

Baylee Allen-Flores

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School of Criminology and Criminal Justice
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EDUCATION

Doctor of Philosophy, ABD, Criminology and Criminal Justice

University of Nebraska- Omaha, Omaha, NE
Expected Graduation Date: May 2025
Supervisor: Dr. Zachary Hamilton

Master of Science, Forensic Psychology (2021)

Walden University, Minneapolis, MN
Criminal Justice Focus
Institutional GPA: 4.0

Bachelor of Arts in Psychology (2018)

Roosevelt University, Chicago IL
Forensic Psychology Concentration
Graduated Summa Cum Laude (GPA: 3.88)

RESEARCH & TEACHING INTEREST

Evidence-Based Practices, Incarceration & Prison Reentry, Prison Management, Risk & Needs Assessments

PUBLICATIONS & REPORTS

Peer Reviewed Publications

2024 Hamilton, Z., Kigerl, A., **Allen-Flores, B.**, Ursino, J., & Krushas, A. (2024). Never Going to Let You Down: Preventing Predictive Shrinkage Via the STRONG-R Assessment Method. *Justice Quarterly*.

Allen-Flores, B., Hamilton, Z., Ursino, J., Kigerl, A. (RNR). Risk Contamination and Dilution: Advancing the RNR Model in Prison Settings. *Crime and Delinquency*.

Mei, X., Hamilton, Z., **Allen-Flores, B.**, Ursino, J. (submitted) "All the Evidence of a Good Assessments:" The Criterion Validity of the STRONG-R Needs Assessment. *Crime and Delinquency*.

2022 **Allen, B.**, Kobie, A., Hamilton, Z. Modernizing Risk and Needs Assessments Scoring

to Improve Agency Outcomes. *The Journal of the American Probation and Parole Association*.

Technical Reports

2024 **Allen-Flores, B.** (2024). *Women in Criminal Justice Research*. Prepared for: Allrise.

2023 Hamilton, Z., **Allen, B.**, Kobie, B., Ursino, J. Gildea, B., & Spohn, R. (2023). *Nebraska Department of Correctional Services Classification & Flow Project Technical Report: Phases II*. Nebraska Department of Correctional Services. Lincoln, NE.

Towne, K., Campagna, M., Dueland, L., Spohn, R., **Allen, B.**, and Grell, T. (2023). *Employer Perspectives in Hiring and Working with Justice-Involved Individuals*. Nebraska Judiciary Committee and the Nebraska Department of Corrections. Lincoln, NE.

TEACHING EXPERIENCE

Instructor

Survey of Criminal Justice (CRCJ 1010), University of Nebraska Omaha- J-Term, 2022

Survey of Corrections (CRIM 221), University of Nebraska Lincoln, Summer Term, 2023

Invited Lecturer

Victims' Rights and Services (CRCJ 4040), *Corrections and Victim Services*, University of Nebraska Omaha- Fall, 2024

Victims' Rights and Services (CRCJ 4040), *Corrections and Victim Services*, University of Nebraska Omaha- Spring, 2024

Survey of Corrections (CRCJ 2210), *Reentry into the Community*, University of Nebraska Omaha- Fall, 2023

Gangs and Gang Control (CRCJ 4450), *Micro-Level Theories of Gang Membership*, University of Nebraska Omaha- Spring 2022

Criminological (CRCJ 3350), *Feminist Theories, Critical Theories in Criminology*, University of Nebraska Omaha, Fall, 2022

Human Sexuality (PSYC 108), *Sexual Exploitation and Sex Trafficking in the United States*, Roosevelt University- Fall, 2018

GRANTS & CONTRACTS

External

2024 *Independent Research Consultant* for All Rise. Project Title: *Women in Criminal Justice Research* for the grant: Adult Treatment Court Training Initiative. Term: February 2024 to August 2024.

(*submitted*) GRANT 14120278: National Institute of Justice (NIJ) FY24 Graduate Research Fellowship. Project Title: What About Those We Left Behind?: The Unintended Consequences of Decarceration for Those Still Incarcerated

2023 (*not awarded*) GRANT 13867665: National Institute of Justice (NIJ) FY23 Graduate Research Fellowship. Project Title: What About Those We Left Behind?: The Unintended Consequences of Decarceration for Those Still Incarcerated

2022-2024 *Project Coordinator* for the grant: *Washington ONE (Offender Needs Evaluation) 2.0*. Funded by the Washington State Department of Corrections. Principle Investigator: Zachary Hamilton. Term: September 2022 to present.

2021-2024 *Project Coordinator* for the grant: *STRONG-R 2.0 Development and Validation*. Funded by the Nebraska Department of Correctional Services for \$94,043. Principle Investigator: Zachary Hamilton. Term: September 2021 to present.

Project Coordinator, Research Assistant for the grant: *Classification and Bed Management Evaluation*. Funded by the Nebraska Department of Correctional Services for \$200,000. Principle Investigator: Zachary Hamilton. Term: August 2021 to present.

Internal

2023 *Principle Investigator* on GRACA grant: *Decarcerations Impacts on Misconduct*. Funded by the University of Nebraska Omaha for \$5,000.00. Term: December 2022 to present.

HONORS & AWARDS

2019 Commendable Performance Award, *Nebraska Department of Correctional Services*

2018 Graduate Research Association of Students' Outstanding Presentation Award, *Roosevelt University*
Summa Cum Laude, *Roosevelt University*
Franklin Honors Society, *Roosevelt University*
Honors Program, *Roosevelt University*
McNair Scholars Program, *Roosevelt University*
Psi Chi: International Psychology Honors Program, *Roosevelt University*
Honors Program Scholarship, *Roosevelt University*
Manaster Solomon Scholarship, *Roosevelt University*
Dean's List Scholarship, 2016-2018, *Roosevelt University*

CONFERENCE PRESENTATIONS

- 2024 **Allen, B.** *Decarceration's Impact on Those Who Remain Incarcerated.* Academy of Criminal Justice Sciences Annual Meeting in Chicago, IL, March.
- Allen, B.** *Decarceration's Impact on Those Who Remain Incarcerated.* Student Research and Creative Activity Fair in Omaha, NE, March.
- Allen, B.** *Unraveling Decarceration Policy and How It Affects Correctional Populations.* Student Research and Creative Activity Fair in Omaha, NE, March
- 2023 **Allen, B.** *Nebraska Classification Matching.* American Society of Criminology Annual Meeting in Philadelphia, PA, November.
- 2022 **Allen, B.** *True vs. mixed custody: how do custody levels influence one another?* American Society of Criminology Annual Meeting in Atlanta, GA, November.
- Allen, B.** *Developing a risk assessment for low-risk populations.* Academy of Criminal Justice Sciences Annual Meeting in Las Vegas, NV, March.
- 2019 **Allen, B.** *"Law enforcement's experiences with sex trafficking.* American Psychology and Law Society Conference, Portland, OR, March.
- 2018 **Allen, B.** *Police responses to victims of long-term victimization: A handbook.* Honor's Research Symposium, Roosevelt University, Chicago, IL, November
- Allen, B.** *Law enforcement's experiences with sex trafficking.* Midwest McNair Research Symposium, Schaumburg, IL, October.
- Allen, B.** *Law enforcement's experiences with sex trafficking.* Paper Graduate Research Association of Students in Psychology Symposium, Chicago, IL, October.
- Winner of the Graduate Research Association of Students' Outstanding Presentation Award.
- Allen, B.** *Law enforcement's experiences with sex trafficking.* McNair Scholars' Research Conference, Buffalo, NY, July.

PROFESSIONAL EXPERIENCE

Nebraska Department of Correctional Services

Career Preparedness Instructor, Omaha Correctional Center, Omaha, NE

March 2021-August 2021

- Prepare inmates for entering the workforce through resume building seminars, mock interviews, and financial management skills. Facilitated tablet-based work force preparedness classes with certifications in technical trades and college level classes.

Organized and prepared career related literature and built a work force preparedness library for staff and inmates.

Quality Assurance Specialist, Nebraska Department of Correctional Services, Lincoln, NE
March 2020-March 2021

- Conduct audits of cognitive restructuring classes to ensure fidelity to the curriculum. Identify and adapt performance evaluation standards for cognitive group facilitation; plan and implement new tools/processes. Recommend revisions to policy and protocols related to the quality assurance programs and how they correspond to agency operations, needs, objectives and priorities. Conduct quality assurance initiatives to areas of case management such as interviewing skills, assessing client risk and needs with the Strong-R risk-assessment tool, and creating effective case plans.

Programming Case Manager, Nebraska Correctional Center for Women, York, NE
October 2019-March 2020

- Oversee the facilities non-clinical programming through data collection, quality assurance and facilitator engagement. Maintain a caseload of inmates by keeping up to date with case plans, classifications, and Strong R assessments. Monitor the inmate grievance process to provide trouble shooting to staff and inmates.

Unit Caseworker, Nebraska Correctional Center for Women, York, NE
June 2019- October 2019

- Maintain the safety and security of a housing unit. Observe, monitor, and coordinate inmate activities, including unit sanitation, medical distribution, mail distribution, and room and unit inspections. Write reports on inspections, inmate grievances, disciplinary actions, and inmate performance.

PROFESSIONAL DEVELOPMENT

2024 **Teaching Self-Care as a Career Success Skill for Students** Presented by University of Nebraska's Center for Faculty Excellence

Essential Innovations for Justice-involved Women: The Promise and Impact of Center-based Models Presented by American Probation and Parole Association

Crimmigration Research: A Community Research Approach Presented by Academy of Criminal Justice Sciences

2023 **Differences in Differences Models** Presented by Statistical Horizons LLC

Systems-Focused Research on Criminal Justice and Policy Presented by University of Nebraska's School of Criminology and Criminal Justice

Prison Research Meets Practice: A Conversation on Correctional Staff Wellness Presented by Urban Institute

Research and Evaluation on Correctional Culture and Climate Presented by the National Institute of Justice

2022 **Toolkit for Inclusive Learning** Presented by University of Nebraska's Center for Faculty Excellence

Using Case Studies to Connect Students to Course Materials Presented by University of Nebraska's School of Criminology and Criminal Justice

2019 **Six Critical Practices for Leading a Team** Presented by the Nebraska Department of Corrections
Franklin Covey Professional Development Course

Crisis Intervention and Conflict Resolution Presented by the Nebraska Department of Corrections

SERVICE & LEADERSHIP

Discipline

2024 Journal Reviewer: *Crime and Delinquency*

2022 Journal Reviewer: *Victims and Offenders*

American Society of Criminology, Prisons and Jails Subcommittee, Annual Meeting
Panel Development

Department

2022 Co-Chair, Graduate Student Organization, School of Criminology and Criminal Justice University of Nebraska Omaha

2021 Volunteer, School of Criminology and Criminal Justice Jailhouse Golf Scramble

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

American Society of Criminology, Student Member
Division on Corrections and Sentencing

American Society of Criminal Justice, Student Member
Division of Corrections