



# INSTITUTE FOR JUSTICE RESEARCH AND DEVELOPMENT

PRIORITIZING RAPID DISSEMINATION OF RESEARCH FINDINGS TO ADVOCATES, PROFESSIONALS, AND POLICYMAKERS.

# Post-Master's Fellowship

Institute for Justice Research & Development  
College of Social Work  
Florida State University

Institute for Justice  
Research & Development

OVERVIEW





## MISSION STATEMENT

Advance science and practice to improve well-being of individuals and families impacted by criminal justice system involvement

**The movement from mass incarceration toward smart Decarceration has the potential to produce effective, sustainable, and equitable criminal justice reforms.**

The Institute for Justice Research and Development was created to maximize the potential for change.

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**WE WORK TO ACHIEVE THREE GOALS:**

- Develop individual and community well-being
    - Promote racial and economic equality
  - Change conventional criminal justice outcomes
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# Multidisciplinary Research Center Campus Wide and Nation Wide

## Our Four Cores

IJRD is comprised of four cores engaged in a perpetual feedback loop



### RESEARCH

Provides applied research project design and implementation expertise.



### ADAPTIVE TECHNOLOGY PRACTICES

Uses artificial intelligence and dynamic visualization technology to rapidly advance research translation and innovation.



### TRAINING AND DEVELOPMENT

Focuses on training current and future generations of professionals.



### DISSEMINATION

Ensures the research of IJRD is effectively communicated to academic and nonacademic stakeholders and allows our scientific discoveries to be accessible for adoption into practice.



# Well-Being: The Foundation

Pettus-Davis, Veeh, & Renn (forthcoming). Well-being development model: A new framework for prisoner reentry services.

**A focus on well-being allows us to:**

- Re-orient the field of criminal justice.
- Focus on the value and worth of the individual.
- Provide intermediate outcomes for intervention delivery.



# Post-Master's Fellowship

Training at the intersection of  
social work and criminal justice.





# What is it?

## **The IJRD Post-Master's Fellowship**

- Designed to prepare individuals for clinical and research work at the nexus of social work and criminal justice
- Provide experiential learning opportunities for MSW graduates to deepen their understanding and further apply the competencies of social work
- Offer specialized training in order to develop flexibility to work in a variety of settings





# Why apply?

The IJRD Post-Master's Fellowship is the only fellowship in the nation which provides MSWs with in-depth, hands-on training opportunities with criminal justice-involved individuals and families.

## **We will...**

- Provide ongoing in-service training, workshops, and resources throughout your three-year tenure to help you develop professionally as both a clinician and a researcher
- Provide resources for clinical supervision and mentorship
- Provide Fellows with an opportunity to contribute to practice tools and academic papers, perfect preparation for a PhD program



# Where is it located?

The 2019 fellowship will take place in the following locations:

- **Greenville-Spartanburg, South Carolina**
- **Columbus, Ohio**
- **Indianapolis, Indiana**



# Qualifications

- MSW conferred in 2018 or 2019
- Ability to prioritize, organize, multi-task and work independently on tasks.
- Ability to obtain and maintain security clearance within correctional institutions
- Working knowledge of Microsoft Office Suite
- Ability to Travel
- Ability to obtain a US Drivers License

*\*\*We encourage applicants with diverse life experiences, including prior criminal justice involvement.\*\**



# Commitments

- Full time, hourly pay
- September 2019 – June 2022
- Fellows must be willing to work in both community settings and correctional settings such as jails and prisons.
- Ability to work evenings and weekends.
- Willing to relocate to the state of fellowship site



# Research Track

- Develop social work administration, leadership, and research skills
- Identify policy barriers to success and strive toward policy innovations
- Collaborate with corrections professionals
- Enroll criminal justice involved individuals into research studies
- Conduct face-to-face personal interviews with participants to administer behavioral health measures and clinical assessments
- Engage study participants in long term research involvement



# Clinical Track

- Development of generalist clinical skills, prepare for intervention work with criminal justice-involved populations
- Provide individual and group intervention sessions
- Crisis intervention and service delivery (some daytime, evenings, and weekends)
- Conduct individual assessments
- Outreach to criminal justice-involved individuals in community and correctional settings such as prisons and jails



# How can you apply?

## Applications are open!

Applying to the 2019 cohort of the IJRD Post Master's Fellowship is a two step process.

**1) Complete the IJRD [Post Master's Fellowship screener](#).**

For the screener, you will upload your resume, unofficial transcripts, and two letters of recommendations (one professional and one academic).

You will also provide a brief (500 word) personal narrative on your interest in joining our team and respond to two writing prompts.

**2) Complete the IJRD [Post Master's Fellowship application](#) through Omni on Florida State University's website (job code 45997).**

You must complete **both** the Screener and the Florida State University application for your submission materials to be complete.

**Priority submissions will be accepted through August 30, 2019.**



# FAQ'S

## **What is the potential yearly earnings?**

- Year 1: \$35,000/yr
- Year 2: \$37,000/yr
- Year 3: \$39,000/yr

## **What are the benefits?**

- Benefits for OPS employees

**(Post-Masters Fellows) can be found on the FSU website:**

**[https://hr.fsu.edu/?page=benefits/benefits\\_home&ops=](https://hr.fsu.edu/?page=benefits/benefits_home&ops=)**





## **Will you be able to obtain clinical licensure?**

- We will provide resources for clinical track fellows to obtain licensure? You will need to investigate licensure requirements and reciprocity by state

# 5-Key Model For Reentry

# Prisoner Reentry in Context

- Evaluations and meta-analysis have found limited success of reentry programs.
- **No uniform model of programming**
- Limited fidelity monitoring
- **Recidivism as driving outcome**
- Public policy barriers that permanently ban people from certain employment, education, housing, voting, and community participation opportunities
- Under-resourced families and communities



# 5-Key Model to Usher in The Next Generation of Reentry Interventions

- Reentry services have focused on deficits and recidivism
- Perpetuate, rather than ameliorate, social disparities
- 77% recidivism rates. If, in medicine, there was an intervention that failed 77% of the time, it would not last very long.  
Yet – we have held on to current approaches for two decades
- Looked for guidance from other disciplines
- Other health and human services began a movement toward well-being in 1948



# What Are We Studying?

The **5-Key Model for Reentry** translates the key ingredients of successful reentry into a flexible approach that can be implemented at different levels of intensity.

**Key 1: Healthy thinking patterns**

**Key 2: Meaningful work trajectories**

**Key 3: Effective coping strategies**

**Key 4: Positive social engagement**

**Key 5: Positive interpersonal relationships**



# 5-Key Model for Recovery

Key Ingredient	Definition of Key Ingredient	Program Component
Healthy Thinking Patterns	Adaptive mental actions or processes, the presence of empathy, and the acceptance of internalization of values and norms that promote pro-social behavior.	TCU Brief Interventions
Meaningful Work Trajectories	Sustainable compatibility of an individual's goals and abilities and the demands of that individual's occupation is sustainable.	Now, Next, Later
Effective Coping Strategies	Adaptive behavioral and psychological efforts taken to manage and reduce internal/external stressors in ways that are not harmful in the short or long-term.	Solution-Focused Brief Therapy
Positive Social Engagement	Social experiences organized for beneficial social purposes that directly or indirectly involve others, engaged in during discretionary time, and experienced as enjoyable	Healthy Lifestyles
Positive Relationships	Reliable, mutually beneficial relationships between two people that range from brief to enduring in duration within formal or informal social contexts.	Solution-Focused Brief Therapy

# What Are We Studying?

- The feasibility and effectiveness of the **5-Key Model** for Reentry
- The **5-Key Model** was developed after extensive research was conducted on programs around the world.
- The research on the **5-Key Model** began 2 years ago. We were responding to the limited impact of current reentry approaches.

# Randomized Controlled Trials

- RCTs are quantitative, comparative, controlled experiments in which investigators study two or more interventions in a series of individuals who receive them in random assignment.
- The “gold standard” and seen as the most powerful in terms of providing evidence for an intervention.



# Randomized Controlled Trials

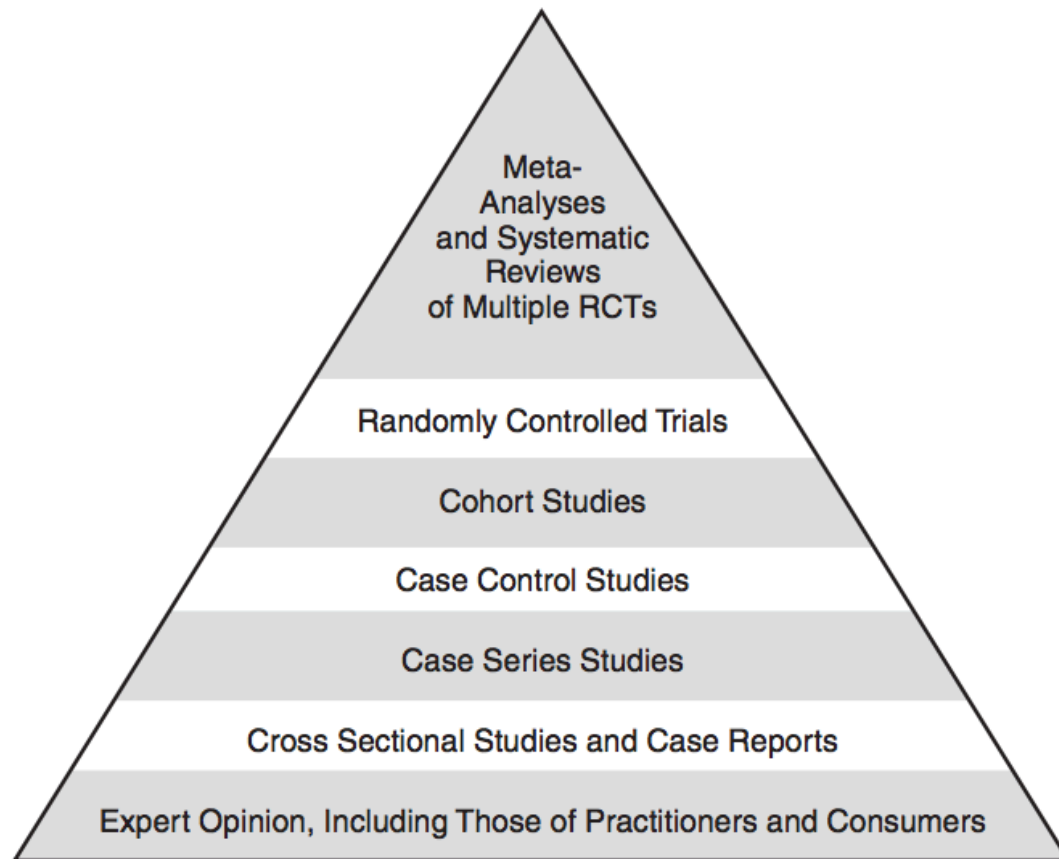


Figure 1.1. Hierarchy of evidence for assessing the effectiveness of interventions.

# What Are We Studying?

**We are pilot testing the 5-Key Model with:**

- 2,200 individuals
- In four states (Florida, Texas, Kentucky, and Pennsylvania)
- 12 urban and rural counties
- 50 prisons across the US



# What Are We Studying?

## **In every state:**

- We are recruiting both men and women
- We are capturing both those releasing to an urban county and those releasing to a rural(ish) areas
- Exclusion criteria: under age of 18, not planning to release to study county, not conversational English, cannot cognitively understand study participation.
- No offense type exclusions



<b>Experts On What Is Needed In Reentry Research</b>	<b>Addressed By This Project</b>
Moving from pilot to effectiveness to implementation	X
Thinking about disseminating and scaling the work from the outset	X
Incorporating qualitative feedback from participants and staff	X
Monitoring fidelity; having defined model for reentry planning that is highly individualized and adaptive and based on a conceptual framework	X
Not relying on recidivism as the only outcome but rather identifying multiple indicators of success	X
Examining the impact of criminal justice practices and decisions on individual outcomes	?



# 5-Key Model - Values

- Future-focused and adaptive
- Honor dignity and human potential of every individual
- Focus on resilience, strengths, and ability to achieve
- Respect and flexibility, while maintaining safety for all
- Recognition that individuals' readiness for support will vary overtime



The background features a large, faded seal of Florida State University. The seal is circular and contains the text "FLORIDA STATE UNIVERSITY" around the top edge and "1851" at the bottom. In the center of the seal are three torches with flames. The word "QUEST" is partially visible in the center of the seal, behind the main text.

Questions?



# Florida State University

INSTITUTE FOR JUSTICE  
RESEARCH AND DEVELOPMENT

[ijrd.csw.fsu.edu](http://ijrd.csw.fsu.edu)

UNCONQUERED