



FLORIDA STATE UNIVERSITY  
COLLEGE OF SOCIAL WORK  
*Institute for Justice Research and Development*



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## Our Mission

To advance science, policy, and practice to improve the well-being of individuals, families, and communities impacted by criminal justice system involvement.



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## Our Approach

We use trans-sector innovation – a problem-solving approach that brings various disciplines together – to respond to the increasingly connected and complex challenges facing our communities.



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## Our Goals

- I. Develop individual, family, and community well-being
- II. Promote racial and economic equality
- III. Change conventional criminal justice outcomes



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# The Psychological Toll of Reentry



## **The Psychological Toll of Reentry: Early Findings from a Multistate Trial**

February 2019

Prepared By: Carrie Pettus-Davis, PhD, MSW and Stephanie Kennedy, PhD, MSW.



“One of the most powerful realities we have learned thus far is how consistently tough – even debilitating – the reentry experience is for most people who leave incarceration.”



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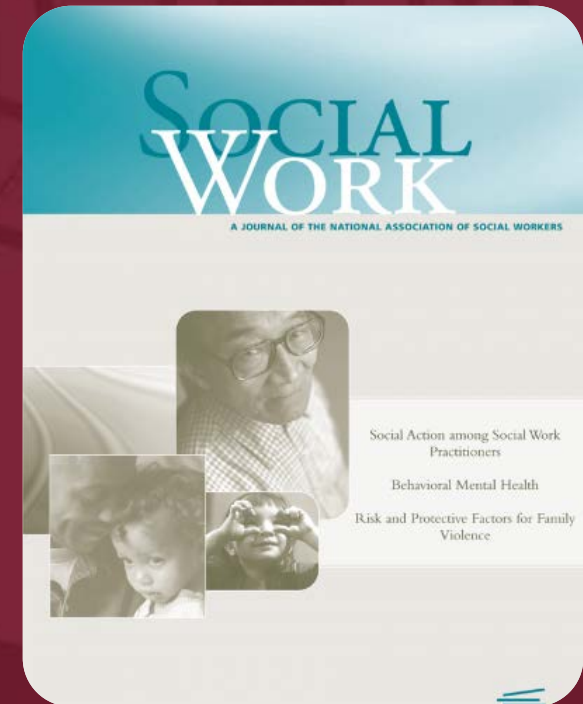


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# Promoting Reentry Well-Being: A Novel Assessment Tool for Individualized Service Assignment in Prisoner Reentry Programs

Christopher Veeh, Tanya Renn, Carrie Pettus-Davis

The Reentry Well-Being Assessment Tool (RWAT) is an innovative practice tool to systematically guide individualized assignment into reentry program services based on a participant's changing needs during the transition from prison to the community. Clearly defined treatment targets that promote an individual's well-being are paired with a comprehensive set of assessments within the RWAT to measure progress throughout a prisoner reentry program.







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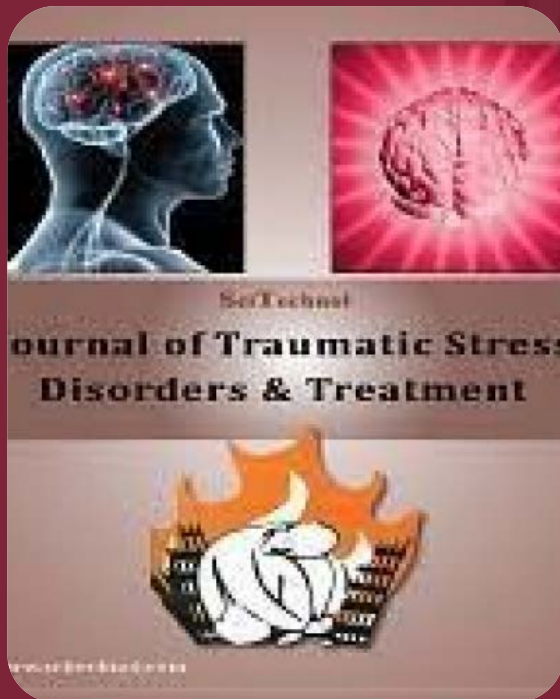
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# What Trauma Looks Like for Incarcerated Men: A Study of Men's Lifetime Trauma Exposure in Two State Prisons

Maria Morrison, Carrie Pettus-Davis, Tanya Renn, Christopher Veeh, Christopher Weatherly



Although high rates of trauma exposure are common among incarcerated male populations, there is limited data on the nature of the trauma exposure. This study examined the trauma histories of a randomly selected sample of 67 men incarcerated in the Missouri Department of Corrections. Analyses revealed several patterns among study participants, including near universal trauma exposure in adolescence with the most frequent exposures involving witnessing or being proximate to violent deaths of family and friends.



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# Researching and Responding to Barriers to Prisoner Reentry

“Although 5-Key Model participants are intensely motivated to find employment, many of their best efforts are met with frustration as they struggle to overcome a range of barriers while simultaneously attending required mental health and substance use treatment, working long hours doing physical labor, and participating in their family and community.”





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# Intervention Development Study of the 5-Key Model for Reentry: An Evidence Driven Prisoner Reentry Intervention



Intervention Development Study of the  
5 Key Model for Reentry:  
An Evidence Driven Prisoner Reentry  
Intervention

*In press with the Journal of Offender Rehabilitation*

Carrie Pettus-Davis, PhD, MSW  
Tanya Renn, PhD, MSSW, MPH  
Christopher Veeh, PhD, MSW



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ijrd.csw.fsu.edu JusticeResearch@csww.fsu.edu 850.645.2829

Carrie Pettus-Davis, Tanya Renn,  
Christopher Veeh

Over the past decade and a half, substantial resources were poured into the development of prisoner reentry programs. However, the excitement that surrounded the initial roll out of reentry programs has begun to wane from a lack of substantive change to the number of individuals who return to prison. Therefore, this paper details the development of an intervention that can provide a new path forward for prisoner reentry programs.





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# Guideposts for the Era of Smart Decarceration: Smart Decarceration Strategies for Practitioners, Advocates, Reformers, and Researchers

Carrie Pettus-Davis, Matthew Epperson,  
Annie Grier

Reducing the United States' overreliance on incarceration requires deliberate action. Proponents of smart decarceration recognize the need for clearly articulated areas of targeted intervention—or guideposts—to inform the multifaceted nature of criminal justice reform.





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# The Intersectional Effects of Race and Gender on Time to Reincarceration

Katie Berry, Stephanie Kennedy, Margaret Lloyd, Christopher Veeh, Stephen Tripodi

People of color are disproportionately incarcerated and reincarcerated after release. However, minimal research examines the intersectional effects of race and gender on recidivism. Proportional hazards models estimated the effects of risk factors for Black men, White men, Black women, and White women on 8-year recidivism rates among 21,462 incarcerated Black and White men and women. Black men were incarcerated more often and more quickly when compared to all other race/gender groups despite having lower risk for reincarceration.

Justice Quarterly





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# Proposing a Population-Specific Intervention Approach to Treat Trauma Among Men During and After Incarceration

Carrie Pettus-Davis, Tanya Renn, Jeffrey Lacasse, Robert Motley



## Psychology of Men & Masculinity

Official journal of APA Division 51  
The Society for the Psychological Study of Men and Masculinity

Editor  
William Ming Liu

Associate Editors  
Brandon Cough  
Stephen R. Wheeler  
Y. Joel Wong



www.apa.org/pubs/journals/psm



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A significant treatment gap exists for incarcerated men with lifetime traumatic experiences. A small research base for trauma interventions for incarcerated women is emerging, but incarcerated men have largely been ignored. Men comprise 90% of the incarcerated population and are at the greatest risk to be rearrested for a new crime after release.





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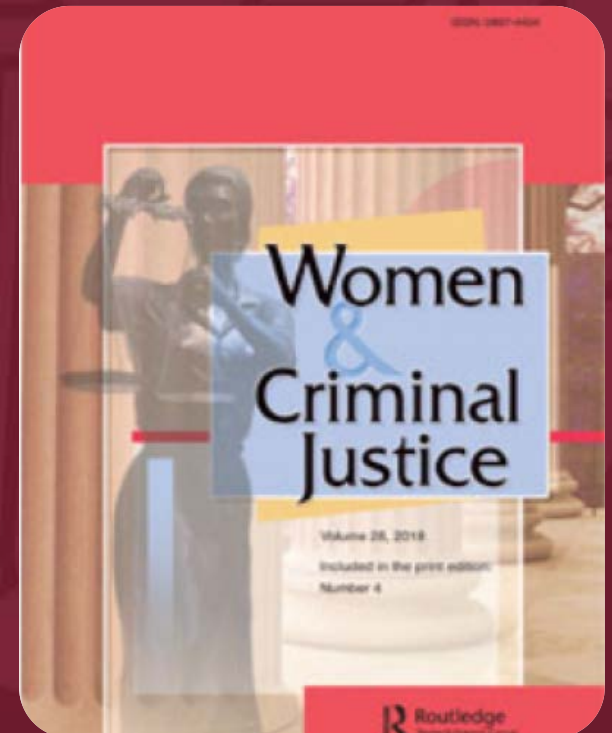


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# The Relationship Between Interpersonal Victimization and Women's Criminal Sentencing: A Latent Class Analysis

Stephanie Kennedy, Annelise Mennicke,  
Megan Feely, Stephen Tripodi

Latent class analysis was used to identify groups of incarcerated women differentiated by experiences of child abuse and intimate partner violence. Four classes were extracted—Low Victimization, Child Abuse, Lifetime Physical and Psychological Abuse, and Lifetime Sexual Abuse; classes were related to current sentence length, holding criminological predictors constant. Women in the Child Abuse and Lifetime Sexual Abuse classes had significantly longer sentences, despite the lack of between-class differences on criminological predictors.







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## Center for Advancing Opportunity's 2019 State of Opportunity in America Summit

Carrie Pettus-Davis and panelists discuss “Research About Crime and Criminal Justice.”  
Howard Henderson of Texas Southern University  
Erik Luna of Arizona State University  
Pamela Metzger of Deason Criminal Justice Reform Center  
Bahiyah Muhammad of Howard University School of Divinity



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Carrie Pettus-Davis and Sean Pica of Hudson Link



Post-panel celebration





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Carrie Pettus-Davis and Lamont  
Carey with his book *Dead  
Before 18: Saving our Boys  
from the Streets* at the Center  
for Advancing Opportunity's  
“State of Opportunity  
in America” Summit



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Kerensa Lockwood  
guest lecturing to  
Master of Social  
Work students  
about the her work  
with the Florida  
Department of  
Corrections.







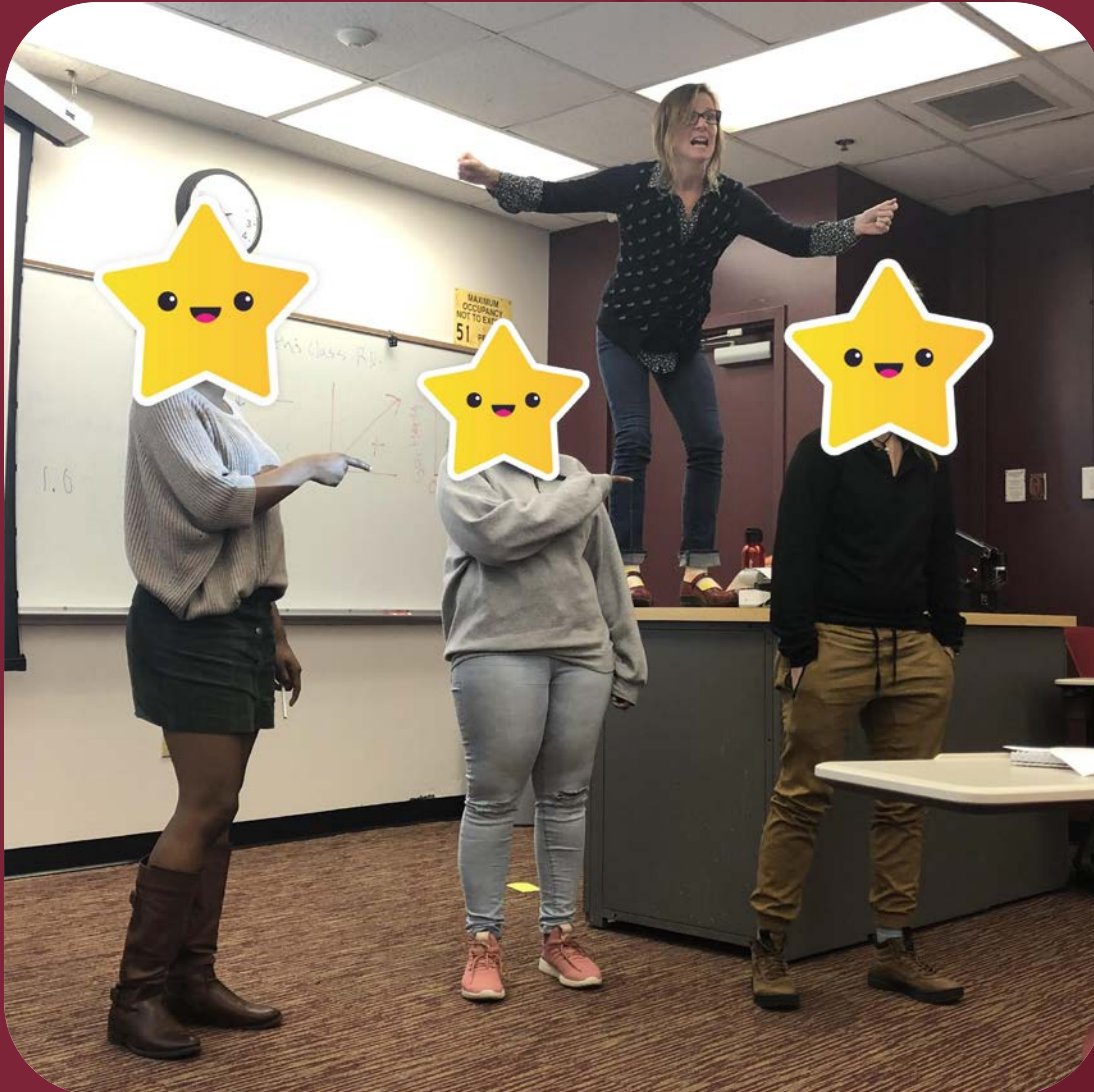
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Stephanie  
Kennedy's active  
teaching methods  
caught on camera



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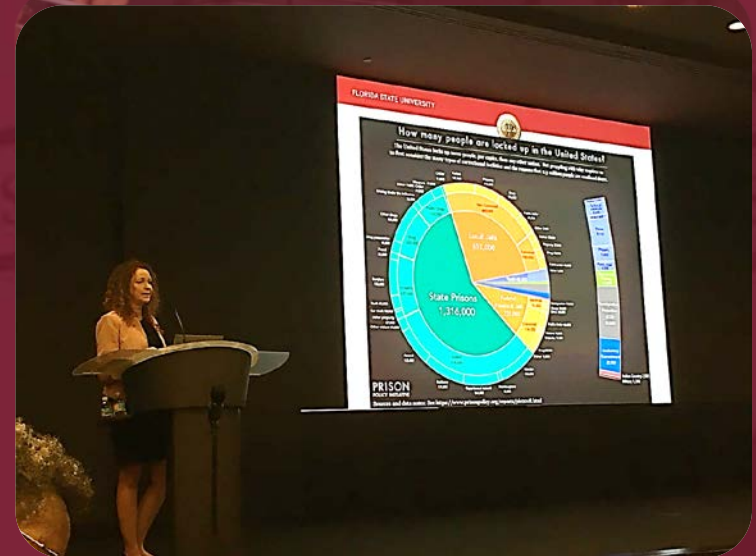
## Carrie Pettus-Davis guest lectures at FAMU







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Stephen Tripodi and Carrie Pettus-Davis speaking at the “Poverty in America” Conference hosted by the College of Social Work.



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## Stephen Tripodi and Tanya Renn testing Virtual Reality technology at Florida State University's Innovation Hub







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# Team training in Denver





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# Team training in Pennsylvania







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# Team training in Dallas





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# Annie Grier leading training in Dallas







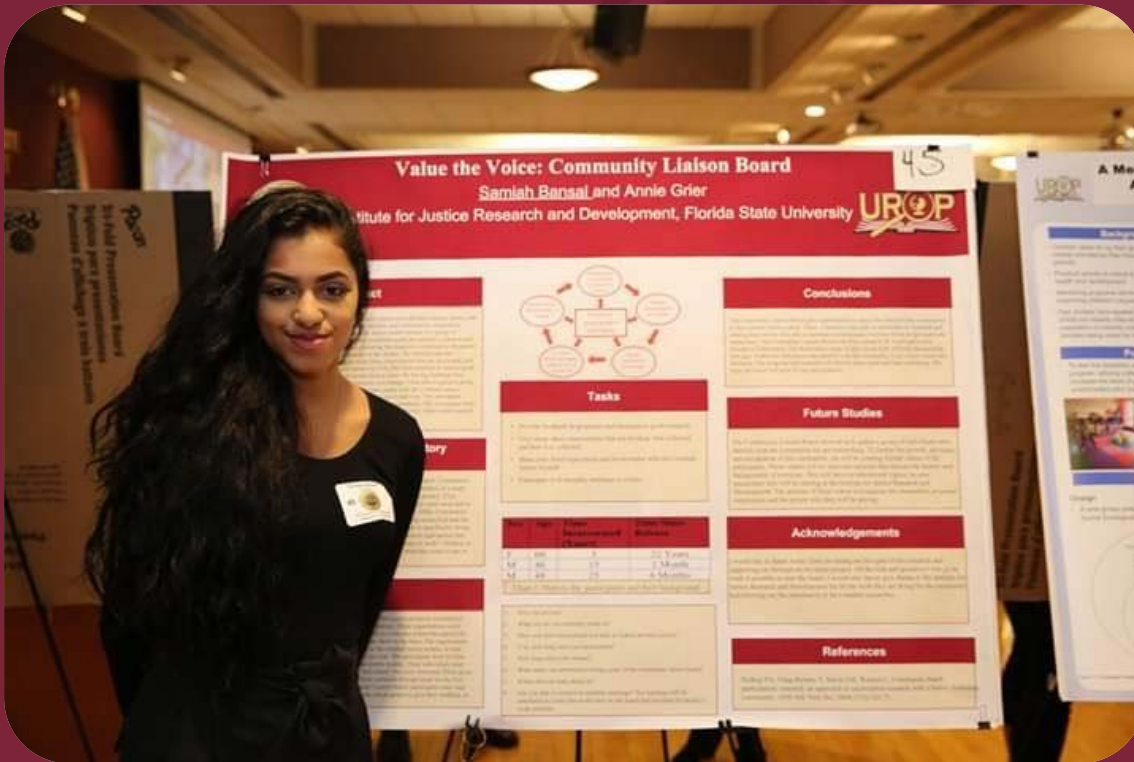
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Student  
Researcher,  
Samiah Bansal,  
presenting  
research at the  
Undergraduate  
Research  
Symposium



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# Student Researcher, Tameila Mompont, presenting research at the Undergraduate Research Symposium





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## A New Kind of Research Institute

We are dedicated to catalyzing the rapid translation of research findings into practice to bridge the 17-year implementation gap between scientific discovery and changes to policy and practice.





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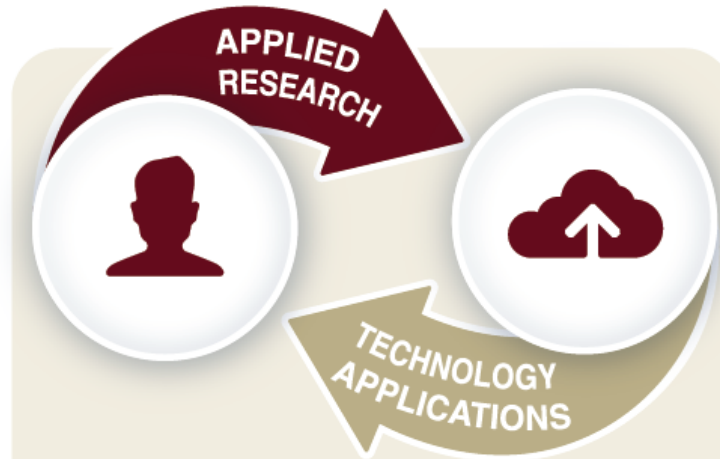


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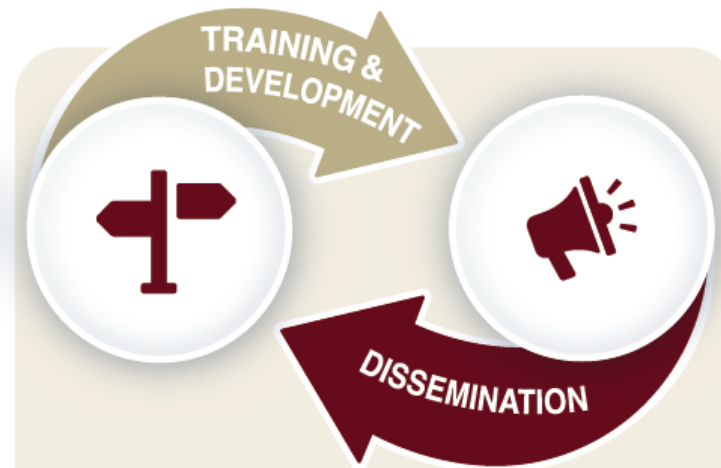
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## OUR CORES



WE USE A MULTIDISCIPLINARY  
APPROACH TO DEVELOP  
INTERVENTIONS TO ADDRESS:

- Mental Health
- Substance Use Disorders
- Employment Trajectories
- Social Support
- Trauma
- Policy Barriers
- Policy Innovations



## OUR PRODUCTS

- Scholarly Articles
- Policy and Practice Guide
- Intervention Guides
- Implementation Guides
- Curricula Development
- Continuing Education
- Training and Consultation



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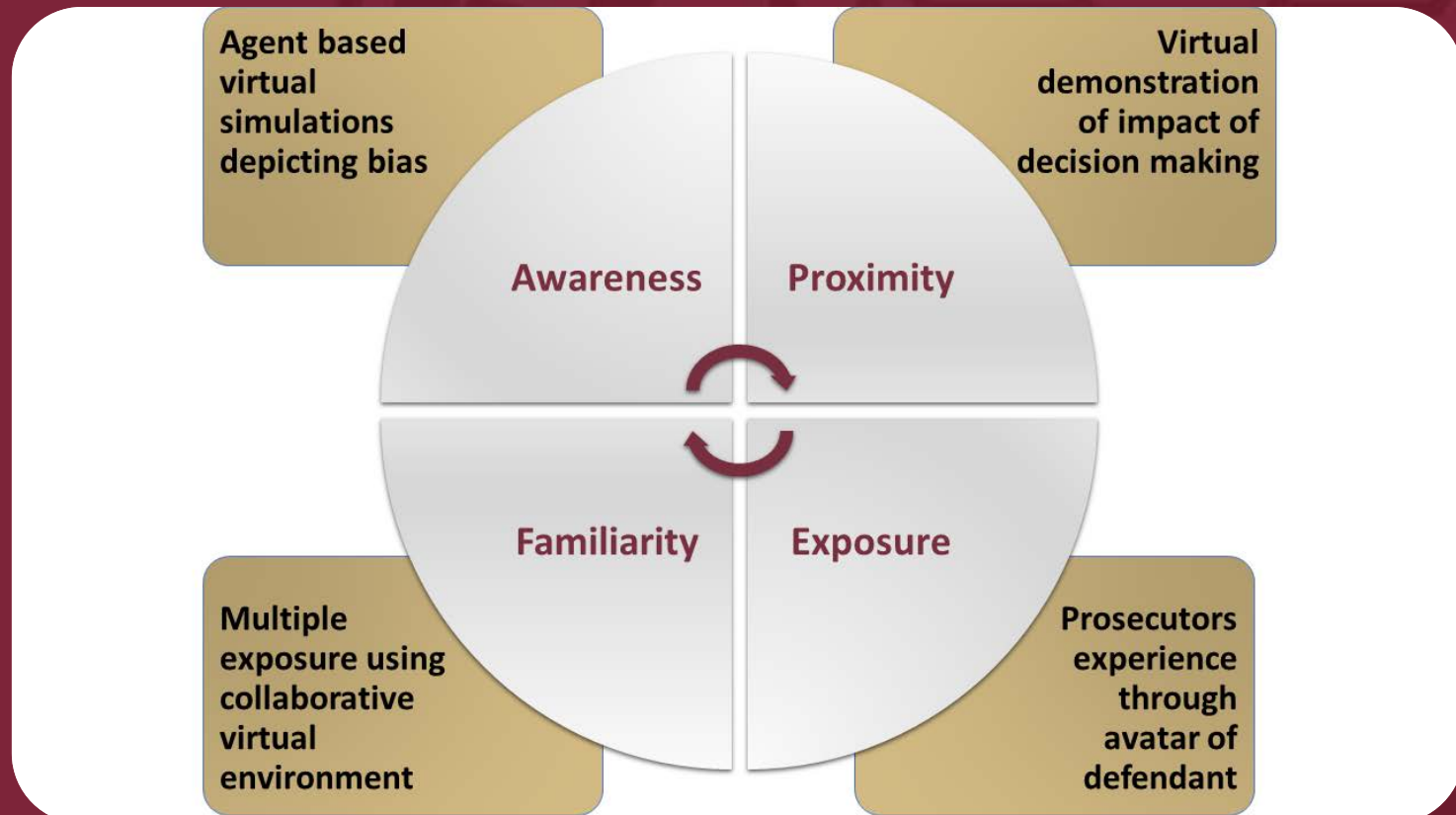


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# We propose virtual reality solutions to re-orient prosecutors toward diversion and well-being





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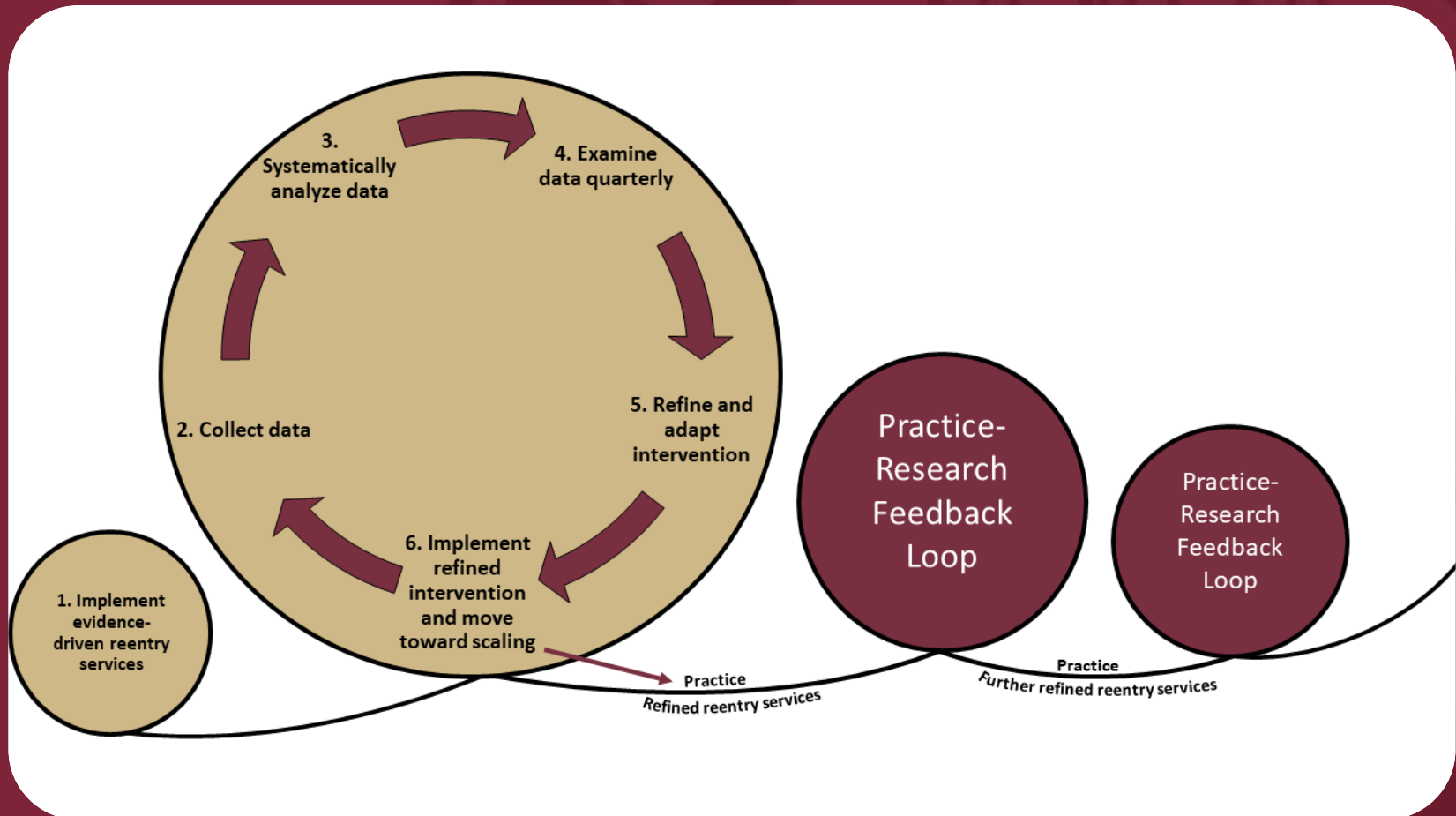


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We work with  
students at all  
levels to prepare  
them for the  
careers of  
tomorrow.







# The Research-to-Practice Feedback Loop



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“Kentucky Governor Matt Bevin touts research aimed at long-term prison reform.” March 2019



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FRANKFORT, Ky. (WKYT) – “Researchers with Safe Streets and Second Chances (S3C) say after eight months of tracking Kentucky prisoners they know what it takes to keep people from ending up back behind bars.

Principal researcher Carrie Pettus-Davis says S3C focuses on researching factors like healthy thinking patterns, effective coping mechanisms and positive relationships among former prisoners. Governor Matt Bevin said that he believes this research will help inmates get out and stay out.”





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# 15<sup>th</sup> Annual Diversity & Leadership Conference

15<sup>th</sup> Annual  
**Diversity & Leadership Conference**

**TEISHA SANDERS**

**SPEAKER**



 For more information, please visit [www.nationaldiversityconference.com](http://www.nationaldiversityconference.com)

Teisha Sanders, Project Director, spoke about the importance of hiring individuals with incarceration histories.



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## 15<sup>th</sup> Annual Diversity & Leadership Conference

Teisha Sanders and panelists were joined by national leaders in the field and keynote speakers **President Barack Obama** and award-winning actress **America Ferrera**.







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INAUGURAL RESEARCH LECTURE SERIES 2018–2019

## ENGAGE, INVEST, RESPOND

INSIDE OUT: APPROACHES TO COMBAT SUBSTANCE USE DISORDER IN THE  
CRIMINAL JUSTICE SYSTEM FROM INCARCERATION TO COMMUNITY REENTRY



DR. TANYA RENN,  
FSU COLLEGE OF  
SOCIAL WORK

FRIDAY, MARCH 29

3:00–4:00 P.M.

FSU AERO-PROPULSION, MECHATRONICS AND  
ENERGY BUILDING (AME), 2003 LEVY AVENUE  
ROOM 106

REGISTRATION | Online at:  
[fsu.qualtrics.com/jfe/form/SV\\_dgr5rORQdQHRSW9](https://fsu.qualtrics.com/jfe/form/SV_dgr5rORQdQHRSW9)  
Free for all attendees. CEUs available. Pre-registration is  
required for attendance.

RECEPTION | Held after the lecture from 4:00–5:00 p.m.



DR. MICHELE STATON,  
UNIVERSITY OF  
KENTUCKY, COLLEGE OF  
MEDICINE

Looking at the startling statistics of those both involved in the criminal justice system and battling a substance use disorder, Drs. Staton and Renn will speak to how the criminal justice system provides a pivotal location for intervention delivery to improve the well-being of individuals and deter them from future criminal justice involvement. Combining for over 30 years of experience, Drs. Staton and Renn will bring a critical approach to combating substance use disorders across an individual's involvement with the criminal justice system, beginning with incarceration and moving to community reentry. This joint lecture will speak to current findings and also share directions needed for future research.

**Tanya Renn, PhD, MSSW, MPH** is an Assistant Professor in the College of Social Work and the Assistant Director of the Institute for Justice Research and Development at Florida State University. As a criminal justice and addiction researcher, Dr. Renn focuses on understanding the relational pathways that exist between trauma/stress, high-risk behaviors (i.e. substance use and high-risk sexual behavior), and well-being among those involved in the criminal justice system.

**Michele Staton, PhD, M.S.W.**, is an Associate Professor in the University of Kentucky Department of Behavioral Science and a Faculty Associate of the Center on Drug and Alcohol Research. Dr. Staton's primary research interest is in the delivery of screening and brief intervention for substance use in non-traditional venues. She is the PI for an on-going study funded by the National Institutes of Health/National Institute on Drug Abuse to study drug abuse, risky sexual behavior, and HIV/HCV among rural women in the Appalachian area of eastern Kentucky.

**ABOUT THE LECTURE SERIES** | The lectures by university researchers will feature engaging and interactive lectures and workshops based around current themes of research crucial for contemporary social problems, foster interdisciplinary collaborations by providing a venue for researchers to meet and discuss their work and connect the key community stakeholders with FSU faculty and distinguished researchers from other universities.

FOR MORE INFORMATION, PLEASE CONTACT: Ellen Piekalkiewicz, Director, Center for the Study and Promotion of Communities, Families & Children  
[epiekalkiewicz@fsu.edu](mailto:epiekalkiewicz@fsu.edu) | 850.644.3497 | [csw.fsu.edu/cfc-center](http://csw.fsu.edu/cfc-center)

# Inside Out: Approaches to Combat Substance Use Disorder in the Criminal Justice System

Drs. Renn and Staton speak to how the criminal justice system provides a pivotal location for intervention delivery to improve the well-being of individuals and deter them from future criminal justice involvement.

Speakers bring a critical approach to combating substance use disorders across an individual's involvement with the criminal justice system, beginning with incarceration and moving to community reentry.





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# Poverty in America: Critical Perspectives on Causes, Effects, and Possible Solutions

Dr. Pettus-Davis delivered a talk on Achieving Economic Equality in the Criminal Justice System at the Poverty in America conference.

Upcoming Conference

## Poverty in America: Critical Perspectives on Causes, Effects, and Possible Solutions

Friday, March 1, 2019 • 9:00 – 3:30 p.m.  
Registration opens at 8:00 a.m.

Turnbull Conference Center, Second Floor, Florida State University  
555 W Pensacola St, Tallahassee, FL 32306

Free CEUs provided

Registration is free and lunch is included.

The United States, the wealthiest country in the world has almost 40 million people living in poverty (3.2 million in severe poverty). This conference explores the broad impacts of poverty on our society (both economic and social) and possible methods to address it. The interactive format of this conference encourages dialogue among presenters and participants to explore collaborative problem-solving and critical feedback.



**Karl Widerquist**  
Associate Professor  
Georgetown University – Qatar



**David Stiffler**  
VP Global Corporate Social Responsibility  
Equifax, Inc.



**Kirby Burkholder**  
President, Social Impact Accelerator,  
IFF



**Jenny Jones**  
Dean and Professor, School of Social Work,  
Clark Atlanta University and Graduate Faculty  
Affiliate, Florida State University



**Carrie Pettus-Davis**  
Associate Professor & Founding Director  
Institute for Justice Research &  
Development, FSU College of Social Work

Register now at <http://bit.ly/PovertyConference2019>  
Questions? Email [tgomory@fsu.edu](mailto:tgomory@fsu.edu)

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Annie Grier  
speaks at the  
NAACP-St.  
Louis branch  
conference on  
prosecutorial  
innovation.





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Members of the IJRD community liaison board work alongside the leadership team, informing our research. Members have experienced incarceration in a state or federal prison and ensure that the work we do is directly relevant to those we serve.

IJRD Institute for Justice  
Research and Development



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# Community Liaison Board

**Change Conventional Criminal Justice Outcomes**

We are seeking individuals to serve on the board. Individuals need to be willing to share the message of their lived experiences with the criminal justice system.



Provide feedback  
on proposals,  
data, and  
measures to guide



Share your lived  
experiences and  
involvement with  
the Criminal  
Justice System



Participate in  
bi-monthly  
meetings or  
events.

**This is a volunteer position for individuals:**

- Formerly incarcerated in a state or federal institution
- In community for at least **1-year** post-incarceration
  - 18+ years old

## How to Apply:

The application will open on the IJRD and FSU website on **February 15, 2019**

**Contact Information:** Annie Grier; [agrier@fsu.edu](mailto:agrier@fsu.edu).

**Website:** <https://ijrd.csw.fsu.edu>





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# The Post-Master's Fellowship

A first-of-its-kind opportunity for Master's level social workers to receive training at the intersection of social work and criminal justice.

Our first cohort of nearly 20 Post-Master's Fellows join IJRD in June and will implement the 5-Key Model for Reentry in seven states across the nation. Fellows will train with us for 3 years – developing into the next generation of experts and leaders in the field.



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# Carrie Pettus-Davis, PhD, MSW

## Founder and Executive Director

Dr. Carrie Pettus-Davis is one of social work's leading experts in criminal justice and decarceration. She joined The Florida State University as Associate Professor in Summer 2018 to found and lead the Institute for Justice Research and Development – a premier trans-sector research center focused on criminal justice system-wide innovations and preparing the social work profession for leadership in smart decarceration approaches.





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# Stephen Tripodi, PhD, MSSW

## Associate Director

Dr. Stephen Tripodi is the Doctoral Program Director and an Associate Professor in the Florida State University College of Social Work, and Associate Director of Research and Training for IJRD. Since being a professor at Florida State University, his three primary research projects as Principal Investigator have involved women in prison. Dr. Tripodi teaches research methods and social work in criminal justice settings for both undergraduate and graduate students.







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# Tanya Renn, PhD, MSSW, MPH

## Assistant Director

Dr. Tanya Renn's research aims to understand the relationship between trauma, substance misuse, and other high-risk behaviors among criminal justice-involved adults. It is with this understanding that Dr. Renn hopes to identify key ingredients needed in interventions to effectively mitigate the effects of chronic stress and criminal justice involvement on high risk behaviors, and in turn, promote the well-being of individuals and communities.





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# Johnny Kim, PhD, LCSW

## Faculty Affiliate

Dr. Johnny Kim is an Associate Professor at the University of Denver Graduate School of Social Work. Dr. Kim received his PhD in social work from the University of Texas at Austin, and was a Council on Social Work Education Minority Clinical Fellow. His teaching areas include clinical social work theory and practice, solution-focused brief therapy, cognitive-behavioral therapy and school social work. Dr. Kim's research focuses on evaluating solution-focused brief therapy, school-based interventions, meta-analysis and evidence-based practice.





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# Kerensa Lockwood, PhD

## Director of Implementation & Administration

Dr. Kerensa P. Lockwood ensures study and practice protocol are strictly adhered to for various research projects and oversees all administrative functioning. Prior to joining IJRD, Dr. Lockwood worked for the Department of Corrections for 13 years as the Assistant Chief for the Bureau of Applied Science, Research and Policy. She earned a doctorate from the College of Criminology and Criminal Justice at the Florida State University.







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# Annie Grier, MSW

## Director of Community Partnerships & Training

Annie Grier's work prepares the field of social work for criminal justice research and practice. Grier has developed and managed programs for women leaving incarceration. Prior to joining IJRD, she served as project manager for Smart Decarceration Initiative, an innovative research center at the Brown School's Center for Social Development, which focuses on developing, implementing, and evaluating interventions at the front-end of the criminal justice system. Grier holds a Master of Social Work degree with a specialization in women and girls in the criminal justice system from the Washington University in St. Louis.





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# Stephanie Kennedy, PhD, MSW

## Director of Research Dissemination

Dr. Stephanie Kennedy oversees the production of all written deliverables and assists with all aspects of the written research process. She enjoys creating research products and practical implementation guides for a range of audiences, including funders, academics, and the general public. Prior to joining IJRD, Dr. Kennedy was an Assistant Professor at the University of Connecticut School of Social Work. Her research examines the intersection of trauma and incarceration for women, and how policies and procedures widen disparity for women and people of color within the justice system.





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# Katie Morphonios, BS

## Data Manager

Katie Morphonios has over ten years of experience working with data in the criminal justice field. She manages all IJRD data and holds a Bachelor's degree in Information Technology and has a Florida Crime Intelligence Analyst certification. Prior to joining IJRD, Morphonios investigated missing persons cases with the Florida Department of Law Enforcement, served as a liaison to the U.S. Department of State for international child abduction cases, and analyzed digital forensic cellphone data for the Florida Department of Corrections.







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# Nancy McCarthy, BSW Consultant

Nancy McCarthy serves as a consultant for the Safe Streets and Second Chances Initiative. Prior to joining IJRD, McCarthy worked for the Missouri Department of Corrections' Board of Probation and Parole for 33 years. During her tenure, she worked as a Probation and Parole Officer, a Unit Supervisor, and ultimately, as the District Administrator overseeing community corrections. McCarthy holds a Bachelor's Degree in Social Work from St. Louis University.





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# Anne Nicole Dela Cruz, BSW

## Executive Coordinator

Nicole Dela Cruz serves as the Executive Coordinator for IJRD, helping to smooth operations and ensure that the Institute meets stated goals and objectives. Prior to this position, Dela Cruz worked as a Graduate Research Technician honing her expertise in research methodology and supporting all IJRD communications, including spearheading social media campaigns and helping to build the website. Before joining IJRD, Dela Cruz interned with the Leon County Sheriff's Office and the Leon County Detention Facility, working closely with incarcerated individuals, reentry service providers, and law enforcement.





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# Donna Tillis-Radcliff, BS

## Administrative Associate

Donna Tillis-Radcliff serves as the IJRD Administrative Associate. She comes to us from the great Bethune-Cookman University where she worked in the Office of Academic Affairs/Provost. Tillis-Radcliff is a dedicated and skilled business professional with a versatile administrative support skill set. She excels in resolving employer challenges with innovative solutions and systems and process improvements proven to increase efficiency and customer service satisfaction. She holds a Bachelor's degree in Accounting with a minor in Finance and Administration from Bethune-Cookman University.







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# Carly Chadick, PhD

## Administrative Assistant

Dr. Carly Chadick is the Administrative Assistant for IJRD. Prior to joining IJRD, she worked in a maximum-security male prison in Kansas, as an assistant to a forensic psychologist in Texas, and at a female federal prison in Florida. She also has clinical experience from a an inpatient trauma unit. Chadick's research interests include the psychological effects of administrative segregation, the pre-trial risks and needs of individuals, and effectiveness of drug court and pretrial interventions. Chadick holds a doctorate in Counseling Psychology from the University of Southern Mississippi.





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# Teisha Sanders, MSW

## 5-Key Model Project Director

Teisha Sanders is the 5-Key Model Project Director in Florida, Kentucky, Pennsylvania, and Texas, coordinating activities across study sites and ensuring the project operates smoothly. Previously, Sanders served as the Reentry Project Manager for the Texas team. Before joining IJRD, Sanders served as the mental health court liaison for a Texas-based local mental health authority, and provided evidence-informed criminal justice programming to formerly incarcerated adults. She holds a Master's of Social Work degree, specializing in physical, mental, and behavioral health, from the University of Wisconsin-Milwaukee.







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# Amberly Prykhodko, LMSW

## Clinical Training Specialist

Amberly Prykhodko is the 5-Key Model Clinical Training Specialist responsible for training our practitioner team across study sites. She previously served IJRD as a Reentry Program Specialist in Texas. Prykhodko is a Licensed Master Social Worker and holds a Master of Social Work from the University of Texas at Arlington. Prior to joining IJRD, Prykhodko worked to develop and implement international programs for people struggling with addiction, orphans, and those experiencing homelessness. Her primary areas of focus are women involved in the criminal justice system with co-occurring substance abuse and trauma, women in the sex industry, and human trafficking.







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# Nicole Arias, MD

## Research Training Specialist

Dr. Nicole Arias is the 5-Key Model Research Training Specialist responsible for training our research team across study sites. She previously served the project as a Research and Assessment Specialist. Dr. Arias holds a Medical Degree from the Universidad Iberoamericana of Santo Domingo and began her journey into clinical research at the Dominican Alzheimer's Association, working for the 10/66 Dementia Research Group. She also holds a Master of Science degree in mental health services and population-based research from Kings College London, where she contributed to research focused on mental health in lower and middle income countries.





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# Michael Davidson, MA

## Reentry Project Manager

Michael Davidson is the Reentry Project Manager in Kentucky. He is originally part of the Texas staff, and was in charge of monitoring fidelity for the state, as well as participating in data collection. He is also the Lead Research Trainer for the project, and is responsible for training all new staff on proper research methods and practices. Prior to joining IJRD, Davidson worked as a Marriage and Family Therapist specializing in suicidality among incarcerated adults and youth. He also has a background in substance use disorder treatment and is a Certified Addiction Specialist.







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# Jessica Le, MS

## Reentry Project Manager

Jessica Le is the Reentry Project Manager in Texas. For the past year, she has served the Texas site as a Research and Assessment Specialist. Before joining the IJRD, Le worked in applied mental health research using modern technology to understand different treatment paradigms for psychiatric and neurological disorders while overseeing the clinical care of patients receiving rTMS therapy. Le received her Bachelor of Arts in psychology at St. Edward's University, where as a Ronald E. McNair scholar and as a summer research fellow at the University of Michigan, she explored links between video games and cognitive applications. She holds a Master of Science in Counseling from the University of North Texas.







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# Lisa Zimmerman, MS Ed

## Reentry Project Manager

Lisa Zimmerman is the Reentry Project Manager for the Pennsylvania team. Zimmerman has over 20 years of experience working with individuals experiencing homelessness, addiction, mental health, and lack of social support. Her focus is helping others gain the tools needed to succeed. Prior to joining IJRD, she worked with the Allegheny County Health Department Maternal & Child Health Division to bring focus on race, social and health disparities in Allegheny County. Zimmerman holds a Master of Science degree in Community Counseling from Duquesne University.





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# Michelle Falco, M Ed, LPC

## Clinical Research Associate

Michelle Falco is a Licensed Professional Counselor who was born and raised in Dallas, Texas. She received her M.Ed. from Loyola University Maryland, and has worked in a variety of settings including schools, behavioral health hospitals, and outpatient centers. She is passionate about the intersection of social justice, mental health, and public safety, and serves the 5-Key Model project as a Clinical Research Associate in Texas.





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# Desiree Lewis, MAPC

## Clinical Research Associate

Desiree Lewis is a Clinical Research Associate in Florida. Lewis earned a Master of Arts degree in Professional Counseling from Argosy University in Phoenix, Arizona. Lewis has an extensive background in the health and wellness industry and is certified as a Mind Body Practitioner. She specializes in addiction, pain recovery, and holistic therapy. Lewis has worked in a variety of settings with children, adolescents and adults. She is passionate about creating holistic programs that address the mind, body and spirit to help improve the health, wellness and safety of all members of society.







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# Abby Smallwood, M Ed, LPCA

## Clinical Research Associate

Abby Smallwood supervises, monitors, and supports the administration and progress of the 5-Key Model project in Kentucky. Prior to joining IJRD, Smallwood worked with individuals in crisis experiencing homelessness, addiction, and serious mental health issues – many of whom were involved with the criminal justice system. Smallwood holds a Bachelor of Arts degree in Art with a minor in Psychology from Eastern Kentucky University and a Master of Education in Counseling and Art Therapy from the University of Louisville.





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# Norris Alexander, MS

## Reentry Program Specialist

Norris Alexander provides 5-Key Model services to study participants in Texas. Alexander has extensive clinical mental health experience with a range of populations and helped to implement a dual diagnosis program for individuals managing substance use and mood disorders at the San Marcos treatment center. Alexander holds a Master of Science degree in Human Science, with a focus on mental health from Prairie View A&M University in Prairie View, Texas.





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# Lucy Bailey, CSW

## Reentry Program Specialist

Lucy Bailey provides 5-Key Model services to study participants in Kentucky, empowering formerly incarcerated individuals and improving reentry outcomes. Before joining IJRD, Bailey provided substance use treatment services in a community setting in Lexington, KY. She also served as a Clinic Director for a medication assisted substance use treatment facility in California. Bailey holds a Master of Science degree in Social Work, with a dual focus in Clinical and Programming from Columbia University in New York City.







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# Meredith Braddock, LCSW

## Reentry Program Specialist

Meredith Braddock provides 5-Key Model services to study participants in Florida. She has extensive experience working with at-risk youth in group homes, residential treatment centers, psychiatric hospital units, and state run facilities. While completing a Masters in Social Work at StonyBrook University, she interned at a correctional facility and worked with adults in an outpatient mental health clinic.





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# Taylor Fannin, M Ed Reentry Program Specialist

Taylor Fannin provides 5-Key Model services to study participants in Kentucky, working to reverse mass incarceration in the United States. Before joining IJRD, Fannin worked as a school-based therapist in Ashland, Kentucky. Ms. Fannin holds a Bachelor of Science in psychology from Morehead State University and a Master's degree in Education with an emphasis in Mental Health Counseling from Lindsey Wilson College.







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# Shaleen Guthrie, LMSW

## Reentry Program Specialist

Shaleen Guthrie provides 5-Key Model services to study participants in Texas. She has extensive experience working with incarcerated women and girls and women and girls in the community experiencing intimate partner violence. She holds a Master's degree in Social Work from Indiana University and is a Licensed Master Social Worker. Guthrie is passionate about identifying and implementing policies for incarcerated and formerly incarcerated individuals that successfully reduce recidivism rates and increase the opportunity for reform.







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# Michelle Lasky, LCSW

## Reentry Program Specialist

Michelle Lasky provides 5-Key Model services to study participants in Florida. She is a licensed clinical social worker with 8 years of experience working with individuals impacted by the criminal justice system. Prior to joining IJRD, Lasky worked in prisons and jails to provide behavioral health services during reentry. She improved linkage to mental health services for individuals returning to the community and promoted continuity of behavioral health care..





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# Nechama Weingart, LSW

## Reentry Program Specialist

Nechama Weingart is a Reentry Program Specialist in Pennsylvania. She holds a Master's degree in Social Work from Cleveland State University and is licensed in Ohio and Pennsylvania. In addition to her work with IJRD, she is a volunteer Medical Advocate with Pittsburgh Action Against Rape and is a member of the Elsinore-Bennu Think Tank for Restorative Justice in Pittsburgh. She has a particular interest in trauma, and has experience with a variety of trauma-related services. Prior to joining FSU, Nechama worked as a Behavioral Health Therapist and Care Coordinator with a range of vulnerable populations.





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# Kandi Bennett, CSW

## Research & Assessment Specialist

Kandi Bennett is a Research and Assessment Specialist for the 5-Key Model project in Kentucky. Prior to joining IJRD, Bennett worked as a counselor in a medication assisted substance use treatment center, addressing barriers to well-being including criminal history. Bennett holds a Master's of Social Work degree from the University of Kentucky and is certified to provide mental health treatment as a Certified Social Worker.







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# Rashon Braxton, MPH

## Research & Assessment Specialist

Rashon Braxton is a Research & Assessment Specialist in Texas. She was drawn to the project out of a genuine passion to see people thrive, grow, and heal. Prior to joining IJRD, Braxton worked in the public health research sector with various populations and developed an app that focused on community health and health inequity. She tested her app in a research study and is currently publishing her findings. Braxton holds a Master of Public Health degree from Case Western Reserve University.





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# Alethia Bush, MCJ

## Research & Assessment Specialist

Alethia Bush is a Research & Assessment Specialist in Pennsylvania. Bush has over 10 years of reentry & social work experience, working in correctional and community settings assisting individuals and families impacted by incarceration. Most recently, Bush served as the Director of Outreach & Student Services for a workforce development & career training program geared toward returning citizens. Bush holds a Master of Science degree in Criminal Justice from Point Park University.





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# Laura Harrison, MA

## Research & Assessment Specialist

Laura Harrison is a Research and Assessment Specialist in Florida. Harrison has extensive domestic and international research experience focused on identifying and classifying human rights abuses. Prior to joining IJRD, she reported on the ongoing abuses and genocide in Myanmar and worked locally as a monitoring and evaluation specialist, developing partnerships and evaluating programs for low income residents living in a public housing complex. Harrison holds a Masters of Arts degree in Public Sociology and Criminology, specializing in policy analysis, from the University of North Carolina at Wilmington.







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# Melissa Lamb, MS

## Research & Assessment Specialist

Melissa Lamb is a Research and Assessment Specialist in Florida. She was drawn to IJRD through a genuine desire to positively impact prison reentry services and help reform the criminal justice system. Before joining IJRD, Lamb worked closely with all populations at an inpatient mental health hospital. Lamb holds a Master of Science in Rehabilitation Counseling from Georgia State University in Atlanta, Georgia.





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# Faye Miller, MPP

## Research & Assessment Specialist

Faye Miller is a Research & Assessment Specialist in Pennsylvania, where she interviews currently and formerly incarcerated participants in the 5-Key Model study. Prior to joining IJRD, Miller conducted field interviews for research projects ranging from a study of the gender gap in undergraduate computer science education at Carnegie Mellon University, to a study by RAND examining the impact of neighborhood characteristics on the health and well-being residents, to the U.S. Department of Education's International Survey of Adult Skills (ISAS). Miller holds a Master of Public Policy degree from Duke University.





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# LaVonda Minter, MA

## Research & Assessment Specialist

LaVonda Minter is a Research & Assessment Specialist in Texas with intensive inpatient and outpatient substance use treatment experience and experience working with at-risk adolescents in group home settings and youth and families in crisis at family services agencies. Minter holds a Master of Arts degree in Counseling from Dallas Baptist University and a graduate certificate in Adventure-Based Counseling and Activities Director in geriatric care.







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# Diane Nguyen, BA, CHES

## Project Support Specialist

Diane Nguyen is a Project Support Specialist for the 5-Key Model study in Florida. Prior to joining IJRD, she worked at a counseling facility that specializes in treatment programs such as substance abuse, domestic violence, life management skills, anger management, and anti-theft for those incarcerated with the Department of Corrections and the county jail. She holds Bachelor's degrees in both Community Health Education and Psychology from the University of West Florida and is a Certified Health Education Specialist.





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# Shelby Pederson, BSW

## Project Support Specialist

Shelby Pederson is a Project Support Specialist for the 5-Key Model study across study sites. She is currently completing her Masters of Social Work and Masters of Criminology at Florida State University and was accepted to the Doctoral program at Florida State University. She holds a Bachelor of Social Work degree from Minot State University in North Dakota.





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# Sara Beeler-Stinn, LCSW, MPA

## Doctoral Affiliate

Sara Beeler-Stinn is a NIDA TranSTAR pre-doctoral fellow at the George Warren Brown School of Social Work at Washington University in St. Louis. Beeler-Stinn's research focuses on women with substance use disorders impacted by the criminal justice system. Specifically, she is interested in understanding the most effective substance use interventions delivered in criminal justice settings, and particularly in prisons, to improve post-release recovery outcomes across the domains of drug and alcohol use, health and social service utilization, social support, and community belonging.







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# Lane Forsman, LMSW Graduate Research Assistant

Lane Forsman is a Graduate Research Assistant and current doctoral student in the College of Social Work at the Florida State University. He is actively engaged in several IJRD research projects. He notes, "The issues facing the field of criminal justice are directly relevant to the core mission of social work. Social work is uniquely positioned to make a significant impact on the direction of the criminal justice system in the United States. Working with the IJRD allows me to be a part of a team at the forefront of this effort."





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# Stefanie Binion

## Student Researcher

“My interest in criminal justice stems from my previous work with individuals who had recently released from prison and were working to become self-sufficient. Based on their criminal justice history, many individuals were unable to access the necessary resources and guidance they needed in order to thrive in society and get back on their feet. Anecdotally, this appeared to me to be strongly linked to recidivism and it ignited my passion to participate in an innovative reentry program in my community like the Safe Streets and Second Chances Initiative.”





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# Lindsay White

## Student Researcher

“The work being done by IJRD is necessary in order to advance our criminal justice system. Criminal justice work and expansion of knowledge and program development is essential to create change and I am inspired to be a part of that. Being a student intern with IJRD is an exciting opportunity and offers a variety of experiences to assist in developing my professional identity.”



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# Lauren Herod

## Research Technician

“I joined the IJRD team in order to contribute to the goal of providing more empirically based solutions that are focused on the well-being of those who are part of the criminal justice system. The intersection of criminal justice and social work research is an area that has great interest for me; as such, the opportunity to further understand the factors that contribute to the cycle of participation in the justice system, particularly for vulnerable populations, is one that I find invaluable.”





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# John Moore

## Research Technician

“I am interested in examining the comorbidity of substance abuse, trauma history, and mental health disorders among individuals involved with the criminal justice system. I am particularly interested in reentry interventions designed for individuals with substance use disorders. I joined IJRD based on the Institute’s active role in numerous projects related to criminal justice reform and reentry. The alignment of my research interests with the current projects administered by IJRD were the driving force behind my desire to join the team.”





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# Bianca Schindeler, BSW

## Research Technician

### **\*\*Post-Master's Fellow\*\***

"I am interested in mental health and the role that trauma plays for individuals who are impacted by the criminal justice system. I am passionate about working with this population and contributing to a more effective criminal justice system through research and clinical social work. I joined IJRD because it is one of the leading social work research institutions committed to decarceration. IJRD shares a similar mission to my own and I believe that the work being done here is groundbreaking for the field."







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# Bianca Balazhi

## Student Researcher

“I have an interest in the intersection between social justice and criminal justice reform in the United States. I am excited to be interning with the IJRD as they are addressing significant issues in the criminal justice system with pioneering research and projects that are strengthening the field of criminal justice reform.”



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## Samiah Bansal Student Researcher

“Mass incarceration is a prominent issue that affects many communities. I am interested in criminal justice reform work and how reforms are integrated in different sectors. IJRD takes an innovative approach to its research and methods. I want to be a part of creating permanent solutions and being on a team that conducts research as well as implements change.”





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# Morgan Besterman

## Student Researcher

“I am interested in criminal justice work because I believe that our current criminal justice system requires reform and adaptation to function more equitably. I joined IJRD because I believe in the work being done and want to gain knowledge on criminal justice reform and be part of reform efforts.”







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# Tameila Mompoint

## Student Researcher

“I plan to study criminal justice in law school and aspire to be a Criminal Defense Attorney. I want to protect the rights of those who do not fully understand the law and help people who cannot help themselves. I joined IJRD to learn more about the criminal justice system, expand my knowledge, and work hands-on with research.”





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# Hannah Primozic

## Student Researcher

“The criminal justice system is a large and complex part of our country that affects millions of people. I want to improve criminal justice outcomes and system interactions to benefit all of society. IJRD research can impact individuals convicted of crimes by allowing them the opportunity to change their path.”





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# Ashwin Reddykotha

## Student Researcher

“I am currently a criminology major at FSU, and I hope to work with the FBI in the future. Working with the criminal justice system through the IJRD program will give me insight into the treatment of incarcerated individuals and the types of rehabilitation programs they are offered. Gaining a better understanding of program research, and how participation in these programs affects recidivism, will help with my major. Working with IJRD will give me the opportunity to identify needed criminal justice system reforms and hopefully increase rehabilitation for affected individuals.”







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# Yesenia Reyes

## Student Researcher

“I am interested in the criminal justice policy as existing policies may interfere with systems-level change and progress. I would like to pursue systems-level policy work in my career to help individuals within the system and work toward system reform. I joined IJRD because I wanted to learn about how research can and does affect policy.”





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# Kaleigh Young

## Student Researcher

“I am passionate about learning about how the political and criminal justice and legal systems of our country interact and affect citizens. IJRD is researching important criminal justice programs reform efforts. There are many issues with the current criminal justice system and it is vital that more people become involved in developing solutions.”





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