

FEDERAL MEDICAL CENTER

3150 Horton Road
Fort Worth, Texas 76119
(817) 413-3130

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

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

Member, Association of Psychology Post-doctoral and Internship Centers (APPIC)

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

Website: 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 August 12, 2020

TABLE OF CONTENTS

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

MISSION STATEMENT

It is the mission of the Federal Bureau of Prisons 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

The Federal Bureau of Prisons (BOP) is responsible for managing the growing population of persons convicted of federal offenses. Currently, FMC Fort Worth employs about 300 staff members from a variety of disciplines. FMC Fort Worth has an administrative security level rating, meaning that we house offenders rated with various security levels. Security features include a double perimeter fence, electronically controlled access, high mast lighting, and an armed perimeter patrol. Inmates in our diverse population sentenced by Federal Courts, transferred from other institutions, or pending trial or sentencing.

At any given time, FMC Fort Worth houses approximately 1600 inmates. About 12% of these inmates are minimum security, 82% low security, 4% medium security, and 1% high security. Mean sentence length is 117 months, with a median of 90 months. About 25% have sentences of less than five years. The average age is 41.4 years, with 24% below age 31 and 22% over age 50. The racial composition is approximately 70% White, 28% Black and 2% Other. Of these numbers, 33% are of Hispanic ethnicity, with a significant proportion who are primarily Spanish speaking. U.S. citizens comprise about 86% of the population. Drug-related crimes account for 65% of those sentenced. Other major sentence categories include: Arms, Explosives & Arson (10%); Immigration offenses (6%); Burglary, Larceny, Property (4%); Fraud, Bribery, Extortion (4%); Sex offenses (8%); and Robbery (3%).

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

The Associate Warden-Programs is responsible for Correctional Programs, Psychology, PREA, Reentry, Financial Management, and Human Resource Management. Correctional Services staff supervise inmates on housing units, work details, and the compound. The Associate Warden-Operations is responsible for the daily operations of Correctional Services, Education and Recreation, Religious Services, Labor Management Relations, and Trust Fund. The Associate Warden-Medical is responsible for the daily operations of Health Services, Facilities, Safety and Food Service.

Unit Management staff is responsible for managing and coordinating with various departments to provide inmate programs. Case Management staff is responsible for the collection, verification, and

analysis of factual information pertaining to each individual who is incarcerated. Inmate Systems staff is responsible for data collection and transmission, telecommunications, and sentence computations.

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

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

Facilities staff provides maintenance and repair of the physical plant. Financial Management staff prepares the budget, manages property, and maintains necessary supplies in an institution warehouse. Food Services staff supervise the daily preparation of regular and special dietary meals for the entire institution. Employee Services recruit and hire as well as provide staff assistance regarding payroll, health, and retirement benefits. Safety staff conduct sanitation inspections, provide pest control, and manage all hazardous materials.

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. Consultation and training programs are provided to assist staff in the effective management of a diverse inmate population and in coping with the stress of the correctional environment.

Services Provided

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

Resources

The Psychology Services Department is centralized within the institution. Most of our offices are located in one area. This promotes a professional treatment atmosphere and fosters close working and collegial relationships between staff and interns. Several group rooms are located in the area and other rooms are available throughout the institution for conferences and training seminars. Staff and interns all have access to personal computers and maintain psychology records on a computerized database system.

Computerized scanning, scoring, and interpretation of a variety of psychological evaluation instruments are available. Professional books and journals are maintained on-site and access to community and Internet library resources are available. Other resources include audio and video equipment for clinical services and training.

PSYCHOLOGY INTERNSHIP PROGRAM

The FMC 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 impact professional service delivery. Interns can expect staff to incorporate cognitive-behavioral, interpersonal, and solution-focused concepts into case formulation and treatment perspectives.

Goals and Objectives

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

One objective is for the intern to demonstrate knowledge, skills, and competence sufficient to produce new knowledge, to critically evaluate and use existing knowledge to solve problems, and to disseminate research.

Another objective is for the intern to respond professionally and ethically in increasingly complex situations with a greater degree of independence.

A third objective is for the intern to 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.

A fourth objective is for the intern to 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.

A fifth objective is for the intern to 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.

A sixth objective is for the intern to demonstrate competence in conducting evidence-based assessment consistent with the scope of health service psychology.

A seventh objective is for the intern to demonstrate competence in evidence-based interventions consistent with the scope of health service psychology.

An eighth objective is for the intern to demonstrate knowledge of supervision as grounded in science and integral to the activities of health service psychology through direct or simulated practice.

A final objective is for the intern to demonstrate proficiency in the intentional collaboration of professionals in health service 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. 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 clinical contacts, supervision, and other training experiences. Normal duty hours are from 7:30 a.m. - 4:00 p.m., but earlier or later hours may be required on some assignments. A 40-hour workweek is standard although supplemental reading is encouraged during off duty time.

General professional training (General Clinical Rotation) is required for the entire year. Concurrent, part-time, area of emphasis training rotations of six (6) months are offered in Correctional Psychology, Drug Abuse, Step-Down Unit (mental illness), and Forensic Evaluation to expose interns to areas of particular interest. To further broaden the training experience and provide an opportunity to pursue special interests, interns may have the opportunity to participate in an outplacement rotation at nearby FCI Seagoville.

General Clinical Rotation. General professional training is designed to ensure that interns achieve an intermediate to advanced level of proficiency in providing professional assessment, intervention, and consultation services that are firmly grounded in psychological science. Assessment and diagnostic experiences include the provision of screening and mental status interviews, as well as broader evaluations which include data derived from psychometric testing. Interns sharpen their

interviewing and diagnostic skills by performing psychological screening interviews with inmates entering the institution. Experience is also provided in conducting comprehensive evaluations involving the administration of a battery of intellectual and personality tests. Psychometric tests are administered as needed to clarify diagnosis and assist in treatment planning or in consultation with unit, medical, or correctional staff to assist in behavior management.

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

Interns maintain a varied caseload throughout the year for the General Clinical Rotation. This experience usually involves a mixture of crisis intervention, brief counseling, group therapy and individual therapy clients. Individual therapy contacts may vary from routine monitoring of mental status and medication adherence to weekly intensive interventions focused on alleviating anxiety or depression or altering maladaptive personality styles. Each intern will lead or co-lead didactic and/or process groups (e.g., basic cognitive skills, criminal thinking, stress management, anger management, emotion regulation, CBT for Insomnia, Seeking Safety, etc.) during the year.

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.

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

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

Psychology staff evaluate the mental status of arriving inmates who are known to have a history of serious mental health problems; we consult with staff regarding the most appropriate housing and other management concerns. Since segregation can be stressful, evaluations are conducted routinely in this environment to determine ongoing psychological adjustment. Corrections staff are provided regular consultation to assist in dealing appropriately with inmates who pose persistent or difficult behavioral management problems. Interns are familiarized with conflict avoidance techniques and BOP policies regarding the use of force and forced medication.

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

Drug Abuse Treatment Rotation. The Residential Drug Abuse Program (RDAP) is based on the biopsychosocial model and emphasizes a relapse prevention approach via the therapeutic community. About 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 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 RDAP internship training rotation are:

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

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

involved in these activities will acquire an understanding of BOP policy requirements regarding drug treatment programming.

Forensic Evaluation Rotation. The Forensic Evaluation Rotation emphasizes clinical experience in conducting specialized forensic assessments. The goal of this training rotation is to develop an understanding of how to conduct a thorough and professional forensic evaluation. Interns will become familiar with the Specialty Guidelines for Forensic Psychologists. Training experiences include formal evaluations of competency and/or responsibility that are ordered by Federal Court. These evaluations are conducted to assist the Court in determining if a person can stand trial or the validity of a legal defense based on mental health factors. In some cases, the Court may request that additional mental health issues be addressed, such as dangerousness. These evaluations typically involve extensive interviews with all relevant parties and a thorough review of all relevant records. Interaction with judges, lawyers, law enforcement officials, and family members or witnesses may be required. Psychometric testing is conducted and consultation with other disciplines (e.g., law, medical, neuropsychology) is obtained when appropriate. Depending on skill level, interns may participate in any or all phases of these evaluations. Ideally, interns will progress from observation and partial participation in ongoing evaluations to assuming the major role in two or more forensic evaluations. Interns are subject to subpoena to provide expert testimony in court on any case in which they are involved.

Interns 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. While the emphasis of the rotation is on assessment, interns may gain some intervention experience in the form of a group conducted both for assessment and restoration of competency. Consultation with medical and correctional staff regarding client management is also required.

Step-Down Unit 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, stay out of SHU, and to avoid in-patient hospitalization. This program is ideal for inmates who need assistance with transitioning from inpatient psychiatric care to a mainline 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.

Inmates 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 program coordinator (Care Level 3 Psychologist), Psychiatrist, Nurse, and a member from the Unit Team will also meet regularly to review treatment progress and the needs of each inmate in the program.

Interns who elect to complete the 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 Bureau of Prisons policies on the use of restraints and involuntary medication.

Outplacement/Special Interest Rotation. To further complement the general and area of emphasis training provided at FMC Fort Worth, an opportunity for an additional rotation may be provided. The goal of this rotation is to provide interns an opportunity to structure training to increase the breadth or depth of their experience base with particular client populations, settings, or activities. Individual interests, career goals, and prior work experiences should be considered to develop goals for this rotation. Interns typically obtain this experience through an outplacement rotation at the nearby Federal Correctional Institution (FCI) in Seagoville (southwest of Dallas). It should be noted that private transportation is necessary to commute to this training site.

Didactic Training. During and after *Introduction to Correctional Techniques* training, interns participate in a variety of didactic training seminars. On-site and off-site training seminars are scheduled in each of the following areas:

- 1) Ethics/Professional Issues (ethics in corrections, therapist self-care, EPPP preparation, licensing requirements, etc.);
- 2) Cultural Diversity Issues (Hispanic, African-American, Asian, geriatrics, LGBTQ, gangs);
- 3) Assessment & Diagnostics (e.g., mental status interviews, PAI, WAIS, VIP, etc.);
- 4) Intervention & Psychotherapy (suicide risk assessment, empirically supported treatments);
- 5) Forensic/Correctional Issues (e.g., competency, responsibility, dangerousness, hostage negotiation, etc.);
- 6) Addictive Disorders (assessment and treatment);
- 7) Behavioral Medicine (e.g., neuropsychological assessment, chronic pain, etc.), and
- 8) Psychopharmacology (e.g., side effects, polypharmacy interactions).

Supervision. A minimum of two hours per week of individual supervision by a licensed psychologist is provided. At least two additional hours of group supervision are provided by all training staff. Supervision assignments are based on the intern's needs and on staff workloads. The Chief Psychologist supervises a weekly clinical team meeting, where interns and other staff present new referrals for services and discuss clinical issues of concern. The Internship Program Coordinator supervises a weekly group supervision meeting where clinical cases are presented and issues are reviewed. Assignments are coordinated between staff and interns with regard for training needs.

Research and Program Evaluation. 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. 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 DOCT to discuss the proposal.

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 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 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 Internship Program Coordinator, and/or the Chief Psychologist. An established procedure for submitting formal grievances is covered in detail during orientation and a written copy is provided. If problems are not satisfactorily resolved, interns may report concerns within the agency to the Associate Warden (Programs) or the Warden.

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

Compensation & Benefits

Funding for each training year is contingent on continued approval of the training program by the Federal Bureau of Prisons. Psychology interns are appointed at the GS-9 level and receive the following benefits: [1] annual stipend of approximately \$58,926 (2020 figure); [2] annual & sick leave (4 hours per two-week pay period); [3] paid federal holidays; [4] liability coverage for on-site professional activities, and [5] 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 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 Procedures

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

THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER.

We invite application by any and all persons who meet the qualifications noted above, and we 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 agency if they meet the medical and physical requirements for correctional work.

Pursuant to Executive Order 11935, only United States citizens and nationals may compete for civil service jobs. 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, as BOP employees, are considered correctional workers first, and as such may be called upon to respond to institution and other emergencies.

As a member of the Association of Post-doctoral 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.

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

The Bureau of Prisons is an Equal Opportunity Employer, and we encourage the application of minority students.

Application materials are **due November 1**. Academic background, prior professional experience, letters of recommendation, and professional interests and goals are among the criteria considered in selections. Applicants who meet our selection qualifications will be contacted to arrange an

interview. Applicants **must be U.S. citizens** and **must obtain security clearance**. A full background investigation and physical examination will follow only if you obtain an appointment.

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

THE PROGRAM APPLICATION DEADLINE IS NOVEMBER 1.

Complete applications include:

- (1) APPIC Application for Psychology Internship (online at <http://www.appic.org>), which should include: A copy of your vitae, graduate school transcripts, three letters of reference from faculty or doctoral-level supervisors familiar with your professional experiences and qualifications, *and*
- (2) 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. Desiree Rozier via email (preferred) at DRozier@bop.gov or telephone at (817) 413-3252.

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 post-doctoral hours, and intends on being licensed in the state of Texas shortly after. Dr. Allen has provided milieu therapy, sex offender treatment, substance abuse 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 in Chicago, IL. She completed her pre-doctoral 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 her internship in 2013, and was promoted the DAP Coordinator at FCI El Reno in March 2014, the same prison and RDAP toured by President Barack Obama and featured on HBO's VICE Series. She subsequently worked as the Sex Offender Management Program (SOMP) Psychologist 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 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.

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.

Samuel Browning, Ph.D., Forensic Psychologist

Dr. Browning graduated in 2013, from Nova Southeastern University with a Ph.D. in Clinical Psychology, after completing his pre-doctoral internship at FMC Fort Worth. He worked as the Staff Psychologist at FMC Fort Worth from 2013 to 2017. In this role, he also coordinated the Suicide Prevention Program. In 2017, he became a Forensic Psychologist. Areas of research and clinical interest include forensic evaluation, PTSD/law enforcement stress, police psychology, and crisis (hostage) negotiation. He is licensed in Texas and may provide supervision in the General Professional, Forensic Evaluation, or Psychology in Corrections 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 Step-Down 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 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 provided oversight and supervision for the FMC and the FCI-II psychology services departments. In 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 provide 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 two forensic missions, a Step-Down Program, a Residential Drug Abuse Program and a Behavioral Medicine 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 a 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 Step-Down and General Clinical rotations.

Lesli Johnson, Ph.D., Forensic Psychologist

Dr. Johnson received her Ph.D. in Counseling Psychology from Oklahoma State University in 2010, and is a licensed psychologist. She completed her pre-doctoral internship at FMC Devens in 2010. Following internship, she worked as a Staff Psychologist at FCI Danbury from August 2010 to June 2013, and as a Forensic Psychologist at MDC Los Angeles from June 2013 until March 2020. Her clinical interests include forensic evaluations, treatment of chronically mentally ill offenders and sex offenders, group facilitation, juvenile offenders, and psychopathy. She may provide supervision on the forensic rotation.

Desiree Rozier, Psy.D., Internship Program Coordinator

Dr. Rozier obtained her Psy.D. in Clinical Psychology from the Minnesota School of Professional Psychology after completing her pre-doctoral internship at FCI Fort Worth in 2007. She joined the Bureau of Prisons after internship as a Staff Psychologist at FCI McKean. She subsequently worked as the Drug Abuse Program Coordinator at FCI Memphis from 2008-2013, Chief Psychologist at FCI Talladega from 2013-2015, and Forensic Unit Psychologist at USMCFP Springfield from 2015-2018. She is licensed in Alabama. Her interests include the treatment of complex trauma and attachment disorders, violence risk assessment, treatment of LGBTQ individuals, personality disorders, and serious and persistent mental illness. She may provide supervision in any rotation.

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 pre-doctoral internship in 2002, at the Federal Medical Center in Fort Worth. He was appointed post-doctoral resident following completion of his internship and joined our staff in 2003. He was promoted to his current position, Drug Abuse Program Coordinator, in 2005. He is licensed in Texas. In addition to substance abuse, his interests include psychopathy, sex offenders, suicide, objective personality assessment, empirically validated treatments, and organizational consultation. He may provide supervision for the drug treatment or general clinical rotations.

AFFILIATED SUPERVISORY STAFF

Treatment Specialists:

Jo Avanti, B.A., DAP

Lisa Bielss, MSW, DAP

Hope Crawford, LMSW, Step-Down

Odessa Brown, MSW, DAP

Kayla Lance, MS, LPC, Step-Down

Soukeina Rebella, M.A., DAP

Anthony Reeves, M.A., DAP

Federal Correctional Institution (FCI) Seagoville:

Lauren Carter, Psy.D., Chief Psychologist

Heidi Arredondo, Psy.D., Staff Psychologist

Maria Douglas, Psy.D., Drug Abuse Program Coordinator

Kevin McDermott, Ph.D., Sex Offender Management Program Psychologist

Chris Poulson, Ph.D., Sex Offender Management Program Psychologist

Macy Wilson, Psy.D., Staff Psychologist

Chelsea Wooley, Ph.D., Drug Abuse Program Coordinator

Other Contributor:

Michael Nichols, MSW, Supervisory Community Treatment Coordinator

FORT WORTH-DALLAS AREA

The Federal Medical Center (FMC) 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 world 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 cost of living is moderate and an abundance of houses, condominiums, and apartments are available for rent or purchase.

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. 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 30 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 BOP. 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, pre-doctoral and post-doctoral 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 (Associate Warden, Warden, etc.).

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, having reached the age of 50, or they may retire prior to the age of 50, having 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 Program Admissions, Support and Initial Placement Data

Date Program Tables are updated: August 12, 2020

Internship Program Admissions/Support:

Applications are accepted from students enrolled in APA accredited doctoral programs in clinical, counseling and school 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, and encourages the application of minority students.

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 1,900-bed facility housing male inmates including minorities, the elderly, medical inpatients, and psychiatric patients. FMC Ft. Worth houses inmates from varying security levels.

At the time of application, the program requires that applicants have received a minimum number of hours of the following:

Total Direct Contact Intervention Hours	Y		Amount: 200
Total Direct Contact Assessment Hours	Y		Amount: 100*

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 Prisons’ 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 2-3 hours, so plan accordingly. A psychology-related interview will be conducted **remotely**.

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

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$58,926	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	
Access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	
Coverage of family member(s) available?	Yes	
Coverage of legally married partner available?	Yes	
Coverage of domestic partner available?	Yes	
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	4 hrs every 2 wks (104 total hours annually)	
Hours of Annual Paid Sick Leave	4 hrs every 2 wks (104 total hrs 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?	Yes	
Other Benefits: 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

	2017-2020	
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	
	PD	EP
Community mental health center		
Federally qualified health center		
Independent primary care facility/clinic		
University counseling center		
Veterans Affairs medical center		1
Military health center		
Academic health center		
Other medical center or hospital		
Psychiatric hospital		
Academic university/department		
Community college or other teaching setting		
Independent research institution		
Correctional facility		13
School district/system		
Independent practice setting		
Not currently employed		
Changed to another field		
Other		
Unknown		

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.