

# PSYCHOLOGY DOCTORAL INTERNSHIP

FMC FORT WORTH  
2025-2026

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— Bianca Bullock, Doctoral Intern



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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.

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## Introduction

The Psychology Services Department at Federal Medical Center (FMC) Fort Worth is excited that you are considering your doctoral internship with us. We hope this brochure will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with an incarcerated population.

This brochure will provide you with information about both the Federal Bureau of Prisons (FBOP) in general, and FMC Fort Worth specifically. The brochure begins with an overview of the FBOP as well as the roles of Psychology Services and the psychology internship program within the FBOP.

The second part of this brochure provides a detailed discussion of the psychology internship program at FMC Fort Worth. Included is information about the population, intern duties, research opportunities, didactic training, supervision, and benefits. Also included is information about our psychology staff and the local area to help you get to know us better.

The brochure concludes with a discussion of career opportunities within the FBOP as well as the instructions for applying to our internship program. We encourage you to look at our [Doctoral Intern](#) and [Staff Psychologist](#) web pages to learn more about the opportunities that exist at the FBOP.

For interns, the selection and location of the doctoral internship are two of the largest factors in determining subsequent career direction. We encourage you to consider the material you read in this brochure carefully. We believe our training program is of the highest quality and will both challenge and support you as you develop into a confident and knowledgeable mental health professional. We currently have five intern positions available at our site and look forward to receiving your application.

## Overview of the Federal Bureau of Prisons

Over the last 90 years, the FBOP has established 122 institutions and currently incarcerates approximately 153,000 individuals. With the Core Values of Accountability, Integrity, Respect, Compassion, and Correctional Excellence, the FBOP has earned the reputation as one of the most elite correctional agencies in the world.

Individuals convicted of the most serious offenses and those whose institutional adjustment is poor are housed in high security settings, or penitentiaries. Most are incarcerated

in medium, low, or minimum security institutions that provide greater degrees of personal freedom. All facilities have in-house support services, including Education, Medical and Psychology Services Departments.

Although many of those incarcerated in the FBOP are convicted of federal crimes and separated from the community, they are individuals, each with his or her (about seven percent are females) own needs and abilities. Many have serious mental health and behavioral disorders and require assistance to maintain psychological stability necessary to function adequately in their environment. Therefore, psychology services play an integral role in mental health treatment of the federal population.

The FBOP provides ample resources toward reentry programming to assist those who are motivated to change maladaptive thought and behavior patterns. Through the myriad of programs developed to address criminogenic needs, the federal recidivism rate has declined to only 34%, half the rate of many large State Departments of Corrections. These reentry programs include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## Psychology Services in the Federal Bureau of Prisons

With a team of over 35,000 employees, including more than 600 psychologists and another 600+ clinical service providers and psychology administrative support staff, the FBOP is one of the largest employers of mental health professionals in the United States. In addition to psychology technicians and mid-level provider “Treatment Specialists,” Psychology Services in the FBOP employs doctoral-level clinical and counseling psychologists. Psychologists are required to be licensed or license-eligible, and are encouraged to seek further credentialing (e.g., American Board of Professional Psychology (ABPP), American Psychological Association (APA) Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is provided to every FBOP psychologist.

The primary mission of Psychology Services within the FBOP is to provide psychological, psychoeducational, and consulting services to those incarcerated in the FBOP and staff. Psychology Services staff assess the needs of each incarcerated individual and ensures all individuals with mental health needs have access to the level of psychological care comparable to that available in the community. The focus of treatment varies from crisis-based interventions

to the modification of deeply entrenched maladaptive patterns of thinking and behaving. Individuals incarcerated within the FBOP may present with a range of diagnoses, to include psychotic disorders, personality disorders, mood disorders, substance use disorders, and/or cognitive impairment. Psychologists in the FBOP engage in a wide variety of clinical activities including psychodiagnostic assessment and treatment planning, individual therapy, group therapy, suicide prevention, and self-help and supportive services. In addition, Psychology Services staff collaborate with a multidisciplinary team and provide consultation to medical, custody, and unit team staff to provide comprehensive treatment and reentry resources to incarcerated individuals in our care.

## Psychology Services at FMC Fort Worth

FMC Fort Worth employs about 350 staff members from a variety of disciplines. Currently, the Psychology Services Department includes 11 psychologists and six treatment specialists. FMC Fort Worth is an administrative security level facility, meaning that we house offenders with security levels ranging from minimum to high. Our population includes incarcerated individuals in our general population who are sentenced by courts, and those in our jail who are either pending trial or sentencing, or in some cases, pending a forensic evaluation.

Psychology staff members conduct initial psychological screenings of all arriving designations and provide recommendations to Unit Team 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 our incarcerated population with behavioral or other adjustment problems to ensure proper management. We refer clients for psychiatric consultation and monitor the adjustment of those 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 provide referrals for the Federal Employee Assistance Program to assist staff with personal or family mental health problems.

The Psychology Services Department is comprised of a residential drug treatment unit, a step-down unit, a pretrial unit, and general psychology services area. Each intern has a personal office with access to a computer, telephone, printer, scanner, and other necessary office

equipment. The intern offices are located in a centralized area in Psychology Services and are in close proximity to the Internship Program Coordinator and Chief Psychologist's offices. There are also three group treatment rooms located in the general Psychology Services area. Often, clinical work related to specialty rotations is completed in offices and space available on the housing unit or in the area where the specific program is located to allow for more direct access to specialty rotation supervisors. We make it a priority at FMC Fort Worth to foster close working and collegial relationships between Psychology staff and interns.

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.

## Psychology Internship at FMC Fort Worth

### Program Aim, Competencies, and Outcomes

The aim of the Doctoral Psychology Internship Program at FMC Fort Worth is to train entry-level professional psychologists who can also function competently in the correctional environment. This is achieved by using the following competencies as benchmarks for our training of interns:

**Competency 1: Research** – The intern will demonstrate proficiency in understanding and applying scientific research to the practice of psychology generally, and the professional practice of psychology in corrections specifically.

**Competency 2: Ethical and Legal Standards** – The intern will demonstrate proficiency practicing psychology within the boundaries of the ethical and legal principles governing professional behavior. The intern will also demonstrate a commitment to professional growth and development generally, and within the correctional environment specifically.

**Competency 3: Individual and Cultural Diversity** – The intern will 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.

**Competency 4: Professional Values and Attitudes** – The intern will demonstrate proficiency in providing psychological services that are consistent with professional values, beliefs, and practices within the field generally, and within the correctional environment specifically.

**Competency 5: Communication and Interpersonal Skills** – The intern will demonstrate proficiency in both written and verbal communication with peers, supervisors, and other staff that is timely, accurate, and jargon free.

**Competency 6: Assessment** – The intern will 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.

**Competency 7: Intervention** – The intern will 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.

**Competency 8: Supervision** – The intern will demonstrate proficiency in understanding basic principles of clinical supervision (e.g., building supervisory alliance, providing and accepting effective summative feedback, promoting growth and self-assessment of peer/trainee, seeking consultation) and apply these principles as peer supervisors during group supervision and/or with doctoral practicum students, if available.

**Competency 9: Consultation & Interprofessional/Interdisciplinary Skills** – The intern will demonstrate proficiency in fostering and coordinating

relationships with various disciplines in the correctional environment (e.g., management, correctional services, unit management and health services) by providing written and verbal communication, and professional assistance responses to client or system needs and aims.

Through the combination of individual and group supervision, experiential learning elements (e.g., direct provision of mental health services), and educational activities (e.g., didactic presentations, assigned readings), interns will gain knowledge and skills in the above-listed domains within a correctional environment. Exposure to a correctional facility and an incarcerated population will contribute to interns being well trained for continued work within a prison setting. Perhaps the best indicator of this effort lies in the fact that, historically, more than 50% of our interns are hired as Staff Psychologists or obtain postdoctoral fellowships within the FBOP after graduation. However, training is purposely tailored to be sufficiently broad so that interns are well suited for work in a wide variety of clinical settings.

The internship program is structured to ensure interns receive training in all aspects of the Psychology Services Department. Interns bring considerable knowledge of psychological theory and science-based practice gained in academic and practicum settings. During internship, interns are further exposed to the scientific basis of psychological practice via didactic seminars, assigned readings and supervision of clinical work. In addition, the internship program provides abundant exposure to the application of critical/scientific thinking in the understanding and treatment of individual cases through clinical training experiences and clinical supervision.

The training philosophy of the internship program emphasizes experiential learning and considers both the tremendous opportunities available within our setting and the inherent challenges of working in a prison environment. Interns will learn by providing a variety of psychological services to incarcerated individuals throughout the training year and by collaborating with staff in other disciplines. To facilitate professional independence and confidence, training experiences proceed in a sequential, cumulative, and graded manner. For example, at the beginning of the year, interns may initially observe supervisory staff conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff and as interns feel more comfortable and display increased competence, they perform these tasks independently.



## FMC Fort Worth Psychology Doctoral Internship

Through the internship training program, interns will develop a satisfying professional identity based on self-awareness and confidence in generalist assessment, intervention, and consultation skills, as well as exposure to specialty areas of professional practice in the field of corrections. Interns are challenged to participate actively in individual and group supervision, staff meetings, and didactic seminars.



**2021-22 Doctoral Intern Cohort** (left to right): Joe Korevec, Kristin Weber, Erica Baxter, Mattie Borders, and Weronika Nowak



**2022-23 Doctoral Intern Cohort** (left to right): Rebecca Johnson, Priyanka Rao, Salman Ibrahim, Ashley Malchow, and JohnRobert Jones



**2023-24 Doctoral Intern Cohort** (left to right): Christa Bruessel, Rheanna Fletcher, Nicole Bassil, and Shania Siebert

## Internship Duties

Interns begin by participating in a three-week Introduction to Correctional Techniques (ICT) training program. This program introduces the correctional environment, instructs interns in FBOP policy, and familiarizes them with the roles of various departments.

Interns are required to complete 2,000 hours of training over a 12-month period, along with identified clinical experiences and adequate ratings on intern evaluations, to successfully complete the internship program. Training experiences include clinical contacts, supervision, didactics, and other professional activities. Interns at FMC Fort Worth, like all FBOP employees, are considered essential workers and are expected to report to the institution Monday through Friday (excluding federal holidays), even during pandemics or other potential emergency situations. The internship year begins in August and ends the following August, and normal working hours for interns are considered 7:30 a.m. to 4:00 p.m.

General Clinical training is required for the entire year (General Clinical Rotation). Concurrent, part-time, area of emphasis training rotations of six (6) months are offered in Correctional Psychology, Substance Abuse Treatment, Serious Mental Illness (Step Down Treatment), 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 outplacement training at nearby FCI Seagoville or

FMC Carswell. Please note that due to staffing levels or other institutional demands at FMC Carswell and FCI Seagoville, we cannot guarantee that an outplacement will be available during the training year.

## Internship Rotations

### **General Clinical**

The General Clinical rotation 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 integrated evaluations that include data derived from psychological testing. Interns enhance their interviewing and diagnostic skills by performing psychological screening interviews with individuals who are newly designated to the facility. Experience is also provided in conducting comprehensive evaluations involving the administration of a battery of intellectual and personality tests. Psychological tests are administered as needed to clarify diagnosis and assist in treatment planning or in consultation with Unit Team, Medical, or Correctional staff to assist in behavior management.

As part of the general training, interns maintain a diverse caseload and 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, and personality disorders, which exacerbate adjustment problems and/or contribute to a criminal lifestyle. Psychotic and other severe mental illnesses are also routinely encountered, and intervention may require consultation with psychiatry and unit team staff, monitoring of adjustment, active treatment, referral for evaluation or treatment, or arranging transfer to a FBOP facility with an inpatient psychiatric unit. Individual therapy contacts vary from routine monitoring of mental status and medication adherence to weekly intensive interventions focused on alleviating psychological and emotional distress or altering maladaptive personality styles. Each intern will also lead at least three psychoeducation and/or process groups during the year (e.g., basic cognitive skills, criminal

thinking, stress management, anger management, emotion regulation, traumatic stress and resilience, etc.).

### **Correctional Psychology**

The Correctional Psychology rotation emphasizes assessment and consultation with various departments in the Jail, Special Housing Unit (SHU), Receiving and Discharge (R&D), and other 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 FBOP, and all FBOP 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, and 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 FBOP policies and documentation requirements. Interns will also be involved in training and debriefing suicide watch observers.

Interns on the Correctional Psychology rotation also function as consultants for the SHU and Jail Unit. SHU is a high security environment where individuals are restricted for administrative or disciplinary reasons. Since this environment can be stressful, evaluations are conducted routinely to determine ongoing psychological adjustment and overall functioning, and a self-study mental health program designed specifically for those housed in the SHU is facilitated by interns on the Correctional Psychology rotation. R&D is the central processing site for individuals arriving at FMC Fort Worth. In R&D, Psychology staff evaluate the mental status of those who are known to have a history of serious mental health problems, and we consult with staff regarding appropriate housing and other management concerns. Pretrial and pre-sentence individuals are housed in a Jail Unit. The Jail Unit may contain individuals detained on charges of violent offenses and facing long sentences. Members of the 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.

Lastly, members of the correctional staff are provided regular consultation to assist in dealing appropriately with those who pose persistent or difficult behavioral management problems. Interns are familiarized with confrontation avoidance techniques and FBOP policies regarding the use of force and emergency medication.

### **Substance Abuse Treatment**

The Residential Drug Abuse Treatment Program (RDAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via the therapeutic community. When at full capacity, 96 participants are involved in this comprehensive, 500-hour treatment program that features a blend of didactic and intensive process-oriented groups. Participants in this program are housed in the residential 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 Substance Abuse Treatment rotation are to develop an understanding of the biopsychosocial addiction model, acquire/improve skills in the assessment and implementation of drug treatment programming, develop/improve skills in facilitating group development and processing, and 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 Use Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology that 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 independently. Individual intervention with selected cases is also required to facilitate a group process and/or address related problems. Interns provide consultation to the RDAP 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 FBOP policy requirements regarding drug treatment programming.

### **Forensic Evaluation**

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, based on mental health factors, a defendant is competent to stand trial or responsible for the charges against them. In some cases, the court may request that additional mental health issues, such as dangerousness, be addressed. 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 (e.g., legal, 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 a major role in multiple forensic evaluations. Interns are subject to subpoena to provide expert testimony in court on any case in which they are involved.

Interns selecting 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, and participation in a mock testimony activity. Consultation with medical and Correctional staff regarding client management is also required.

### **Serious Mental Illness (Step Down Treatment)**

The Step Down Treatment Program focuses on the assessment and treatment of individuals who need a higher level of care to remain psychologically stable, remain in general

population, and avoid in-patient hospitalization. This program is ideal for those who need assistance with transitioning from inpatient psychiatric care to a mainline institution. The goals of the program are to stabilize clients with severe mental illness, 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 clients to be able to function at a Care Level 2 institution (Care Level 2 is for individuals who require routine outpatient mental health care or crisis-oriented mental health care).

Participants in this program attend regular community meetings, as well as a variety of psycho-educational 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 High School Diploma/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 multidisciplinary treatment team consisting of the Step Down Program Coordinator (Psychologist), Step Down Program Psychologist, Step Down Treatment Specialists, Psychiatry, and a member from the Unit Team will also meet regularly to review treatment progress and the needs of each client in the program.

Interns who elect to complete the Step Down Unit rotation will be involved in all aspects of the program, including conducting group and individual therapy sessions, completing comprehensive psychological evaluations, and participating in multi-disciplinary treatment team meetings. This rotation will also focus on helping interns become comfortable with consulting and recommending appropriate courses of action to Lieutenants and Executive Staff regarding individuals with severe mental illness. Interns involved with this rotation will become familiar with FBOP policies on the use of restraints and involuntary medication.

### **Outplacement Opportunities**

To further complement the general and area of emphasis training provided at FMC Fort Worth, an opportunity for an additional training experience at a nearby FBOP facility may be provided. The proximity and training opportunities available at the three FBOP facilities in the Dallas-Fort Worth Metroplex is a benefit of selecting an internship at FMC Fort Worth. The goal of the outplacement is to provide interns an opportunity to increase the breadth of their



experience by working with particular client populations (e.g., females, individuals incarcerated for a sex offense), in a different setting (e.g., a female medical center, mainline correctional institution), or engaging in clinical activities that may not be available at FMC Fort Worth. Interns typically complete outplacement at the nearby FCI Seagoville in Seagoville, Texas, (southwest of Dallas) or FMC Carswell in Fort Worth, Texas. It should be noted that private transportation is necessary to commute to this training site, and, due to staffing changes or institutional demands at FMC Carswell and FCI Seagoville, we cannot guarantee that an outplacement will be available during the training year.

### **Temporary Duty Assignment (TDY) Opportunities**

Gaining experience at other FBOP facilities can be a valuable training experience for interns as they are able to understand how the mission and role of psychologists can vary between institutions due to location, institution culture, security level, and institution mission. Past FMC Fort Worth Psychology Interns have been provided with opportunities to complete a TDY at other institutions. For example, week-long TDYs have been completed at FTC Oklahoma City (OK), FCC Beaumont (TX), FCC Forrest City (AR), FCI Big Spring (TX), FCI El Reno (OK), FCI Oakdale (LA), and MDC Brooklyn (NY) by past interns.

### **Didactic Training**

Interns participate in a variety of weekly, two-hour didactic training seminars. Didactic seminars address topics in areas such as: ethics and professional development, culture and diversity, assessment and diagnosis, intervention and psychotherapy, forensic and correctional psychology, behavioral medicine. Additionally, opportunities for participating in live virtual training seminars facilitated by the Psychology Services Branch in Central Office are common. Interns will also be responsible for presenting twice during the training year. One presentation will be on a topic chosen by the intern related to culture and diversity, and the second presentation will be on the intern's dissertation.

During the internship training year, the FBOP also hosts an intern conference at our national training facility in Denver, Colorado. This conference allows for in-person training and discussion with Psychology Service Branch psychologists and subject matter experts. The 2023 intern conference included, but was not limited to, trainings related to the First Step Act, Sex

Offender Treatment, Effective Collaboration between Psychology and Non-Clinical Staff, Witsec Evaluations, and Considerations for Supervision. The conference also serves as an opportunity to network with other FBOP interns and FBOP staff. Please note, this is a mandatory training with travel-related costs that are covered by the FBOP.

## Research

FMC Fort Worth 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. However, 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, or operational reviews of psychological services in nearby correctional settings. 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.

## A Day in the Life of a FMC Fort Worth Intern

Every day at the FBOP is new and exciting and will vary depending on the needs of the facility, the Psychology Services Department, and the incarcerated population. Exposure to constant stimulation is key in the development and engagement of our interns. Recognizing that there is no “typical day” at the FBOP, below is a sample of what a day could look like for one of our interns.

Time	Activity
7:30 am	Arrive to work, review emails, prepare for day
8:00am	Individual therapy
9:00am	Crisis intervention
10:30am	Individual supervision with general rotation supervisor
11:30am	Lunch
12:00am	Group therapy (DBT, Anger Management, Seeking Safety, etc.)
1:00pm	Didactic

2:00pm	Didactic
3:00pm	Clinical documentation
4:00pm	Leave work with fellow interns

## Supervision

FMC Fort Worth adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision by a licensed psychologist. Typically, one hour of individual supervision is provided by the intern's general rotation supervisor and one hour of individual supervision is provided by the intern's specialty rotation supervisor. The Chief Psychologist supervises a weekly clinical team meeting, during which the Psychology Interns and other staff present new referrals for services and discuss clinical issues of concern. Additionally, there is a weekly group supervision meeting where challenging clinical cases are presented, and issues are reviewed. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, and discussion of live supervision of sessions. Professional development and clinical service provision are emphasized. In addition to the regularly scheduled weekly supervision mentioned above, licensed psychologists are readily available for consultation and supervision as necessary. At the beginning of the training year, rotation supervisors and interns discuss personal goals the interns may have related to their professional development. Every effort is made to provide learning experiences and relevant supervision to help interns achieve their desired goals and improve upon targeted competency areas.

Lastly, our training program recognizes that no two individuals are the same, and that to be successful, clinicians must be trained to recognize the myriad presentations informed not only by diagnostic difference but by cultural difference arising from unique backgrounds and histories. To recognize individual differences is to recognize their strengths and the specific variables that allow them to overcome challenges and to work with their providers to reduce symptoms and work toward mental health. Furthermore, our supervision is geared toward providing interns with the ability to recognize their strengths as providers but also any tendencies toward bias and the ways in which such tendencies interfere in the therapeutic process, hindering treatment progress for their clients. Such discussions are inter-woven into daily practice, weekly supervision with interns, and didactic learning.

## Intern Evaluation

Formal evaluation of each intern's performance occurs quarterly, resulting in mid-year and final performance evaluations for each six-month specialty rotation and the year-long general rotation. Interns are evaluated using a tool common to all FBOP internship training sites. The evaluation measures intern progress regarding the following profession-wide competencies, as delineated by APA: Research; Ethical and Legal Standards; Individual and Cultural Diversity; Professional Values, Attitudes, and Behaviors; Communication and Interpersonal Skills; Assessment; Intervention; Supervision; and Consultation and Interprofessional/Interdisciplinary Skills. Supervisors complete the evaluation form and discuss the results with the intern. Signed copies of the evaluation forms are maintained in the interns' files and a copy is sent to the interns' academic Director of Training at mid-year and the end of internship.

Our aim at FMC Fort Worth is for each intern to successfully complete internship and to assist all interns in developing the skills to do so. Performance expectations, the aims of the program, the evaluation schedule, and the FBOP Standards of Conduct are explicitly discussed at the outset of the training year. On occasion, it is possible that specific performance or conduct concerns may need to be addressed. The Due Process procedures at FMC Fort Worth address any such problems and will be made available to all matched interns during the Psychology Services orientation week of the internship program. In addition to a hard copy description of the procedures, the Internship Program Coordinator (IPC) will review them with interns to ensure they completely comprehend their rights, resources, and responsibilities. These procedures can be made available to interested applicants upon request.

The internship program values and actively solicits feedback from interns regarding their experiences in the overall internship program, each rotation, and each supervisor. Consequently, interns complete evaluations of the internship program, rotations, and supervisors quarterly. Additionally, end-of-year feedback is gathered in the final few days of feedback via an anonymous supervisor evaluation form and exit interviews with the Chief Psychologist and the IPC. This feedback is shared anonymously with supervisors and strongly considered when making modifications to the training program.

Members of the Psychology Services Department at FMC Fort Worth are committed to providing interns with a quality training experience and strive to meet interns' training needs in

all areas, including supervision, evaluation, the assignment of work, quality or type of training experiences, the establishment and maintenance of respectful supervisory relationships, and working environment. However, during the internship experience, interns may have concerns regarding these or other issues. As with our Due Process procedures, the Grievance Procedures at FMC Fort Worth are made available to interns and reviewed during orientation. These procedures can also be made available to those interested upon request.

## Benefits

Interns will receive the following benefits:

- A GS-09, Step 1 salary of \$65,145 (based on the 2024 Salary Table for Dallas-Fort Worth)
- Paid annual and sick leave, accrued at four hours per pay period
- Paid federal holidays
- Health insurance
- Professional development benefits, including a fully funded conference in Denver, Colorado with interns across all FBOP institutions
- 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 that is not covered by accrued leave, the intern would need to submit a request for leave without pay to the Warden. In the event of maternity or paternity leave, the Internship Program Coordinator will work closely with the intern to ensure all requirements for internship and clinical training hours are completed in a timely manner.
- Liability coverage for on-site professional activities
- Career conversion opportunity: Pending successful completion of the internship program, interns that are interested in continuing a career with the FBOP are eligible for immediate conversion into a FBOP Staff Psychologist role. This is an exciting benefit as interns will not have to apply for a full-time role through USAJobs and will be able to immediately begin their full-time job with FBOP employee benefits.

## APA Accreditation and APPIC Membership

The FMC Fort Worth Psychology Internship Program has received accreditation by the APA since March 27, 1992, and meets all APA criteria for doctoral internships in professional psychology. FMC Fort Worth is also a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

Any questions or concerns regarding the accreditation status of the FMC Fort Worth should be addressed to:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street, NE, Washington, DC 20002-4242  
**Phone:** (202) 336-5979 | **Email:** [apaaccred@apa.org](mailto:apaaccred@apa.org)  
**Web:** [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

Any questions or concerns regarding the adherence of this program to the policies of the APPIC match process may be referred to:

Chair, APPIC Standards and Review Committee  
17225 El Camino Real  
Onyx One-Suite #170  
Houston, TX 77058-2748  
**Phone:** (832) 284-4080 | **Email:** [appic@appic.org](mailto:appic@appic.org)

## Frequently Asked Questions

**Q: Won't my training be too limited if I just work with incarcerated individuals?**

A: Virtually any mental health issue that exists among the general population of adults in our culture also exists among incarcerated individuals. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those that may be otherwise motivated, clients in crisis and those with less acute but more long-term

concerns, and some with greater psychological resources than others. The benchmark study by Boothby and Clements (2000) notes that psychologists working in correctional settings frequently treat pathology (e.g., depression, anger, psychosis, anxiety) that is nearly identical to non-correctional settings. Although some incarcerated individuals fit the popular stereotype of the criminal or repeat offender, others genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Others experience serious mental illness, including schizophrenia and bipolar disorder.

**Q: How "marketable" will my internship be?**

A: Following APA guidelines for the doctoral internship experience, we seek interns who are interested in being trained as generalists. Upon completion of training, many interns accept offers of employment with the FBOP. However, others assume positions in community mental health centers, private practices, hospitals, and other settings (Magaletta, Patry, & Norcross, 2012). Interns who work in correctional settings are regularly provided opportunities to strengthen their skills in the areas of crisis intervention, individual and group psychotherapy, substance treatment, psychological evaluation, diagnosis, treatment planning, and intake screenings (Magaletta & Boothby, 2003). On the basis of this exposure, former FBOP psychology interns now hold positions not only in FBOP facilities, but also VA Medical Centers, rehabilitation centers, psychiatric hospitals, community mental health centers, regional correctional facilities, academic positions, and private practices.

**Q: Is it safe to work in a prison?**

A: The safety of both staff and incarcerated individuals is the highest priority of the FBOP. The FBOP has implemented security procedures and installed an array of equipment to make the facilities safe for staff and incarcerated individuals alike. FBOP staff are trained to address any situation with the intent to verbally de-escalate, and we have policies guiding



this approach. Although it would be impossible to unconditionally guarantee anyone's safety in a correctional (or any other work) setting, the single most important skill of any mental health professional working in a correctional setting is his/her ability to listen and communicate effectively with both staff and incarcerated individuals (Magaletta & Boothby, 2003).

**Q: Do I need a certain number of clinical hours in a correctional facility to be eligible for an internship with the FBOP?**

A: No. There is no specified number of direct client contact hours needed to apply. Historically, interns have had a wide range of experiences in both non-correctional and correctional settings. There are numerous settings that provide training that is relevant to a correctional setting: inpatient hospitals, locked settings, exposure to serious mental illness, substance abuse treatment facilities, etc.

**Q: What do I need to do to complete an internship?**

A: There are three aspects of training that all interns must attain to successfully complete an internship. First, interns are evaluated in each of the nine profession-wide competencies (Research, Ethical/Legal Standards, etc.) via a formal evaluation at the end of every quarter. Interns must achieve a minimum level of achievement score for all nine competencies on the final fourth quarter evaluation. Second, at the beginning of each rotation, the intern and the supervisor agree on a set of training activities that coincide with the nine profession-wide competencies that must be achieved in order to complete that specific rotation. Finally, interns are required to complete 2,000 hours of clinical training and will submit one formal psychological assessment during the internship that is an adequate reflection of their clinical abilities.

## FMC Fort Worth Psychologists



### **Leticia Armstrong, Psy.D., Forensic Psychologist**

Dr. Armstrong earned her Psy.D. in Clinical Psychology from The Chicago School of Professional Psychology in 2013. She completed her doctoral internship at FMC Carswell, with an outplacement at FMC Fort Worth (formerly FCI), from 2012-2013, and was hired as a Staff Psychologist by FCI El Reno immediately following her internship. She was promoted to Drug Abuse Program Coordinator (DAPC) at FCI El Reno; and has also worked as the Sex Offender Management Program (SOMP) Psychologist and SOMP Coordinator at FMC Carswell. Dr. Armstrong is currently a Forensic Psychologist at FMC Fort Worth, and serves as the Hispanic Affairs Program Manager. She has interests in the areas of mindfulness, acceptance and commitment therapy, dialectical behavioral therapy, dual-diagnosis treatment, drug treatment, sex offender treatment, forensic psychology, and pain management. She is licensed in Kansas. Outside of work, Dr. Armstrong enjoys running, weightlifting, traveling, refurbishing furniture, learning Spanish, and spending time with her dog and family.



### **Nicole Bartholomew, Ph.D., Internship Program Coordinator**

Dr. Bartholomew completed her doctoral internship at FMC Carswell and earned her Ph.D. in Counseling Psychology from Texas Tech University in 2014. She subsequently joined the FBOP as a Staff Psychologist at FCI Big Spring before becoming the Resolve Coordinator at FMC Carswell in 2016. She joined FMC Fort Worth in 2021, as the Internship Program Coordinator. Throughout Dr. Bartholomew's tenure with the FBOP, she has also served as an Acting DAPC and Acting Chief Psychologist, is the Team Leader for the Metroplex Crisis Negotiation Team (CNT), and it also a member of the South Central Region CNT. Dr. Bartholomew is passionate about training and teaching, and she has taught courses both at the undergraduate and graduate-level. Her primary clinical interests include trauma-informed correctional care, treatment of comorbid severe mental illness and personality disorders, and clinical supervision and training. She is licensed in Texas. In Dr. Bartholomew's free time, she enjoys watching her sons play sports, spending time with her family, and traveling to anywhere with snow or mountains.



**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 FMC Fort Worth as a Forensic Psychologist. She is a licensed psychologist in Texas, and she is proficient in the Spanish language. Outside of work, Dr. Bellah enjoys watching hockey, cheering her kids on in their various extracurricular activities/sports, and spending time with her family.



**Lacie Biber, Psy.D., Forensic Psychologist**

Dr. Biber obtained her Psy.D. in Clinical Psychology from Midwestern University in 2015. She completed her internship with the Minnesota Department of Corrections at the Stillwater Penitentiary. She then worked for the Oregon State Hospital in the civil commitment and forensic programs, including pretrial competency restoration treatment for approximately three years. She became a certified forensic evaluator in 2017, and worked with the public defender's office completing competency and mitigation assessments. In 2018, she moved to Virginia and completed her forensic evaluator certification working at Central State Hospital on the maximum security forensic unit. She joined the FBOP in 2019, as a Sex Offender Management Program (SOMP) Psychologist at FCC Petersburg. In March 2021, she transitioned to FMC Fort Worth as a Forensic Psychologist. Outside of forensic evaluations, Dr. Biber has special interest in psychopathy and violence risk, projective personality assessments, and psychodynamic theory. She is licensed in Virginia. Dr. Biber spends her free time gardening, working on home renovations, and cleaning up behind two very messy floofs (dogs).



**Samuel Browning, Ph.D., Forensic Psychologist**

Dr. Browning earned his Ph.D. in Clinical Psychology from Nova Southeastern University in 2013, after completing his doctoral internship at FMC Fort Worth (formerly FCI). He worked as the Staff Psychologist at Fort Worth from 2013 to 2017. In 2017, he was promoted to Forensic Psychologist. He has been a member of the Crisis Negotiation Team since 2016. In addition to forensic evaluation, his clinical and research interests include police/public safety psychology, objective personality assessment, PTSD, and neuropsychological assessment. He is licensed in Texas. In his off time, Dr. Browning enjoys traveling and hiking (especially in the mountains) with his wife.



**Isabel Cabarcas-Quick, Ph.D., Step Down Program Coordinator**

Dr. Cabarcas-Quick graduated in 2005, from Virginia Commonwealth University with a doctorate in Clinical Psychology with a focus on adults 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 DAPC at FMC Fort Worth in late 2012. Dr. Cabarcas-Quick is a licensed psychologist in Indiana and Texas and is 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. Dr. Cabarcas-Quick enjoys time with her family. She loves “girl scouting” and watching swim practices/meets. She loves to talk about anything related to Disney World, theme parks, and enjoys time visiting national parks, such as Yellowstone or Zen places, like Sedona, Arizona.



**Veronica Cahill, Psy.D., Chief of Psychology Services**

Dr. Cahill received her doctoral degree from the Chicago School of Professional Psychology in 2008, with an emphasis in Forensic Psychology. She completed her doctoral internship with FMC Fort Worth (formerly FCI) in 2008. She was subsequently hired as a Staff Psychologist at FTC Oklahoma City, and served as the Drug Abuse

Program Coordinator at the facility. Dr. Cahill promoted to DAPC at FCI Morgantown in 2010, where she coordinated two Residential Drug Abuse Treatment Programs and often served as Acting Chief Psychologist. In 2016, Dr. Cahill was promoted to Deputy Chief Psychologist at FCC Butner, where she served as a Deputy Chief providing oversight and supervision for the FMC and the FCI-II Psychology Services Departments. While in this leadership position, she supervised the largest Forensic and Drug Abuse Treatment Program missions in the FBOP, a team of 37 psychologists. Throughout her time at FCC Butner, Dr. Cahill often served as Acting Chief Psychologist and provided mental health seminars to many Directors and Deputy Directors of State Departments of Corrections, the National Institute of Corrections, Federal Judges and Prosecuting Attorneys, as well as many FBOP Executive and Central Office staff. In 2019, Dr. Cahill was promoted to Chief Psychologist at FMC Fort Worth. She is licensed in Kansas. In Dr. Cahill's free time, she enjoys watching her daughters play soccer, softball and volleyball, or hanging out by the pool. Burgers on the grill while the kids play in the pool is the perfect Saturday at her house!



**Bryana Martin, Psy.D., Staff Psychologist**

Dr. Martin graduated in 2020, from the California School of Professional Psychology – San Diego with a Psy.D. in Clinical Psychology. After completing her internship at FCI Terminal Island, she joined the staff at FMC Fort Worth as a Staff Psychologist. She is currently accruing her postdoctoral hours and intends on being licensed in the state of Texas. Dr. Martin's areas of interest include domestic violence, personality disorders, and sex offender treatment.

**Estefania Masias, Psy.D., Drug Abuse Program Coordinator**

Dr. Masias received her doctoral degree from Nova Southeastern University in 2019, after completing her doctoral internship at FCC Butner. She was subsequently hired as a Staff Psychologist at FCI-II Butner and became licensed in the state of North Carolina. While at FCC Butner, Dr. Masias has been on the Crisis Support Team and has served as the Suicide Prevention Coordinator for the FCI-II, Acting Deputy Chief Psychologist, and Acting DAPC. Throughout her time at FCC Butner, Dr. Masias has been involved in the doctoral internship

program, providing supervision and clinical presentations to doctoral interns. She is proficient in the Spanish language and can supervise interns providing clinical services in Spanish. Dr. Masias' clinical interests include substance use disorders, trauma-informed care, dual diagnosis treatment, DBT, and clinical supervision/training. Dr. Masias enjoys reading, traveling, and spending time with friends and family.

### **Karen Zambrano, Psy.D., Advance Care Level Psychologist**

Dr. Zambrano completed her doctoral internship at FMC Carswell and earned her Psy.D. in Clinical Psychology in 2018, from Albizu University located in Miami, FL. She completed a post-doctoral residency at an adult crisis stabilization unit in Miami, Florida and became licensed in the state of Florida during her year residency year. She joined the FBOP as a Staff Psychologist at FMC Carswell in 2019. As a Staff Psychologist, Dr. Zambrano was the Suicide Prevention Coordinator and routinely monitored all components of incarcerated individuals housed in the Special Housing Unit (SHU) and movement inside and outside the institution. Dr. Zambrano became an Advanced Care Level Psychologist in 2020, while working at FMC Carswell and oversaw the provision of services to female offenders with severe mental illness, including civil commitments, residing in an inpatient unit and a secured mental health housing unit. She joined FMC Fort Worth in 2023, as an Advanced Care Level Psychologist. In this role, she addresses the needs of the general population, routinely monitors incoming individuals with advanced mental health care levels, and organizes and facilitates interdisciplinary meetings to discuss relevant mental health cases. As a bilingual psychologist, she serves the monolingual Spanish speaking population and provides mental health services (i.e., groups, individual therapy, crisis interventions, suicide risk assessments). Dr. Zambrano also serves as a mental health consultant for the Metroplex Crisis Negotiation Team. She is passionate about working with individuals with severe mental illness. During her free time, she enjoys working out, cooking new recipes, dancing, spending time with her family and friends, and traveling to a new country every year.

### **Surrounding Area and Local Points of Interest**

FMC Fort Worth is located on 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 one mile, and then turn left (west) onto Horton Road.

Fort Worth was 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.



Sites of interest in Fort Worth include the Amon Carter Museum of Western Art, the Fort Worth Museum of Science and History, the Perot Museum of Nature and Science, and the renowned Kimbell Art Museum. Music lovers can enjoy a variety of performances by national and local artists, ranging from classical to heavy metal, and everything in between. Fort Worth is a modern city with a population of about 935,000 people, located about 30 miles west of Dallas.



Arlington, Grand Prairie, Mansfield, Irving, and several smaller cities are situated in between. Throughout the Dallas-Fort Worth (DFW) Metroplex, there are numerous food and art festivals, and other cultural activities. Additionally, people come from across the United States to see the famous Bluebonnet fields and to visit the Texas State Fair (and eat all the amazing and unique fried foods).







The DFW area is home to more than 6.5 million people and is a prominent business, finance, and cultural center. The cost of living is reasonable, with ample and varied housing available, as well as many excellent 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 abundant, 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. 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.



### Career Opportunities at the Federal Bureau of Prisons

The FBOP has relied on the Psychology Doctoral Internship Program to recruit a large proportion of entry-level clinical and counseling psychologists to meet our staffing needs. Many of the psychologists currently employed by the FBOP began their careers after completing a FBOP internship. While jobs are not promised to those who are accepted into the internship program, there are benefits in hiring people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we often look to our intern classes when making employment offers. Please refer to the table in the Appendix for initial post-internship placements of the previous three FMC Fort Worth intern classes.

Newly selected staff generally start at the GS-11 level, and upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary ranges can be found on the [Office of Personnel Management \(OPM\) website](#)). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible with increases in clinical and administrative responsibilities. Student loan repayment opportunities are available at most facilities.

Psychologists enjoy a great deal of professional autonomy in the FBOP as the main providers of mental health services and there are numerous opportunities to advance your career. The FBOP values continuing education of psychologists. Many psychologists attend seminars, workshops, and/or national conventions. Funding for outside training may be available and varies from year to year based on the federal budget. Psychologists have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (high, medium, low or minimum security) in which they wish to work. FBOP Psychologists may also engage in outside employment, such as private practice or teaching.

As permanent federal employees, all psychologists are covered by the Federal Employee Retirement System, a pension plan that includes several attractive options for tax-deferred savings similar to a 401(k) plan. FBOP employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The FBOP is an equal opportunity employer.

## How to Apply

The application for all FBOP psychology internships is a three-step process, and you can reference [this helpful one-page guide](#) of the process and the associated timeline on the [FBOP Internship web page](#).

An in-person interview offers a snapshot of the unique nature of a correctional setting, and allows you to experience first-hand the collegial culture that exists at FMC Fort Worth. The FBOP has received positive feedback from applicants regarding the in-person interview format, as it provides applicants with the opportunity to better assess their compatibility with the correctional environment, culture, and the multidisciplinary treatment approach. Applicants also expressed appreciation for being able to meet potential colleagues in person and the benefits of seeing the nuances of individual institutions. However, FMC Fort Worth also recognizes that an in-person interview may not always present as an option for all applicants. To meet Human Resource requirements, at least one FBOP interview must be conducted in-person. The in-person interview will be completed at the applicant's first FBOP interview site. If an applicant has additional FBOP interviews, these may be conducted virtually or in-person depending on the applicant's preference and feasibility. FMC Fort Worth utilizes a structured interview process, standardized interview questions, and a consistent candidate evaluation rubric to ensure an equitable evaluation of all applicants regardless of interview type.

## Eligibility Requirements

The Psychology Internship Program at FMC Fort Worth is open to doctoral students enrolled in APA-accredited clinical and counseling psychology degree programs. Applicants must have completed three years of doctoral training and have successfully proposed their dissertation.

Intern selection is based largely on breadth and quality of clinical experience, demonstrated academic achievement and consistency of interests with the training goals of the program, personal integrity, and maturity. Selections and the offer of positions at each site are made in strict accordance with the policies of APPIC's Internship Matching Program. FMC Fort Worth agrees 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 for the FBOP's internship positions should be aware 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 and psychologist in training, but also suitability for work in a position of public trust. FBOP 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 incarcerated population. Applicants must also be U.S. citizens who have lived in the U.S. for the past three out of five years. Additionally, please note that all individuals residing in the immediate household of the applicant must be residing in the U.S. legally.

Applicants should understand that the FBOP is also bound by the specifications of the Pathways Program. The Pathways Program is designed to provide students with the opportunity to explore federal careers while still in school. 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 employment (internship). You will receive additional information on the USAJobs application process after your AAPI online application has been reviewed.

### Application Process and Deadlines

Outlined below is the standard FBOP internship application process and timeline that applies to all FBOP sites. Some sites have additional requirements for their applications, so please be sure to read this section carefully for each FBOP site you are interested in to ensure you meet the requirements of individual internship sites.

#### **1. November 1: AAPI**

- a. Submit your AAPI online application on the APPIC website for each FBOP site in which you are interested. Applications are reviewed separately by each site, so it is important that you apply individually to each site of interest and check for any additional application requirements for each site.
- b. Be sure to include:
  - A copy of your vitae
  - Graduate transcripts
  - 3 letters of reference

- **Additional Requirement:** In addition to the AAPI online application, our site requires a work sample. This should be an assessment report regarding an adult client that addresses, at a minimum, background information, current behavioral observations and mental status, results of a battery of psychological tests, case formulation/diagnosis, and recommendations.
- c. All AAPI application materials must be submitted online by 11:59pm on November 1<sup>st</sup>.

## 2. Mid-November: USAJobs

- a. Upon AAPI review, the sites that would like to interview you will send you an email with an invitation and instructions for applying on USAJobs.
- b. Please read the USAJobs application carefully to ensure you understand all requirements for applying. We see qualified candidates removed from the process every year for not completing this step of the process accurately. To address this, we have created a USAJobs reference guide that details each step of the process, provides samples of required documents, and addresses common errors to help you complete this process successfully. This reference guide will be attached to the email you receive from the internship sites, and we strongly encourage you to use it as you complete and submit your USAJobs application.
- c. Submit all required documentation, including:
1. Resume
    - To receive credit for experience contained in an uploaded resume, your employment history must be documented in month/year (MM/YYYY) format, reflecting starting date and ending date and include the number of hours worked per week. Failure to follow this format may result in disqualification.
    - We recommend using the resume builder within USAJobs to ensure all information is captured accurately.

2. Transcript verifying current enrollment in a doctoral program
  - Your transcript must include the School Name, Student Name, Degree and Date Awarded. You can use either an unofficial or official copy from the Office of the Registrar.
  - **Please note:** If the transcript you are uploading does not **explicitly state that you are currently enrolled** in your doctoral program, you should upload an additional document that verifies current enrollment. This may be a Current Enrollment Verification Certificate, statement of current enrollment, or acceptance letter.
3. Evidence that you are registered for the Match
  - This could be in the form of one of the following:
    - A copy of your APPIC Match purchase receipt
    - A copy of the email receipt of the APPIC application e-submission
    - A letter from your Director of Clinical Training stating that you have completed the AAPI and are registered for the APPIC Match
- d. During the USAJobs application process, applicants must respond to a series of assessment questions about their experience. Your responses determine category placement (e.g., Best Qualified, Highly Qualified, Qualified).
- e. After closure of the USAJobs application, only applicants that are assessed as qualified, and included in the Best Qualified category, will 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 if you have applied to numerous FBOP 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.

### **3. December – January: Interviews**

- a. In early December, Internship Program Coordinators from each applicable internship site will contact eligible applicants to schedule an interview. Once invited to interview, applicants are asked to fill out a National Crime Information Center (NCIC) form and a form agreeing to a credit check.
- b. Interviews consist of:
  1. The FBOP's Core Values Assessment (CVA), which is used to determine if new FBOP employees possess the core values and behaviors required for success at FBOP
  2. Integrity interview, which addresses issues of personal conduct
  3. Panel interview, during which you will be asked to respond to a number of scenarios that could arise in a correctional facility
  4. Individual interviews and information sessions with potential supervisors
  5. Group tours of FMC Fort Worth (in-person interview format only)
- c. If applying to more than one FBOP internship site, applicants only need to complete the CVA and security clearance procedures one time, as results can be shared with other FBOP sites for convenience.

### **Additional Information**

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 the information provided in interviews and required forms is accurate. During the background investigation, you will be required to disclose any medical or mental health diagnoses and treatment. Additionally, the FBOP is a drug free workplace, which includes recreational or medicinal marijuana use. 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 internship program. Once hired, interns must comply with the FBOP's Program Statement on Standards of Employee Conduct. This information is not intended to discourage applications, but to ensure applicants are aware of the



additional federal requirements that will be imposed should they wish to pursue a FBOP Internship position.

## Contact Information

We take great pride in our internship program and appreciate your interest. For any questions regarding the application procedures, brochure, or any other information pertaining to the internship at FMC Fort Worth, please contact:

Nicole Bartholomew, Ph.D.  
Internship Program Coordinator  
Federal Medical Center, Fort Worth  
3150 Horton Road  
Fort Worth, TX 76119-5996  
Email: [nbartholomew@bop.gov](mailto:nbartholomew@bop.gov)  
Office Phone: (817)413-3144

## Appendix

### Internship Admissions, Support, and Initial Placement Data

Program tables updated: May 14, 2024

#### Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, provide website link (or content from brochure) where this specific information is presented: N/A	

### Internship Program Admissions

<p><b>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:</b></p>
<p>Applications are accepted from students enrolled in APA accredited doctoral programs in clinical and counseling psychology. To be internship eligible, students must have successfully completed at least three years of graduate school and all doctoral course work, other than the dissertation, by the beginning of the internship. Applicants must also have completed a minimum of 200 intervention hours and 100 assessment hours. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The FBOP is an Equal Opportunity Employer.</p>
<p>In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. FMC Fort Worth is a correctional facility that maintains a population of approximately 1,600 incarcerated adult males from all security levels.</p>
<p><b>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:</b></p>
<p>Total Direct Contact Intervention Hours: N <input checked="" type="radio"/> Y Amount: 200</p> <p>Total Direct Contact Assessment Hours: N <input checked="" type="radio"/> Y Amount: 100</p>
<p><b>Describe any other required minimum criteria used to screen applicants:</b></p>
<p>During the selection process, applicants must satisfactorily pass a security clearance procedure that includes an interview, a background investigation, and a drug test. The dissertation must be successfully proposed at the time the APPIC application is submitted. Applicants must first go through the USAJobs.gov application process for a psychology intern as a qualification step to be scheduled for an interview.</p> <p>*Due to the nature of the FBOP hiring process, you will need to complete a Core Values Assessment, a pre-employment integrity interview, and panel interview in-person at the site of your first FBOP internship interview.</p> <p>If matched with a FBOP internship site, you will be considered an essential worker and will report daily to the institution.</p>

**Financial and Other Benefit Support for Upcoming Training Year**

Annual Stipend/Salary for Full-time Interns	\$65,145	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hours every 2 weeks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hours every 2 weeks (104 total hours annually)	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Other benefits (please describe):		
Interns receive paid federal holidays, liability coverage for on-site professional activities, and can choose from a variety of health insurance plans.		

\*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table.

**Initial Post-Internship Positions**

	<b>2020-2023</b>	
Total # of interns who were in the 3 cohorts	15	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	<b>PD</b>	<b>EP</b>
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	0	0
Other medical center or hospital	0	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	12
School district/system	0	0
Independent practice setting	3	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

### List of Selected Didactic Topics from the 2023-2024 Internship Year

- Managing Dual Roles as a Mental Health Provider in Corrections
- Assessing Malingering and Effort
- Suicide Prevention and Assessment
- Competency-Based Clinical Supervision
- Competency to Stand Trial
- Providing Expert Testimony
- Process Group
- Psychopharmacology
- Overview of the Federal Judicial System
- Crisis Negotiations and Active Listening
- Sex Offender Management and Treatment
- Gangs in the FBOP
- Trauma Informed Correctional Care
- Assessment of Dangerousness and Psychopathy
- Projective Personality Assessment
- MMPI-3
- Criminal Responsibility Evaluations
- Medication-Assisted Therapy
- Dialectical Behavior Therapy
- Competency Restoration
- Police Psychology
- Community Reentry Services
- Moral Reconation Therapy
- Self-Care
- Working with Female Offenders
- Psychopathy

## References

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