

# **Postdoctoral Fellowship In Forensic Psychology**

Netcare Forensic Center  
3081 Sullivant Avenue  
Columbus, OH 43204



## INTRODUCTION FROM THE TRAINING DIRECTOR

Thank you for your interest in the Forensic Psychology Postdoctoral Fellowship at the Netcare Forensic Center. Our fellowship, which is approved for the American Board of Forensic Psychology's postdoctoral experience waiver, emphasizes training that is informed by best practices - both conceptual and practical - that have been identified by professional consensus. The primary goal of our training program is to provide the necessary knowledge and supervised experiences for fellows to develop specialized skills in the area of criminal forensic psychology. In order to accomplish this goal, we provide a year-long sequence of closely supervised criminal forensic evaluation experiences designed to provide a conceptual foundation as well as practical, applied skills necessary to prepare for, perform, and write comprehensive reports of criminal forensic evaluations. Additionally, we provide the option to interested fellows for supervised experiences in civil forensic evaluations, guardianship evaluations, and assessment of malingering.

One of the things that I have always loved is solving puzzles, and I think the same is true of the psychologists who work at the Netcare Forensic Center. The cases we do present complex and challenging puzzles in every sense of the word. In a legal sense, the defendants we see are charged with criminal activity from the lowest misdemeanor all the way to capital murder, and it is not unusual for any one defendant to have multiple charges spread out over a significant period of time. In a clinical sense, we see an amazing array of diagnoses represented, including the more typical psychotic and mood disorders, many of which are complicated by drug and alcohol abuse. We also see atypical clinical issues (e.g., Capgras Syndrome, Post-ictal violence, etc.) that present fascinating learning opportunities for us. At a practical level, I like to think about this puzzle-solving task as further complicated by not always having all the puzzle pieces, where the ones that we do have are sometimes trying to fool us. Then there is the challenge of capturing all this in a well-written manner that is persuasive, compelling, and makes sense to a non-clinical audience. These are the things that keep forensic work invigorating for all of us, as we never know what unique clinical and legal complexities each new case will present. If that sounds interesting to you, this just may be the fellowship for you.

The Netcare Forensic Center's Postdoctoral Fellowship accepts only applicants who have completed a doctoral program in psychology at an APA-accredited university or professional school. This fellowship is a year-long, full-time position. In our view, it is important to contribute to the development of a professional workforce that matches the diverse life experiences and backgrounds of the individuals on whom we perform forensic examinations. To that end, we strongly encourage qualified individuals from underrepresented cultural, ethnic, sexual orientation, and geographical backgrounds to apply.

Again, thank you for your interest in our fellowship program. This document is intended to provide a more detailed description not just of our fellowship, but is also meant to convey a sense of what it might be like for you to spend a year training with us. No written summary, no matter how comprehensive, can fully capture the depth, breadth, and nuanced complexity of the work we do at the Netcare Forensic Center, nor could it possibly anticipate every question or concern that an interested fellow might have about us. Recognizing such limitations, I welcome you to contact me at the e-mail address below so that I might discuss the goodness-of-fit between what we have to offer and what you seek in a fellowship. I look forward to hearing from you.



**Terry Kukor, Ph.D., ABPP (Forensic)**  
**Director, Netcare Forensic Center**  
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## **THE NETCARE FORENSIC CENTER**

Since the early 1970s when it was constituted as Southwest Mental Health Center, Netcare Access (the parent corporation for the Netcare Forensic Center) has provided assessment services for the Courts and Franklin County Children Services. These assessments typically go well beyond the psychiatric diagnosis and treatment recommendations offered in the behavioral health assessments performed outside of forensic services. The Courts require clinical opinions about specific legal questions (e.g., competency to stand trial) that must be formulated in such a way that both statutory language and functional legal capacities are fully addressed.

The Netcare Forensic Center provides evaluations for 11 counties in the Central Ohio area, including Franklin (home to Columbus, the state capital), Delaware, Fairfield, Fayette, Hocking, Madison, Jackson, Licking, Pickaway, Ross and Union Counties. Forensic evaluations are also done at the request of many of the Juvenile and Municipal Courts in our region, as well as the Federal Courts located in Columbus. We are fully certified by the Ohio Department of Mental Health, Office of Forensic Services.

The Netcare Forensic Center provides the following types of criminal forensic evaluations:

### **I. Pre Adjudication Evaluations**

These evaluations are specific to the pre trial issues facing a defendant and the court. Opinions are based upon defendant's history and relevant behavior necessary to respond to the legal questions with reasonable psychological certainty:

#### **A. Competency Evaluations – Chapter 2945.37.1 (G) (3) of the Ohio Revised Code (ORC)**

This assessment, which focuses on the defendant's current mental condition, evaluate three primary questions: 1) if the defendant has a serious mental illness and/or intellectual disability, 2) whether the defendant is presently capable of understanding the nature and objective of the court proceedings, and 3) whether the defendant is presently capable of assisting in his/her own defense.

#### **B. Mental Status at the Time of the Offense – Chapter 2945.37.1 (G) (4) of the ORC**

This assessment offers an opinion about the defendant's mental condition at the time of an act charged, and evaluates if as a result of a severe mental disease or defect, the defendant did or did not know the wrongfulness of the alleged acts at the time of the offense charged.

#### **C. Intervention In Lieu of Conviction – Chapter 2951.04.1 of the ORC**

This evaluation focuses on the extent to which substance abuse, mental illness, and/or intellectual disability may have been related to criminal charges, and examines how appropriate treatment may impact future criminal activity. This report will include treatment recommendations.

### **II. Post Adjudication Evaluations**

These evaluations can help determine sentencing options for a defendant, or probationers with a history of mental health issues, substance abuse or sexual offending.

#### **A. Mitigation of Sentence – Chapter 2947.06 of the ORC**

This evaluation culminates in specific recommendations for mental health, substance abuse or vocational issues, the defendant's willingness to comply with and benefit from appropriate treatment, and prognosis for change.

**B. Post NGRI Hospitalization Status – Chapter 2945.40 of the ORC**

After a defendant has been found NGRI this evaluation examines the NGRI defendant's need for psychiatric hospitalization or a less restrictive treatment setting.

**III. Juvenile Court**

**A. Juvenile Discretionary Bind Over - Chapter 2152.12 of the ORC**

This evaluation focuses on the appropriateness of a juvenile being bound over to adult court based upon two factors: amenability to care or rehabilitation within the juvenile system, and a risk assessment that considers whether the safety of the community requires that the juvenile be subject to adult sanctions.

**B. Competency Evaluations – Juveniles Chapter 2152.51 of the ORC**

This assessment will evaluate if the juvenile is mentally ill or intellectually/developmentally disabled, presently capable of understanding the Juvenile Court proceedings, and currently capable of assisting in his/her own defense.

**IV. NGRI Defendant/Conditional Release**

**A. 2nd Opinion Conditional Release – Chapter 2945.401 D1b of the ORC**

Typically referred from the state hospital, this evaluation focuses on those examinees previously found NGRI who are residing in the hospital, where hospital staff are of the opinion that the individual is ready for unsupervised movement and/or conditional release. This evaluation addresses the welfare of the defendant if granted unsupervised community privileges and the risks to public safety if the individual is released.

**B. Conditional Release (CR) Review – Chapter 2945.40.1 (C) of the ORC**

After a defendant has been on CR for six months, and then every two years after, the court may order a CR review. That review will include updated treatment recommendations, as well as a review of mental status and treatment compliance. This evaluation may also be ordered if the NGRI acqutee experiences any problems while on CR, or no longer appears to be experiencing symptoms of mental illness.

**THE STAFF**

Our staff of doctoral psychologists completes approximately 1000 criminal and civil forensic examinations per year. With a volume that high, in addition to seeing many high profile cases, we see a fantastic array of clinical diagnoses and syndromes. Each case presents a unique challenge involving interlocking legal and clinical issues, and should appeal to anyone who has an analytic thinking style and is intrigued by puzzles. We have a very experienced team of psychologists, several with more than 20 years of forensic experience. Our team consists of six full-time and part-time psychologists, with 10 psychologists who are independent contractors. Three of our current staff are board certified (ABPP) in forensic psychology, with several more at various points in the ABPP application process.

**Full and Part-time Staff who are Fellowship Supervisors:**

Houle, Allison, Ph.D. – Staff psychologist

Kukor, Terrance, Ph.D., ABPP (Forensic) – Director of Forensic Services/Training Director

Martines, Danielle, Psy.D. – Staff psychologist

Porter, Shannon, Psy.D. – Staff psychologist

Predmore, Kara, Psy.D. – Senior Forensic Psychologist/Assistant Training Director

Veltri, Meredith, Ph.D. – Assistant Director of Forensic Services

Open part-time position

**Independent Contractor Staff:**

Dietz, David, Ph.D.  
Edwards, Kevin, Ph.D.  
Forman, Dave, LISW  
Hrinko, Daniel, Psy.D.  
Hunt, Meleesa, Ph.D.  
Keiper, Danielle, Psy.D.  
Marciani, Kara, Psy.D., ABPP (Forensic)  
O'Donnell, Jennifer, Psy.D.  
O'Reilly, Brian, Ph.D.  
Pawlarczyk, Douglas, Ph.D.  
Ray, Christopher, Ph.D., ABPP (Forensic)  
Speicher-Bocija, Jayne, Ph.D.  
Wagner, Michael, Ph.D.

**Supervisory Staff - Short Bios**

Terry Kukor, Ph.D., ABPP, is a licensed psychologist and board certified in forensic psychology by the American Board of Professional Psychology. For the last 15 years he has been the Director of Forensic and Specialized Assessment Services for Netcare Access in Columbus, Ohio. He holds adjunct faculty appointments in the Psychology Departments at Drexel University and Miami University, and in the Department of Psychiatry and Behavioral Health at The Ohio State University. Dr. Kukor has specialized in criminal forensic evaluation for more than 25 years, during which time he has performed a wide variety of forensic evaluations, including criminal responsibility, competence to stand trial, juvenile competency & waiver, violence risk assessment, and threat assessment. He is an approved trainer for the American Academy of Forensic Psychology and the Suicide Prevention Resource Center, and is a threat assessment consultant for Work Trauma Services Inc. He performs and supervises criminal forensic evaluations on court-referred adults and juveniles, does fitness for duty evaluations for the Federal Aviation Administration, and consults with a regional office of the FBI. He is a national Co-Chair for the American Academy of Forensic Psychology CE Workshops.

Meredith Veltri, Ph.D., is a licensed psychologist who completed her graduate training at Sam Houston State University, where she earned a Master's and Doctorate in Clinical Psychology with a forensic emphasis. She completed her predoctoral training at the U.S. Medical Center for Federal Prisoners. Dr. Veltri began her career in the Federal Bureau of Prisons, where she was involved in the activation of the residential treatment program for high-risk sex offenders within the federal prison system. As the Assistant Director of Forensic Services, she assists with the oversight of forensic evaluation services, performs comprehensive criminal forensic assessments, and conducts trainings for law enforcement agencies, attorneys, and fellow mental health professionals. She is also the founder of Expert Evaluations LLC, a practice that conducts consultation and evaluations primarily in criminal forensic matters.

Kara Predmore, Psy.D., is a senior forensic psychologist who completed her graduate training at Wright State University in Dayton, Ohio, where she earned a Doctorate in Clinical Psychology. She has extensive experience working with children and adolescents having completed her predoctoral and postdoctoral trainings at residential treatment centers on Long Island and the Chicagoland area, respectively. Dr. Predmore began her career in private practice in Columbus, Ohio. She was also previously employed at the Ohio Department of Youth Services, where in addition to providing psychological services and evaluation to youth involved in the juvenile justice system, she was involved

in training staff on fundamentals of cognitive behavioral therapy. She has been employed full time at Netcare Forensic Center since 2011.

Danielle Martines, Psy.D., completed her undergraduate education at the University of North Florida where she earned a Bachelor of Arts in Psychology and a Bachelor of Arts in Criminal Justice. She went on to earn her Doctor of Psychology in Clinical Forensic Psychology from The Chicago School of Professional Psychology in Chicago, Illinois. As part of her formal doctoral training, Dr. Martines provided psychological evaluation, treatment, and crisis services to incarcerated youth in detention centers and within Illinois Department of Juvenile Justice. She also completed a doctoral practicum with adolescent probationers through Cook County Juvenile Probation's Clinical Interventions Division. During her internship, Dr. Martines expanded her skill set to include criminal forensic evaluations, specifically Competence to Stand Trial and Sanity evaluations, as well as Sex Offender Recidivism Risk assessments with both adults and juveniles. She completed a forensic Postdoctoral Fellowship with Will County Court Services in Joliet, Illinois, where her primary responsibilities included completing criminal forensic evaluations and supervising psychology doctoral trainees. Following completion of her Postdoctoral Fellowship, she was hired as a full-time Staff Psychologist with Will County Court Services where she worked until joining our full-time staff in 2017. Dr. Martines is currently licensed as a psychologist in Ohio, Illinois, and Kansas. She is passionate about criminal forensic evaluations and enjoys supervising.

Allison Houle, Ph.D., completed her undergraduate degree at Ohio University with a Bachelor's of Arts degree in Psychology and Sociology-Criminology. She then completed her Master's of Arts degree from Western Carolina University in Clinical Psychology. She went on to earn her Doctorate in Clinical Psychology from Auburn University. Through her doctoral program, she specialized in working with an adolescent population and completed psychological evaluations and provided treatment for juvenile sexual offenders. Dr. Houle began her formal forensic training during her predoctoral internship at Mendota Mental Health Institute, a forensic, psychiatric hospital in Madison, Wisconsin. Dr. Houle then completed a Postdoctoral Fellowship in forensic psychology at Springfield Hospital Center, a regional psychiatric hospital in central Maryland. She began her career as a psychologist providing both inpatient and outpatient forensic and psychological services to adolescents and adults. She is now a licensed psychologist in Ohio, and a full-time staff psychologist at Netcare. She thoroughly enjoys the investigative nature of forensic work, and is passionate about training others who are interested in pursuing a career in forensic psychology.

Shannon Porter, Psy.D., is a licensed psychologist who earned a Doctorate from The Chicago School of Professional Psychology. There, she was part of the inaugural graduating class of the Clinical Forensic Psychology program, and she specialized in law enforcement. Dr. Porter continued her training in forensic assessment and evaluation during her predoctoral internship and postdoctoral fellowship at Netcare Forensic Center, and she eventually accepted a full-time position there. She has also worked at Twin Valley Behavioral Healthcare, where she helped create and implement an inpatient competency restoration program for individuals found incompetent to stand trial and court-ordered to undergo inpatient psychiatric treatment. Dr. Porter recently returned to Netcare Forensic Center full-time, and she also continues to perform criminal forensic evaluations on a part-time basis throughout the state of Ohio. She has experience doing professional presentations for a variety of audiences (law enforcement in particular), and she currently serves as a consultant to federal law enforcement. She has a keen interest in threat assessment.

### **GOALS AND OBJECTIVES OF THE POSTDOCTORAL FELLOWSHIP:**

At the Netcare Forensic Center, we serve an 11-county region in central Ohio, where we complete the felony-level criminal forensic evaluations for the Courts of Common Pleas. We also provide evaluations for Federal Court, as well as many of the surrounding counties' Juvenile and Municipal Courts. All together, we complete approximately 700 criminal forensic evaluations per year. Postdoctoral Fellows can expect to participate in forensic evaluations covering a broad range of legal charges (from first degree murder to low level misdemeanors) made interesting by a dizzying array of clinical diagnoses, personality traits, and syndromes.

The individuals referred for assessment represent a diverse group with different ethnic, cultural, and socioeconomic backgrounds. For example, Columbus is well-known as having one of the highest concentrations of Somali individuals in the United States. It is not unusual for defendants to be non-English speaking, and some forensic evaluations need to be conducted with the services of an interpreter. Deaf and hearing impaired individuals represent yet another group that presents unique challenges to the forensic examiner. Such diversity makes it possible to include multicultural experiences as part of a Postdoctoral Fellow's training, as well as to offer a breadth of experiences in areas of interest to Postdoctoral Fellows. Working through interpreters is an essential skill for forensic psychologists. As referrals permit, Postdoctoral Fellows are encouraged to work on at least one evaluation/assessment with an individual of a different language.

It is our goal that Netcare Forensic Center postdoctoral fellows will pursue board certification by the American Board of Professional Psychology (ABPP) in the forensic psychology specialty. Applicants for board certification are required to have completed 1000 hours of direct experience in forensic psychology over a minimum of five years after completion of the doctoral degree. The American Board of Forensic Psychology (ABFP) offers a waiver of the five-year experience requirement for applicants who have completed an approved 2000-hour formal postdoctoral training program in forensic psychology. The Netcare Forensic Center Postdoctoral Fellowship is approved by ABFP for this waiver.

#### **Goal #1: Postdoctoral Fellows will successfully demonstrate advanced knowledge of APA Ethical Principles of Psychologists and Codes of Conduct (2002) as they apply to professional conduct, professional ethics, and legal matters.**

**Objective 1:** Psychology Postdoctoral Fellows will demonstrate an appreciation of the importance of developing professional and interpersonal behaviors that facilitate effective peer relationships with other psychologists and members of the multidisciplinary team. During the 12 month Postdoctoral Fellowship, Postdoctoral Fellows will:

- a. Develop collaborative working relationships and address any significant interpersonal differences openly, tactfully and effectively
- b. Actively participate and advance the discussion in staff meetings
- c. Appropriately seek input from supervisors to cope with interpersonal concerns that arise in professional relationships

**Objective 2:** Postdoctoral Fellows will demonstrate advanced recognition of the need to seek consultation and supervision. During the 12 month Postdoctoral Fellowship, Postdoctoral Fellows will:

- a. Actively seek consultation and review relevant professional literature when dealing with complex cases and/or working with unfamiliar symptoms
- b. Recognize areas of strengths and areas of need, and respond to feedback in a non-defensive manner
- c. Make efforts to incorporate feedback from supervisors in order to make constructive changes to clinical interviewing, case conceptualization, and report writing



**Goal #2: Postdoctoral Fellows will successfully demonstrate advanced knowledge of the most recent draft version of the Revised Specialty Guidelines for Forensic Psychology as they apply to professional conduct, professional ethics, and legal matters.**

**Objective 1:** Postdoctoral Fellows will demonstrate an understanding and appreciation of the specific ways in which the Revised Specialty Guidelines for Forensic Psychology apply to criminal forensic evaluation. During the 12 month postdoctoral fellowship Postdoctoral Fellows will:

- a. Read the most recent version of the Revised Specialty Guidelines for Forensic Psychology
- b. Discuss with supervisors specific ways in which elements of the most recent version of the Revised Specialty Guidelines for Forensic Psychology apply to specific criminal forensic evaluation cases

**Goal #3: To demonstrate knowledge and proficiency in assessment with defendants representing diverse diagnoses, demographics, and clinical or forensic issues.**

**Objective 1:** Postdoctoral Fellow administers, scores, and interprets psychological tests and forensic assessment instruments accurately.

**Objective 2:** Postdoctoral Fellow understands the principles and conducts evaluations of Competency to Stand Trial (adult and juvenile), Sanity, Intervention in Lieu of Conviction, Juvenile Bind Over, and Risk Assessment.

**Objective 3:** Postdoctoral Fellow communicates written results and opinions in a manner that effectively addresses the functional legal capacity in question.

**PERCENT OF TIME IN PROFESSIONAL ACTIVITIES PER WEEK:**

The postdoctoral fellowship at Netcare Forensic Center is designed to satisfy the Postdoctoral Fellowship hours for licensure in Ohio. The program is designed to provide a thorough training experience in forensic psychology consisting of approximately:

- 75% Applied clinical forensic experiences
- 10% Supervision or consultation
- 15% Seminars and educational experiences

**SUPERVISION:**

Supervision of fellowship activities will consist of a minimum of two hours per week with supervisory staff, plus an additional two hours per week with any examiner with whom the Postdoctoral Fellow is working on a forensic evaluation case. Supervisors maintain professional responsibility for all cases. At the very beginning of a forensic evaluation in which a postdoctoral fellow is participating, the fellow explains orally and in writing, as described in the Notification of Supervision form, the nature of his/her involvement, and obtains an evaluatee's signature consenting to their participation. Cases on which postdoctoral fellows participate are the ultimate responsibility of the examiner to whom they are assigned, and submitted under the examiner's professional license for independent practice. If a postdoctoral fellow makes a material contribution to the evaluation and/or report, this is described in the report, and in such cases, the postdoctoral fellow will co-sign a report. The majority of forensic evaluations we do have statutory provisions that they may only be performed by a physician or a psychologist. As such, responsibility for the report (or any testimony that may be required) is the assigned examiner's.

**APPLICATION REQUIREMENTS:**

Applicants must have a Ph.D. or Psy.D. in clinical or counseling psychology; that is, fellows must have completed all doctoral degree requirements prior to beginning the training program. A degree in clinical psychology is preferred. A doctoral degree from an APA or CPA-accredited program is required. Applicants must have completed, or are in the process of completing, a pre-doctoral internship that is

APA or CPA-accredited. (APA or CPA accreditation of the doctoral program and internship will be verified through APA.org or CPA.ca.) If an applicant's degree has not yet been conferred, a letter is required from the applicant's doctoral program stating that all degree requirements have been met and indicating the date the degree will be conferred. Candidates should have extensive experience with psychological assessment and strong report writing skills. Prior supervised experience with criminal forensic evaluations and/or clinical work with a criminal forensic population is strongly preferred. Also, it is recommended that applicants have clinical experience with populations involving serious mental illness, personality disorders, substance use, and intellectual disability.

#### **HOW TO APPLY:**

To apply, the following (all in PDF format) should be sent to Dr. Kukor via e-mail at [tkukor@netcareaccess.org](mailto:tkukor@netcareaccess.org):

1. CV;
2. Two to three letters of recommendation;
3. A redacted writing sample (either a forensic report or a clinical report of a psychological assessment);
4. A cover letter describing statement of interest, personal goals for the postdoctoral fellowship, and anything else you would like us to know about you when considering your application.

**Applicants must also submit an official Graduate transcript. (NB: If an applicant's degree has not yet been conferred, a letter is required from the applicant's doctoral program stating that all degree requirements have been met and indicating the date the degree will be conferred.) Transcripts may be sent to: Dr. Terry Kukor Netcare Forensic Center 3081 Sullivant Avenue Columbus, OH 43204.**

Postdoctoral fellows also need to meet Netcare's hiring requirements, which are described in detail in Netcare's Policy and Procedure 09.04.07.00 – Applicant Selection/Hiring. These requirements include successful completion of a criminal background check, a Tuberculosis screening exam, and a drug screening.

#### **MINIMUM COMPLETION REQUIREMENTS:**

The requirements that follow were designed to meet criteria for licensure as a psychologist in the state of Ohio and to help prepare for board certification in Forensic Psychology by the American Board of Professional Psychology. The following represents a statement of minimum expectations that may be adjusted upward as needed in light of the candidate's level of prior forensic experience.

This is a full-time postdoctoral fellowship in which Postdoctoral Fellows can expect to work between 40-50 hours per week. Postdoctoral Fellows will be required to complete a minimum total of 24 written work products. The assessments will be written to answer referral questions relevant to specific functional legal capacities, which may include competency to stand trial, criminal responsibility (sanity), juvenile bind over, and readiness for conditional release. There are numerous forensic issues that cut across evaluation types, and Postdoctoral Fellows can expect to do risk assessments and malingering assessments as well. All assessments/evaluations include a clinical and diagnostic interview, including a formal mental status examination. Since by statute unlicensed psychologists are not allowed to submit forensic evaluation reports to the Court, Postdoctoral Fellows will prepare final drafts for the assigned examiner.

In the course of completing the required 24 assessments and evaluations, the Postdoctoral Fellow will gain experience with *at least* four forensic assessment instruments (FAI), a partial list of which follows:

1. Miller-Forensic Assessment of Symptoms Test (MFAST)

2. Structured Inventory of Reported Symptoms-2 (SIRS-2)
3. Structured Assessment of Violence Risk in Youth (SAVRY)
4. The Historical-Clinical-Risk Management-20 (HCR-20)
5. Juvenile Adjudicative Competency Interview (JACI)
6. Risk Sophistication Treatment Inventory (RSTI)
7. Validity Indicator Profile (VIP)
8. Inventory of Legal Knowledge (ILK)
9. Test of Memory Malingering (TOMM)
10. Symptom-Validity Testing
11. MacArthur Competence Assessment Tool - Criminal Adjudication (MacCAT-CA)
12. Evaluation of Competency to Stand Trial-Revised (ECST-R)
13. Fitness Interview Test-Revised (FIT-R)
14. Competence Assessment for Standing Trial for Defendants with Mental Retardation (CAST-MR)
15. Rogers Criminal Responsibility Assessment Scales (RCRAS)

## **PERFORMANCE APPRAISAL**

### **Deadlines for Assessments**

Case-specific deadlines for assessments will be primarily dictated by date on which the referral was made. All forensic evaluations with the exception of Intervention in Lieu of Conviction evaluations are due no later than 30 days after the date on which the evaluation was ordered by the Court. The Postdoctoral Fellow is expected to complete a minimum of 24 final draft evaluation reports of criminal forensic evaluations.

The following guidelines are offered to assist Postdoctoral Fellows in tracking their progress toward completion of the Postdoctoral Fellowship:

- Mid January: 6 completed final draft reports are due.
- Mid May: 12 completed final draft reports are due.
- End of August: 24 completed final draft reports are due.

Postdoctoral Fellows are expected to turn around the first draft within two weeks of being assigned to an assessment, and supervisors are expected to provide feedback within a week of receiving the first draft. As Postdoctoral Fellows gain experience and skill over the course of the year, they may find that they do not need as much time to complete a final draft report as they did earlier in the year.

### **Postdoctoral Fellow Performance Appraisal**

At the beginning of the year, the Training Director will review with all Postdoctoral Fellows their relative strengths and weaknesses with respect to clinical and diagnostic interviewing, conducting mental status examinations, and administration/scoring/interpretation of psychological tests & forensic assessment instruments. Performance evaluations will be documented on a form that allows for detailed review of strengths and weaknesses across the range of expected professional activities. Supervising psychologists provide ongoing, case-specific feedback throughout the course of the year. Formal evaluations of a Postdoctoral Fellows' progress are conducted at a minimum of four times per year. Additionally, Netcare provides initial written feedback to Postdoctoral Fellows at 45 days and 90 days. At the end of the year, once all training requirements have been completed, a certificate of completion is awarded to the Postdoctoral Fellow.

In the event that performance falls below expectations, corrective feedback will be provided verbally by supervisors. If performance continues to lag behind expectations in terms of quality or quantity, a formal

written remediation plan will be prepared by supervisors and reviewed with the Postdoctoral Fellows. All such actions will be done in accord with Netcare's Policy and Procedure 09.14.01.02: Postdoctoral Psychology Fellow Due Process in Action - The Identification and Management of Postdoctoral Fellow Problems And Concerns.

### **Postdoctoral Fellow Grievances**

At the beginning of the training year, as part of the orientation to Netcare Access and the Fellowship in Forensic Psychology, the Training Director will provide the postdoctoral fellow with a copy of Netcare's Policy and Procedures: Filing of Employee Grievance, Postdoctoral Psychology Fellow Due Process In Action: The Identification and Management of Postdoctoral Fellow Problems and Concerns.

In the event that a postdoctoral fellow believes that a corporate policy or procedure has been violated or his/her equal employment opportunities have been denied resulting in adverse effect on the postdoctoral fellow, a grievance may be filed. Any action with regard to such grievances will be done in full accord with the provisions of this Policy and Procedure.

### **SEMINARS AND TRAINING**

Postdoctoral Fellows will participate in a structured didactic program that focuses on the key conceptual and practical components of the professional practice of criminal forensic psychology. Topical areas include but are not limited to the following:

- a. The Nature and Methods of Forensic Assessment
- b. Legal Foundations of Forensic Assessment
- c. Ethical Issues in the Practice of Forensic Psychology
- d. Clinical and Diagnostic Interviewing: Forensic Considerations
- e. Use of Standardized Assessment Instruments in Forensic Evaluations
- f. Competency to Stand Trial Examinations (Adults & Juveniles)
- g. History of the Insanity Defense
- h. Criminal Responsibility (Sanity) and other MSO Examinations
- i. Juvenile Bind Over (Waiver to Adult Court/Amenability to Treatment) Examinations
- j. Sentencing and Disposition Issues
- k. Confessions/Competence to Waive Miranda Rights
- l. Alcohol & Other Drugs: Forensic Considerations
- m. Intervention in Lieu of Conviction Evaluations
- n. Violence Risk Assessment
- o. Threat Assessment
- p. Assessment of Response Style, Including Malingering
- q. Amnesia
- r. Forensic Assessment Instruments
- s. Culturally Competent Forensic Practice
- t. Confessions/Waiver of Miranda Rights
- u. Evaluation of need for Guardianship/Conservatorship
- v. Writing Forensic Evaluation Reports
- w. Expert Witness Testimony

Additionally, Postdoctoral Fellows will have the opportunity to obtain supervised training in civil forensic psychology focused on juveniles & their families, as well as the evaluation of older adults for guardianship. This will include structured didactic activities that include but are not limited to the following:

- a. Involuntary Commitments: Civil Commitment

- b. Child Abuse/Termination of Parental Rights
- c. Civil Competencies (Guardianship/ Conservatorship)

Additional readings that capture issues relevant to specific cases will also be assigned as needed. Assigned readings are discussed and printed documents are typically distributed. Didactic material may cover a wide range of issues, including but not limited to practice standards, professional ethics, legal considerations, assessment procedures, cross-cultural issues, etc. Postdoctoral Fellows are also encouraged to attend the numerous continuing education offerings provided by Netcare, which typically focus on clinical issues (e.g., Violence and Mental Illness, Trauma Care in a Crisis Setting, Cultural Competency, Domestic Violence, First Aid/CPR, etc.).

### **Off-Site Educational Opportunities**

The Netcare Forensic Center is part of an association of 10 forensic centers that serve the Courts of Common Pleas across Ohio. Each year the Association of Ohio Forensic Center Directors co-sponsors a forensic conference, which is a two-day advanced training in Columbus. Past speakers have included Dr. Kirk Heilbrun, Dr. Stan Brodsky, Dr. Thomas Grisso, Dr. Joel Dvoskin, Dr. Rick Frederick, and Dr. Phillip Resnick. Postdoctoral Fellows may attend this conference at no cost. Visits to Common Pleas, Juvenile, and Probate Court may be arranged to observe court hearings relating to forensic issues such as competency to stand trial, sanity, release to the community, etc., and Postdoctoral Fellows are always welcome to observe psychologists testify in court. The Ohio Department of Mental Health and Addictions Services (OhioMHAS) Office of Forensic Services also provides an annual two-day forensic conference that focuses on topics that complement those offered by the state Forensic Directors.

### **Meetings**

Postdoctoral Fellows are expected to attend the two-hour monthly meeting of the forensic staff. Discussion of administrative and operational issues is kept to the minimum necessary to ensure adequate time is available for case presentation and peer review of cases. Postdoctoral Fellows will have multiple opportunities to present interesting and/or complex forensic cases at this meeting, and will participate in blind peer review of cases submitted by forensic examiners. Along with psychologists from our local state psychiatric hospital (Twin Valley Behavioral Healthcare) who provide forensic services, we also have a monthly “Forensic Support Group” that provides informal supervision and peer support for complex forensic issues and questions.

### **BENEFITS AND COMPENSATION**

The stipend for the position is \$45,000, and fellows will have choices among Netcare’s group health, vision, and dental insurance plans. Fellows at the Netcare Forensic Center enjoy flexible schedules. They receive two weeks of paid vacation, a paid sick leave program, six administrative holidays, and four personal days. Fellows have access to the Employee Assistance Program, partial reimbursement for gym memberships, and an option for supplemental pet insurance. Professional liability insurance is included, and fellows receive free attendance at the Association of Ohio Forensic Center Directors Conference. As previously mentioned, our fellowship is approved for the ABFP postdoctoral experience waiver, which is a considerable benefit for those who complete the program.

### **THE AREA: LIFE IN COLUMBUS, OHIO**

Columbus is located in Franklin County Ohio, a thriving metropolitan area of 1.8 million people at the heart of the largest concentration of population and economic activity in North America. Regionally, we are home to more than 30 colleges and universities, 125,000 college students, and 15 Fortune 1000 headquarters. Our educational institutions not only offer a wide variety of opportunities for continuing education, but host numerous special events in art, music, and drama. Columbus, the state capital of Ohio, is a vibrant city of approximately 750,000 and is the 15<sup>th</sup> largest city in the United States. A

beautiful city that enjoys four distinct seasons, Columbus has something for virtually everyone, including music and art festivals, fairs, museums, galleries, and parks. The Columbus Public Library, Science Center, and Zoo all were recently named best in the nation.

Sports fans enjoy 2 professional football teams (the Cincinnati Bengals and the Cleveland Browns), a professional soccer team (the Columbus Crew), 3 professional baseball teams (the Cincinnati Reds, the Cleveland Indians, and the AAA Columbus Clippers), a professional basketball team (the Cleveland Cavaliers), and the numerous top-flight athletic programs associated with The Ohio State University.