

Baylee Allen-Flores

University of Nebraska Omaha
School of Criminology and Criminal Justice
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EDUCATION

Doctor of Philosophy, 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

Incarceration & Prison Reentry, Risk & Needs Assessments, Criminal Justice Systems

PUBLICATIONS & REPORTS

- 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.
- 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*.
- Hamilton, Z., **Allen, B.**, Kobie, A., (2022). *Nebraska Department of Correctional Services Classification & Flow Project Technical Report: Phases I*. Nebraska Department of Correctional Services. Lincoln, NE.

MANUSCRIPTS IN PROGRESS

Allen-Flores, B., Hamilton, Z., Kigerl, A., Campagna, M. Developing a risk assessment tool for low-low risk population: development of the Nebraska Screening and Assessment tool (NSAT).

Allen-Flores, B., Hamilton, Z., Kigerl, A. True vs. mixed custody: how do custody levels influence one another?

Kobie, A., **Allen-Flores, B.**, Duwe, G., The Use of a Multi-Band Risk Assessment in Predicting Violence and Sexual Recidivism.

Mei, X., Hamilton, Z., **Allen-Flores, B.**, “All the Evidence of a Good Assessments:” The Criterion Validity of the STRONG-R Needs Assessment.

GRANTS & CONTRACT AWARDS

External

2022 *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 *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*

2017 Honors Program Scholarship, *Roosevelt University*
Manaster Solomon Scholarship, *Roosevelt University*
Dean's List Scholarship, 2016-2018, *Roosevelt University*

2016 Manaster Solomon Scholarship, *Roosevelt University*
Dean's List Scholarship, 2016-2018, *Roosevelt University*

CONFERENCE PRESENTATIONS

- 2023 Towne, K., Campagna, M., Dueland, L., Spohn, R., and **Allen-Flores, B.** 2023. "Employer Perspectives in Hiring and Working with Justice-Involved Individuals." A virtual research presentation prepared for the Re-Entry Task Force.
- 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.

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

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

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

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

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

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