

# FEDERAL MEDICAL CENTER

3150 Horton Road  
Fort Worth, Texas 76119  
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## Doctoral Psychology Internship Program

Accredited by the  
Commission on Accreditation of the  
American Psychological Association  
750 First Street, NE  
Washington, DC 20002-4242  
202-336-5979

Website: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

(This contact information should be used for questions related to the program's accreditation status)

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

APPIC Central Office  
17225 El Camino Real  
Onyx One – Suite #170  
Houston, TX  
832-284-4080

Website: [www.appic.org](http://www.appic.org)

This program abides by the APPIC policy that no person at these facilities will solicit, accept, or use any ranking-related information from any internship applicant.

Updated September 23, 2021

## TABLE OF CONTENTS

INTRODUCTION	3
FEDERAL BUREAU OF PRISONS' MISSION STATEMENT	4
FEDERAL MEDICAL CENTER FORT WORTH	4
PSYCHOLOGY SERVICES	4
PSYCHOLOGY INTERNSHIP PROGRAM	5
Goals and Objectives	5
Training Activities	6
Evaluation	11
Compensation & Benefits	12
Application Requirements and Procedures	12
PSYCHOLOGY STAFF	14
FORT WORTH-DALLAS AREA	18
EMPLOYMENT OPPORTUNITIES	18
INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA	20

## INTRODUCTION

We appreciate your interest in the Doctoral Psychology Internship Program at the Federal Medical Center (FMC), Fort Worth in Fort Worth, Texas. We know how important the decision is when choosing an internship site, and we hope that the information outlined below assists you in determining if the training offered at FMC Fort Worth would help you meet your internship training goals. We take great pride in our internship program and believe our brochure highlights the rich training opportunities available. Should you have any additional questions after reviewing the brochure, please do not hesitate to contact the Internship Program Coordinator at:

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)  
Phone: (817)413-3144

We wish you the best of luck as you progress through the internship application and match process.

## **FEDERAL BUREAU OF PRISONS' MISSION STATEMENT**

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

### **FEDERAL MEDICAL CENTER FORT WORTH**

The BOP is responsible for managing the growing population of persons convicted of federal offenses. Currently, FMC Fort Worth employs about 350 staff members from a variety of disciplines. FMC Fort Worth has an administrative security level rating, meaning that we house offenders rated with security levels ranging from minimum to high. Security features include a double perimeter fence, electronically controlled access, high mast lighting, and an armed perimeter patrol. 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 are pending a forensic evaluation.

At any given time, FMC Fort Worth houses approximately 1,300 inmates. Our inmate population is diverse in many ways including, but is not limited to, race, ethnicity, age, religion, gender identity, sexual orientation, citizenship, medical and mental health disability status, and offense type. Additionally, FMC Fort Worth also houses a large number of monolingual Spanish speaking inmates.

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

In addition to the executive staff outlined above, there are numerous departments in the institution that contribute to the mission of FMC Fort Worth. Relatedly, Psychology Services works closely with many other departments to meet the needs of the incarcerated population. Psychology commonly engages in interdisciplinary collaboration with custody, unit management, education, recreation, religious services, health services, and facilities staff.

### **PSYCHOLOGY SERVICES**

#### Mission Statement

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

### Services Provided

Psychology staff members conduct initial psychological screening 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 inmates with behavioral or other adjustment problems to ensure proper management. We refer inmates for psychiatric consultation and monitor the adjustment of all inmates with serious mental health conditions. Training seminars are provided to employees on a range of mental health topics, such as suicide prevention and stress management. Psychologists also administer the Federal Employee Assistance Program to assist staff with personal or family mental health problems.

### Resources

The Psychology Services Department is comprised of a residential drug treatment unit, a step-down unit, a pre-trial unit, and general 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 is where much of the documentation and general clinical work is completed. There are also group treatment rooms located in the general Psychology Services area. The positioning of the interns' offices also allows for direct access to the Internship Program Coordinator and Chief Psychologist as their offices are in the same area. Often times, 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. This again allows for more direct access to specialty rotation supervisors and promotes a professional treatment atmosphere. 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. Other resources include audio and video equipment for clinical services and training.

## **PSYCHOLOGY INTERNSHIP PROGRAM**

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

### **Goals and Objectives**

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

- Research: The intern will demonstrate knowledge, skills, and competence sufficient to produce new knowledge, to critically evaluate and use existing knowledge to solve problems, and to disseminate research.
- Ethical and Legal Standards: The psychology intern will respond professionally and ethically in increasingly complex situations with a greater degree of independence.
- Individual and Cultural Diversity: The psychology intern will demonstrate the ability to conduct all professional activities with sensitivity to human diversity, including the ability to deliver high quality services to an increasingly diverse population.
- Professional Values and Attitudes: The psychology intern will demonstrate a commitment to professional growth and development and respond professionally in increasingly complex situations with a greater degree of independence across levels of training.
- Communication and Interpersonal Skills: The psychology intern will demonstrate and display professional communication and interpersonal skills in increasingly complex situations, as well as an understanding and appreciation that professional communication and interpersonal skills are foundational to education, training, and practice in health service psychology.
- Assessment: The psychology intern will demonstrate competence in conducting evidence-based assessment consistent with the scope of health service psychology.
- Intervention: The psychology intern will demonstrate competence in evidence-based interventions consistent with the scope of Health Service Psychology.
- Supervision: The psychology intern will demonstrate knowledge of supervision as grounded in science and integral to the activities of health service psychology through direct or simulated practice.
- Consultation and Interpersonal/Interdisciplinary Skills: The intern will demonstrate proficiency in the intentional collaboration of professionals in health services psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional activities.

### **Training Activities**

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

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

General professional 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, Drug Abuse Treatment, Step-Down Treatment (severe mental illness), and Forensic Evaluation to expose interns to areas of particular interest. To further broaden the training experience and provide an opportunity to pursue special interests, interns may have the opportunity to participate in outplacement training at nearby Federal Correctional Institution Seagoville or FMC Carswell. Please note that due to COVID-19, we cannot guarantee that an outplacement will be available during the training year.

**General Professional Rotation** The General Professional 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 which include data-derived from psychometric testing. Interns enhance their interviewing and diagnostic skills by performing psychological screening interviews with inmates entering the institution. Experience is also provided in conducting comprehensive evaluations involving the administration of a battery of intellectual and personality tests. Psychometric tests are administered as needed to clarify diagnosis and assist in treatment planning or in consultation with unit, medical, or correctional staff to assist in behavior management.

As part of 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, or arranging transfer to a BOP 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 or co-lead 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.).

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

**Psychology in Corrections Rotation** The Psychology in Corrections 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 BOP, and all BOP facilities have

psychologists who must fulfill these duties and responsibilities. Interns will become familiar with clinical standards of practice for managing crisis situations, with an emphasis on suicide risk assessment and prevention, 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 BOP policies and documentation requirements. Inmates determined to be at risk for suicide or self-harm as a result of mental illness are placed in a locked observation room located in the Health Services area. The room is designed to limit opportunities for self-harm and patients are provided tear resistant clothing and bedding. Psychologists monitor their status on a daily basis and develop a treatment plan to improve and stabilize their mental health functioning. Either staff or specially trained inmates are designated to provide a continuous, 24-hour observation and maintain a behavior log of the inmate on suicide watch. Interns will also be involved in training and debriefing suicide watch observers.

Interns on the Corrections rotation also function as consultants for the Special Housing Unit (SHU) and Jail Unit. SHU is a high security environment where inmates are restricted for administrative or disciplinary reasons. 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 inmates housed in the SHU is facilitated by interns on the Corrections rotation. R&D is the central processing site for inmates arriving at FMC Fort Worth. Psychology staff evaluate the mental status of arriving inmates who are known to have a history of serious mental health problems, and we consult with staff regarding appropriate housing and other management concerns. Pre-trial 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. Various departments must be involved in the process of meeting each inmates' needs (e.g., Corrections, Health Services, Administration) in this environment. Psychology staff members screen this population to determine the need for further mental health evaluation or treatment. Interns are involved in the screening process and have numerous opportunities for crisis intervention and brief counseling with this population.

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

**Drug Abuse Treatment Rotation** The Residential Drug Abuse Program (RDAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via the therapeutic community. When at full capacity, 96 inmates are involved in this comprehensive, 500-hour treatment program which features a blend of didactic and intensive process oriented groups. Inmates in the comprehensive program are housed in the 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 Drug Abuse Program Treatment rotation are:

1. to develop an understanding of the biopsychosocial addiction model,
2. to acquire/improve skills in the assessment and implementation of drug treatment programming,
3. to develop/improve skills in facilitating group development and processing, and



4. to gain an awareness and experience of drug program administration.

Interns will become acquainted with the use and interpretation of assessment instruments for the diagnosis of Substance-Related Disorders. An emphasis is also placed on intellectual screening and the assessment of personality characteristics and/or associated psychopathology which may interfere with the course of treatment. Interns typically participate as group co-therapists with an assigned drug treatment specialist, but should expect to lead the group several times. Individual intervention with selected cases is also required to facilitate a group process and/or address related problems. Interns provide consultation to the 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 BOP policy requirements regarding drug treatment programming.

**Forensic Evaluation Rotation** The Forensic Evaluation rotation emphasizes clinical experience in conducting specialized forensic assessments. The goal of this training rotation is to develop an understanding of how to conduct a thorough and professional forensic evaluation. Interns will become familiar with the Specialty Guidelines for Forensic Psychologists. Training experiences include formal evaluations of competency and/or responsibility that are ordered by Federal Court. These evaluations are conducted to assist the court in determining if a defendant is competent to stand trial or responsible for the charges against them, based on mental health factors. In some cases, the Court may request that additional mental health issues be addressed, such as dangerousness. These evaluations typically involve extensive interviews with all relevant parties and a thorough review of all relevant records. Interaction with judges, lawyers, law enforcement officials, and family members or witnesses may be required. Psychometric testing is conducted and consultation with other disciplines (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 two or more forensic evaluations. Interns are subject to subpoena to provide expert testimony in court on any case in which they are involved.

Interns 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. Consultation with medical and correctional staff regarding client management is also required.

**Step Down Treatment Rotation** The Step Down Unit Program focuses on the assessment and treatment of inmates 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 inmates who need assistance with transitioning from inpatient psychiatric care to a main line institution. The goals of the program are to stabilize mentally ill inmates, help them build the skills necessary to decrease the level of care they need to remain psychologically stable, and to minimize recidivism

after release. The ultimate goal is for the inmate to be able to function at a Care Level 2 institution.

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 education/GED, Drug Education, wellness activities, and work assignments. Individual therapy is available but sessions will generally focus on treatment planning, brief therapy, and crisis interventions. A multi-disciplinary treatment team consisting of the Step Down Program Coordinator (Psychologist), Step Down Program Psychologist, Psychiatrist, Nurse, and a member from the Unit Team will also meet regularly to review treatment progress and the needs of each inmate in the program.

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

**Outplacement Opportunity** 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 BOP facility may be provided. 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, sex offenders), 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. Individual interests, career goals, and prior work experiences should be considered to develop goals for outplacement. 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 COVID-19, we cannot guarantee that an outplacement will be available during the training year.

**Didactic Training** During and after Introduction to Correctional Techniques Training, interns participate in a variety of weekly didactic training seminars. Didactic seminars address topics in areas such as:

- Ethics and Professional Development (e.g., ethics in corrections, self-care and vicarious traumatization, EPPP preparation)
- Cultural Diversity (e.g., multicultural counseling, LGBTQ populations, female offenders, prison culture and gangs)
- Assessment and Diagnosis (e.g., mental status interviews, MMPI, PAI, WAIS-IV)
- Intervention and Psychotherapy (e.g., suicide risk assessment, process group, trauma treatment, DBT, treatment of substance use disorders, sex offender treatment)
- Forensic and Correctional Psychology (e.g., competency to stand trial, criminal responsibility, death penalty issues, dangerousness and civil commitment, malingering, hostage negotiations, reentry, court testimony)
- Behavioral Medicine (e.g., neuropsychological assessment)

- Psychopharmacology

Opportunities for participating in live virtual training seminars facilitated by Central Office, Psychology Services Branch staff are common, and interns will also present their dissertation research during a didactic seminar.

**Supervision** Consistent with APA guidelines for internships, all doctoral psychology interns receive a minimum of four hours of supervision per week, of which at least two hours involve individual supervision . 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 other two hours of weekly supervision are provided as group supervision. The Chief Psychologist supervises a weekly clinical team meeting, where interns and other staff present new referrals for services and discuss clinical issues of concern. The Internship Program Coordinator supervises a weekly group supervision meeting where challenging clinical cases are presented and issues are reviewed. Caseload and supervisor assignments are coordinated between staff and interns with regard for training needs. All formal supervision is provided by a licensed Psychologist and licensed supervisors will maintain overall clinical responsibility for the clinical work completed by the psychology intern.

**Research and Program Evaluation** 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, operational reviews of psychological services in nearby correctional settings, or an empirical research project. Interns are encouraged to engage in professional research activities for up to two hours per week as long as they are meeting all clinical training requirements. This time may include completion of dissertation research. Interns desiring to conduct research using inmates or BOP staff samples should contact the Internship Program Coordinator to discuss the proposal.

**Temporary Duty Assignment (TDY) Opportunities** Gaining experience at other BOP 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, FCC Beaumont and FCI Oakdale by past interns.

### **Evaluation**

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

as needed to discuss training related issues.

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

Alternatively, interns may also report concerns to the Association of Psychology Postdoctoral and Internship Centers APPIC Central Office (17225 El Camino Real, Onyx One – Suite #170, Houston, Texas, (832) 284-4080, Website: [www.appic.org](http://www.appic.org)) or (10 G Street, NE, Suite 750, Washington, D.C. 20002, (202) 589-0600) or to the American Psychological Association (750 First Street, NE, Washington, D.C. 20002-4242, (202) 336-5979).

### **Compensation & Benefits**

Funding for each training year is contingent on continued approval of the training program by the Federal Bureau of Prisons. Psychology interns are appointed at the GS-9, Step 1 level and receive the following benefits: (1) annual stipend of approximately \$59,514 based on the 2021 annual rates for Dallas-Fort Worth, TX (2) annual & sick leave (4 hours of each accrued per 2 week pay period), (3) paid federal holidays, (4) liability coverage for on-site professional activities, and (5) optional health insurance. As temporary federal employees, **interns are not eligible for retirement benefits.**

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 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.

### **Application Requirements and Procedures**

Only applicants from APA-accredited programs will be reviewed. In addition to demonstrating excellence in scholarship, successful applicants demonstrate experience and interest in corrections, crisis management, and forensic psychology. Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interests and abilities are important considerations in selections. Candidates being considered for an interview must also complete application materials at [www.usajobs.gov](http://www.usajobs.gov). This is a necessary requirement for federal employment. Further details will be forthcoming to those candidates.

Pursuant to Executive Order 11935, only United States citizens and nationals may compete for civil service jobs. In accordance with Public Law 100-238, applicants for career BOP positions must be under the age of 37 at the time of initial appointment. Applicants should be aware that

permanent civil service positions with the Bureau of Prisons are open only to those who are not yet 37 years of age at the time they are hired. Acceptance into the internship program is not a guarantee of employment thereafter. Interns are considered law enforcement employees, and may be called upon to respond to institution and other emergencies.

***THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER.***

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

As a member of the Association of Postdoctoral and Psychology Internship Center (APPIC), FMC Fort Worth will participate in the APPIC Internship Matching Program. Applicants are encouraged to review the APPIC Match Policies at: [www.appic.org](http://www.appic.org).

**Please note that internship offers resulting from participation in the APPIC matching process are tentative and remain contingent upon meeting all federal employment guidelines and upon continued funding of the training program.**

APPIC application materials are **due November 1**. Academic background, prior professional experience, letters of recommendation, and professional interests and goals are among the criteria considered in selections. Applicants who meet our selection qualifications will be contacted in mid-November to complete the USAJOBS application process. All applicants will then be contacted in mid-December to schedule an interview or to be informed they are no longer being considered for the internship at FMC Fort Worth. Due to the nature of the Bureau of Prison's hiring process, applicants must pass a security clearance procedure that includes an in-person Core Values Assessment, a pre-employment integrity interview, and a drug test. These interviews must be completed on site at any of our 122 institutions nationwide and can usually be scheduled at an institution within driving distance. The interview may take at least 2 to 3 hours so plan accordingly. Results of the security clearance procedures can be shared with other BOP sites for your convenience; if you fail any portion of this security clearance, you will no longer be considered at any of our sites. Following the completion of the security clearance interview, a psychology-related interview for internship will follow and will be conducted in-person and on-site at FMC Fort Worth. A full background investigation and physical examination will follow only if you obtain an appointment (see below for more information)

If matched with a Bureau of Prisons internship site, you will be considered an essential worker and will report daily to the institution, even during emergency situations such as those presented by COVID-19. Interns must also comply with the Bureau's Program Statement on Standards of Employee Conduct.

COVID-19 Note: As a mandatory public safety requirement, the Bureau of Prisons (BOP) now requires all staff, including psychology interns, to receive the COVID-19 vaccination as a

condition of employment. Proof of vaccination will be required at all BOP internship program sites. Your completed CDC COVID-19 Vaccination Record Card will meet this requirement. You may, however, request a reasonable accommodation from the mandatory vaccination policy due to a qualifying disability or medical condition, or based on sincerely held religious belief, practice or observance.

**Additional Information Related to the Bureau’s Background Investigation Process:** Offers of internship positions resulting from the computer match are strictly contingent upon satisfactory completion of the background investigation process, which includes a physical examination, a urinalysis drug screen, and a field investigation to verify that the information provided in interviews and on required forms is accurate. Please note that you will be required to disclose information related to medical and mental health history during the background investigation. 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.

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

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

### **THE PROGRAM APPLICATION DEADLINE IS NOVEMBER 1.**

Complete applications include:

- APPIC Application for Psychology Internship (online at [www.appic.org](http://www.appic.org)), which should include: A copy of your vita, graduate school transcripts,
- Three (3) letters of reference from faculty or doctoral level supervisors familiar with your professional experiences and qualifications, and
- A work sample. This should be an assessment report regarding an adult client that addresses, at a minimum, background information, current behavioral observations, results of a battery of psychological tests, and formulation of the case and recommendations.

If you have any questions concerning the application process, contact Dr. Nicole Bartholomew via e-mail (preferred) at [nbartholomew@bop.gov](mailto:nbartholomew@bop.gov) or telephone at (817) 413-3144.

### **PSYCHOLOGY STAFF**

Bryana Allen, Psy.D., Staff Psychologist

Dr. Allen 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. In August 2020, 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 shortly after. Dr. Allen has provided milieu therapy, sex offender treatment, substance use treatment, and

trauma treatment. Areas of interests include domestic violence research, with clinical interests in personality disorders, and sex offender treatment. She may provide supervision on the Correctional Rotation (supervised by licensed psychologist).

Leticia Armstrong, Psy.D., Forensic Psychologist

Dr. Armstrong earned her B.S. in Clinical and Community Psychology from the University of Michigan, M.A. in Clinical Psychology from Pepperdine University, and Psy.D. in Clinical Psychology from The Chicago School of Professional Psychology in 2013. She completed clinical practicums at Wheaton County Courthouse, Wisconsin Department of Corrections, and the BOP's Metropolitan Correctional Center, Chicago. She completed her predoctoral internship at FMC Carswell, with an outplacement at FCI Fort Worth, from 2012-2013, including rotations in SOMP, Forensic Psychology, Corrections, and DAP. She was hired as a Staff Psychologist by FCI El Reno immediately following internship in 2013, and was promoted the DAP Coordinator at FCI El Reno in March of 2014, the same prison and RDAP toured by President Barack Obama and featured on HBO's Vice! She subsequently worked as the Sex Offender Management Program Psychologist (SOMP) at FMC Carswell from 2015-2018 before promoting to the SOMP Coordinator. While at FMC Carswell, she also provided supervision and training for interns on the SOMP and general correctional rotations. Additionally, she developed a pain management treatment protocol as part of a multidisciplinary approach to pain management and the reduction of narcotics. She joined FMC Fort Worth as a Forensic Psychologist in September of 2018. Dr. Armstrong is a member of CST and also 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, women's and Hispanic issues, and pain management. She is licensed in Kansas and may provide supervision in the forensic and general clinical rotations.

Nicole Bartholomew, Ph.D. Internship Program Coordinator

Dr. Bartholomew obtained her Ph.D. in Counseling Psychology from Texas Tech University after completing internship at FMC Carswell in 2014. She subsequently joined the Bureau of Prisons as a Staff Psychologist at FCI Big Spring. While there, she briefly served as the Acting Non-Residential Drug Abuse Program Coordinator and was often assigned the role of Acting Chief Psychologist. She promoted to the Resolve Program Coordinator position at FMC Carswell in 2016. During her tenure at FMC Carswell, she also served as the interim Dual Diagnosis Drug Abuse Program Coordinator for a short period and was frequently Acting Chief Psychologist. Dr. Bartholomew left FMC Carswell in 2021 to join the Psychology Department at FMC Fort Worth as the Internship Program Coordinator. She is passionate about training and teaching, and she has taught both at the undergraduate and graduate level. Her primary clinical interests include trauma-informed care, treatment of comorbid severe mental illness and personality disorders, and clinical supervision/training. She is licensed in Texas. She may provide supervision in any rotation.

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. She may provide supervision in the forensic evaluation and general clinical rotations.

Lacie Biber, Psy.D., Forensic Psychologist

Dr. Biber obtained her Psy.D. in Clinical Psychology from Midwestern University in 2015. Most of her training focused around severe mental illness (SMI) and forensic evaluation (pretrial and post insanity adjudicated defendants). 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 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 Bureau 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 also has special interest in psychopathy and violence risk, projective personality assessments, and psychodynamic theory. She is licensed in Virginia and may provide supervision in the Forensic Evaluation rotation.

Samuel Browning, Ph.D., Forensic Psychologist

Dr. Browning earned his Ph.D. in Clinical Psychology from Nova Southeastern University in 2013, after completing his pre-doctoral internship at FCI Fort Worth. He worked as the Staff Psychologist at FCI Fort Worth from 2013 to 2017, as the institution transitioned to a federal medical center (FMC). In 2017, he was promoted to Forensic Psychologist. He has been a member of the Crisis Negotiation Team (CNT) 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 and may provide supervision in the Forensic Evaluation and/or General Clinical rotations.

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 adult and children. She completed her internship at FMC Fort Worth in 2004. She was then hired as a Staff Psychologist at FCC Forrest City in 2005. She worked as a Staff Psychologist at several other federal institutions including FCI Fort Dix and FCI Seagoville until 2012. She was hired as Drug Abuse Program Coordinator at FMC Fort Worth in late 2012. Dr. Cabarcas has been a member of the Crisis Support Team and led multiple trainings for the Northeast Regional Team. She is a licensed psychologist 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. She may provide supervision in the stepdown and general clinical rotations.

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 an APA accredited doctoral internship with the Federal Correctional Institution in Fort Worth, Texas in 2007-2008. She was hired into the Bureau of Prisons as a Staff Psychologist at the Federal Transfer Center, in Oklahoma City, where she completed initial assessments of pre-trial defendants and newly designated male and female inmates, bureau-wide. She also served as the DAPC, as a collateral duty, providing substance abuse treatment to those designated at the FTC. Dr. Cahill promoted to DAPC at FCI Morgantown in 2010, where she coordinated two Residential Drug Abuse



Programs and often served as Acting Chief Psychologist. She also served as the Combined Federal Campaign Coordinator and Correctional Workers Week Coordinator. 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. During this leadership position, she supervised the largest Forensic and Drug Abuse Program missions in the Bureau of Prisons, for a team of 37 psychologists. These psychologists provided services for over 300 civilly committed and competency restoration defendants. 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 BOP Executive and Central Office staff. In 2019, Dr. Cahill was promoted to Chief Psychologist at FMC Fort Worth, where she provides oversight and supervision for an outpatient forensic mission, a Step Down Treatment Program, a Residential Drug Abuse Program and the Pre-doctoral Internship Program. She may provide supervision on any rotation.

#### Rebecca Cartagena, Ph.D., Step Down Program Psychologist

Dr. Cartagena obtained her Ph.D. in Counseling Psychology from Texas Tech University in 2012, after completing her pre-doctoral internship at FCI Fort Worth. She started her career as a staff psychologist at FCI Seagoville from 2013-2015. She served as the Suicide Prevention Coordinator and on the Crisis Support Team. She then left the BOP to work in private practice as a full-time forensic psychologist. After two years of full-time private practice work, she transitioned to working as a psychologist at a state psychiatric hospital, providing consultation, assessment, and individual and group psychotherapy for civil and forensic patients, as well as conducting forensic evaluations. After working in that capacity for one year, she returned to the BOP and FMC Fort Worth as the Step Down Program Psychologist. She is licensed in Texas. Her primary interests are in the treatment of persons incarcerated with severe mental illness, personality disorders, psychopathy, forensic evaluations, multicultural competence, clinical supervision, and grief and loss. She may provide supervision on the Stepdown and General Clinical rotations.

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

Dr. Sloan obtained his Ph.D. in Clinical Psychology from the University of Mississippi. He completed his Predoctoral Internship in 2002 at the Federal Medical Center in Fort Worth. He was appointed Post-Doctoral Resident following completion of his internship and joined our staff in 2003. He was promoted to his current position, Drug Abuse Program Coordinator, in 2005. He is licensed in Texas. In addition to substance abuse, his interests include psychopathy, sex offenders, suicide, objective personality assessment, empirically validated treatments, and organizational consultation. He may provide supervision for the drug treatment or general clinical rotations.

#### Armando D. Torres, Psy.D., Advanced Care Level Psychologist

Dr. Armando D. Torres obtained his Psy.D. in Clinical Psychology from Carlos Albizu University. He completed his internship in 2012, at the Bureau of Rehabilitation and Treatment, Department of Corrections, Commonwealth of Puerto Rico. In the same year, Dr. Torres obtained his permanent license issued by the Psychologist Examiner Board in the Commonwealth of Puerto Rico. He subsequently joined the Bureau of Prisons in 2013 as a Staff Psychologist at MDC Guaynabo. He promoted to the Drug Abuse Program Coordinator at FCI Bennettsville, South Carolina in 2018. During his tenure at FCI Bennettsville, he served as the

interim Chief Psychologist, until fully promoting to such position in 2019 at the same facility. Dr. Torres left FCI Bennettsville in 2021 to join the Psychology Services Department at FMC Fort Worth, Texas as an Advanced Care Level Psychologist. Dr. Torres is committed into being one of the main factors in the re-entry process of offenders in to society. His primary clinical interests are mood disorder, suicide prevention, personality disorders, psychotic disorders, anger management, sports psychology and clinical supervision/training. As previously mentioned, he is licensed in the Commonwealth of Puerto Rico. He may provide supervision in any rotation.

## **FORT WORTH-DALLAS AREA**

The Federal Medical Center 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 1 mile, and then turn west (left) onto Horton Road.

Fort Worth developed as a resting stop for cowboys driving herds northward on the Chisolm Trail. Legends tell of historical gunfights, saloons, and revelry in "Cowtown." This western heritage is preserved today in the Stockyards district where hotels, restaurants, and shops welcome tourists from around the globe. Fort Worth sites of interest include the Amon Carter Museum of Western Art, the Fort Worth Museum of Science and History, and the 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 875,000 people, located about 30 miles west of Dallas. Arlington, Grand Prairie, Mansfield, Irving and several smaller cities are situated in between.

The Dallas-Fort Worth (DFW) area is home to more than 7.5 million people and is a prominent business, finance, and cultural center. The cost of living is reasonable, with ample and varied housing available and 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 ample, and include city parks, amusement parks, golf courses, and nearby lakes and trails. Shopping enthusiasts can enjoy boutiques, malls, and shopping outlets in Dallas, Fort Worth, Grand Prairie, and Allen, Texas. Houston, Austin, and San Antonio are all within a few hours' drive or a short plane trip. Many residents of the area enjoy vacations to these cities and other cities along the Texas Gulf Coast area.

## **EMPLOYMENT OPPORTUNITIES**

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

New psychologists generally start at the GS-11 salary level. Successful completion of the first

year results in an automatic promotion to the GS-12 level and later promotion to GS-13 and to GS-14 levels are common. Continuing education credit opportunities are provided annually for professional development. BOP psychologists may engage in outside employment activities which do not violate ethical policies or entail a conflict of interest.

Psychologists are the main providers of mental health services in the Bureau. Psychologists have the opportunity to be involved in: forensic evaluations for the Federal Courts, psychological evaluation of Federal Witness Protection Program candidates, drug abuse treatment programs, suicide prevention programs, crisis intervention and trauma response teams, hostage negotiation, doctoral intern and postdoctoral training, employee assistance programs, inpatient mental health programs, staff training, and research. Other career tracks include consultative psychology positions in Regional and Central Office, and executive managerial positions (e.g., Associate Warden, Warden).

Permanent staff are covered by the Federal Employee Retirement System, a pension plan which includes options for sheltering income similar to a Keough plan. Under law enforcement guidelines, Bureau employees may retire after 20 years of service, provided they have reached the age of 50, or they may retire prior to the age of 50, provided they have 25 years of service. The Bureau of Prisons is an Equal Opportunity Employer. However, in accordance with Public Law 100-238, applicants for entry level positions must be under the age of 37 at the time of initial appointment.

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

Date Program Tables are updated: September 7, 2021

**Program Disclosures**

As articulated in Standard I.B.2, programs may have “admission and employment policies that directly relate to affiliation or purpose” that may be faith-based or secular in nature. However, such policies and practices must be disclosed to the public. Therefore, programs are asked to respond to the following question.

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: <b>N/A</b>	

**Internship Program Admissions**

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:
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 (*exceptions may be made to the assessment hours due to COVID-19 limitations). Prior work experience in a correctional setting is not required, but training and experiences indicative of appropriate interest are important considerations in selections. The Bureau of Prisons is an Equal Opportunity Employer.
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 male correctional facility that maintains a population of approximately 1,300 inmates from varying security levels.
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:
Total Direct Contact Intervention Hours: N <input checked="" type="radio"/> Y Amount: 200
Total Direct Contact Assessment Hours: N <input type="radio"/> Y Amount: 100*
Describe any other required minimum criteria used to screen applicants:

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 selected for an interview.

\*Due to the nature of the Bureau of Prison's hiring process, you will need to complete an in-person Core Values Assessment and a pre-employment integrity interview. These interviews must be completed on site at any of our 122 institutions nationwide and can usually be scheduled at an institution within driving distance. The interview may take at least 2 to 3 hours so plan accordingly. A psychology-related interview will be conducted in-person and on-site at FMC Fort Worth.

If matched with a Bureau of Prisons internship site, you will be considered an essential worker and will report daily to the institution.

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

Annual Stipend/Salary for Full-time Interns	\$59,514	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	<input checked="" type="radio"/> Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	<input checked="" type="radio"/> Yes	No
Coverage of family member(s) available?	<input checked="" type="radio"/> Yes	No
Coverage of legally married partner available?	<input checked="" type="radio"/> Yes	No
Coverage of domestic partner available?	<input checked="" type="radio"/> Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 weeks(104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs 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	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>2017-2020</b>	
Total # of interns who were in the 3 cohorts	14	
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	1
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	13
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field	0	0
Other	0	0
Unknown	0	0

Note: “PD” = Post-doctoral residency position; “EP” = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.