allowed. Interviews will be conducted in December 2016 or January 2017.

Resources

The Psychology Services Department is centralized within the institution and shares office areas with the Social Work Department and Psychiatry. This setting, which encourages a collaborative and multidisciplinary approach to these complementary mental health professions, promotes a professional treatment atmosphere and fosters close working and collegial relationships among staff, interns, and practicum student volunteers. Additional offices are located in the Drug Abuse Programming Area, the Administrative Unit and the Camp. Several group rooms located in the department are available for group work, training sessions, and conferences.

The Department maintains a wide variety of standardized testing materials and equipment, testing rooms, and a professional library. Computerized scanning, scoring, and interpretation of a variety of assessment instruments are performed on-site. Staff, interns, and student volunteers have access to computer workstations on an institutional and agency network with Internet access. Psychology records are maintained in a computerized documentation system and in medical charts.

Internship Class of 2016-2017



L-R: Kristine Diaz-Albertini (Nova Southeastern University), Kathryn Owen (University of Kentucky), Sadie Doll (Chicago School of Professional Psychology), Ashley Ginter (American School of Professional Psychology-Argosy Southern California), Mary Reissinger (Illinois School of Professional Psychology-Argosy Schaumburg), Kelsey Beers (Marshall University), Jessica Turrall (Loyola University Maryland), and Alixandra Burks (Sam Houston State University)

Psychology Services Staff

The Psychology Services department has 15 psychologist positions, 8 drug treatment specialist positions, and 1 psychology technician. Fourteen of the 15 psychologist positions are currently occupied, and 12 of these psychologists are licensed to practice psychology. Efforts to hire psychologists for the vacant psychologist position are presently ongoing. A listing of our current psychologists follows:



**Leticia Armstrong, Psy.D., Sex Offender Management Program
Psychologist, Chicago School of Professional Psychology (2013)**



**Nicole Bartholomew, Ph.D., Resolve Program Coordinator, Texas Tech
University (2014)**



**Hayley Blackwood, Ph.D., Forensic Psychologist, University of North
Texas (2013)**



**Amor Correa, Ph.D., Forensic Psychologist, University of North Texas
(2013)**



Lamarra Currie, Ph.D., Staff Psychologist, Ball State University (2016)



**Emily Dixon, Psy.D., Staff Psychologist, Alliant International University
(2016)**



Kristy Dromgoole, Ph.D., Mental Health Psychologist, Texas Tech University (1997)



Nallely Galvan, Ph.D., Residential Drug Abuse Program Coordinator, University of Illinois (2010)



Diana Hamilton, Psy.D., Forensic Psychologist, Massachusetts School of Professional Psychology (2007)



Daniel Kim, Ph.D., Chief Psychologist, Andrews University (1996)



Ronald Paul, Ph.D., Advanced Care Level Psychologist, Texas Woman's University (2011)



Ben Quick, Ph.D., Director of Clinical Training, Virginia Commonwealth University (2004)



**Katherine Wenzel, Psy.D., Advanced Care Level Psychologist, Nova
Southeastern University (2011)**



**Kristin Willert, Psy.D., Sex Offender Management Program Coordinator,
Midwestern University (2011)**