



## VITA

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## Education

### **University of Maryland, College Park**

Doctor of Philosophy, Criminology & Criminal Justice, August 2007.

Master of Arts, Criminology & Criminal Justice, May 2002.

Bachelor of Arts Degree, Criminology & Criminal Justice, May 1999. Summa Cum Laude

### **Northern Virginia Community College, Alexandria**

Associates Degree, Liberal Arts, May 1997. Magna Cum Laude

## Experience

**Principal Researcher, Choice Research Associates** February 2007 to Present.

[www.choiceresearchassoc.com](http://www.choiceresearchassoc.com)

Sole proprietor providing criminal justice research services focusing on issues of prisoner re-entry, female offenders, community corrections, and program evaluation.

### **Grants and Contracts:**

- **Staying Close and Looking Back: An Examination of Desistance in a Maryland Community Corrections Population.** Researcher Initiated Project. Funded by the Bureau of Justice Statistics, Statistical Analysis Center Special Emphasis Project. Maryland Governor's Office of Crime Control and Prevention. 2016-2019
  - Conduct longitudinal study of desistance with group of 9,400 individuals who applied or participated in the Montgomery County Pre-Release Center since 1970s.
  - Conduct two studies of the impact of pretrial supervision and detainment on recidivism and failure to appear on contemporary populations. A pilot in Montgomery County and expansion study in at least 3 additional Maryland counties.
- **The Abell Foundation**, Baltimore City, MD. Consultant.
  - Pretrial Detention in Baltimore City. 2016 to Present.
  - Study of jury trial outcomes in four Maryland jurisdictions to determine if there are significant disparities in conviction rates. 2007-2008.
- **The Pew Charitable Trusts**. Washington, DC. Policy Evaluation of Change in South Carolina's Felony Threshold Limit. 2015 to Present.
- **Montgomery County Department of Health and Human Services**, Rockville, MD. Evaluator. Bureau of Justice Assistance (BIA) Second Chance Act Reentry Program for Adult Offenders with Co-Occurring Substance Abuse and Mental Health Disorders. Conduct a process and outcome evaluation using the Program Development Evaluation (PDE) Method. 2014 to Present.
- **Justice Grants Administration**, Washington, DC. Evaluator. Show Up, Stand Out (SUSO) a Community-Based Truancy Reduction Project.
  - Conduct process and outcome evaluation using common measures developed among community-based organizations providing prevention and intervention services to youth from Kindergarten to sixth grade and their families (family engagement model) and middle school youth (youth engagement model). 2012 to 2017.
  - Efforts to Outcomes (ETO) Enterprise System Project. 2013 to 2016. With a Choice Research Associates ETO Systems Administrator, Justice Grants Administration staff and consultants, and Social Solutions, provide training and technical assistance for integration of data from all community based organizations involved in the project; monitor data and oversee creation of ad-hoc and standard reports for ongoing evaluation efforts.

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- Department of Human Services (DHS) Parent and Adolescent Support Services (PASS) Truancy Diversion Program. Technical assistance and evaluation. 2014 to 2016.
- Department of Human Services (DHS) Alternatives to Court Experience (ACE) Diversion Program. Technical assistance. 2014 to 2016.
- **Guiding Eyes for the Blind**, Yorktown Heights, NY. Longitudinal Survey Project. 2014-.
- **Behavioral Health Systems Baltimore**. Baltimore, MD. (Formerly Baltimore Substance Abuse Systems, Inc.)
  - Maryland Screening, Brief Intervention, and Referral to Treatment (SBIRT) Project, Evaluator, 2015-2016. Funded by the Substance Abuse Mental Health Services Administration (SAMHSA). Responsible for all aspects of SAMHSA required Governmental Performance and Results data collection instrument including training, monitoring, oversight of follow-up interviews, protocols, analysis and reporting.
- **Baltimore Substance Abuse Systems, Inc.** Baltimore, MD.
  - Baltimore Recovery Corp Pre-Evaluation Activities Project. Develop and establish an evaluation plan using the Program Development Evaluation (PDE) Method. 2013-2014.
  - Monitoring Measures Project. 2012. Assist in the identification and development of process and outcome measures.
- **My Sister's Circle**, Baltimore, MD. Evaluator. 2014.
- **Baltimore's Safe and Sound Campaign**, Baltimore, MD. Evaluator/Consultant. 2012-2014. Evaluation of Public Safety Compact and assist in development of web-based data system.
- **Baltimore City Offender Reentry Initiative**, Office of Human Services, Office of the Mayor, City of Baltimore, Consultant. 2012-2013. Data-driven development of jail re-entry strategies.
- **Baltimore City Health Department/Baltimore Substance Abuse Systems Drug Treatment Court (DTC) Enhancement Project**, Baltimore, MD. Evaluator. 2010-2014. Funded by the Bureau of Justice Assistance and Substance Abuse Mental Health Services Administration/Center for Substance Abuse Treatment. Develop DTC evaluation plan and conduct process and outcome evaluation of the impact of enhanced services for new and existing drug court participants.
- **Community Mediation Maryland (CMM)**, Takoma Park, MD. Evaluator. 2008 to Present. Develop the CMM Re-Entry Program evaluation plan, conduct evaluation.
  - In-Depth Recidivism Study, funded by The Abell Foundation, Baltimore City, MD. 2014.
  - Federal Pre-Trial Detainee Mediation Project., funded by Federal Bar Association. 2013. Evaluation based on CMM Re-Entry Mediation model.
  - Recidivism Analysis project, funded by The Abell Foundation, Baltimore City MD. 2013.
  - Evaluation funding of CMM through MD GOCCP Byrne Grant, 2010-2012.
  - Expansion of evaluation into North Carolina provided by JAMS Foundation, 2010-2011.
  - Initial funding for evaluation plan development provided by the JAMS Foundation, San Francisco, CA. November 2008 to April 2009.
  - Baltimore City CMM Re-entry pilot program evaluation funded The Abell Foundation, Baltimore City MD. 2009-2010.
- **Montgomery County Dept. of Corrections & Rehabilitation**. Consultant. 2008 to 2013.
  - Brief reviews on topics including correctional programming and institutional safety, impact of lead paint exposure on criminal offending, sex offender residency restriction laws, jail visitation, and a compilation of the best re-entry newsletter and website resources.
- **National Institute of Corrections** Women Offender Initiative, Washington DC. Consultant. 2008-2014.
  - Develop database of organizations targeting justice involved women across multiple spectrums – criminal justice, health, public policy, advocacy, and legislative. 2012-2014.
  - Employment and Female Offenders Literature Review. 2008-2010.
  - Comparison of Male and Female by domains identified in the Gender Responsive Risk/Needs Assessment Trailer developed by Dr. Patricia Van Voorhis. 2007-2009.

- **Women Moving Forward Conference**, Maryland Correctional Institute for Women, Jessup, MD. [www.wmfmd.org](http://www.wmfmd.org) National Association of Women Judges, Evaluator. 2008 to present.
- **Prison Outreach Ministry Inc. Welcome Home Reentry Program**, Evaluator. 2007-2009, 2011-2012. Evaluation of multi-jurisdictional faith-based mentoring program.
- **Workforce Solutions Group of Montgomery County**, Wheaton, MD. Evaluator.
  - Healthcare Navigator Expansion Project, 2010-2011.
  - Healthcare Navigator Pilot Project and cost-benefit analysis. 2010.
- **Housing Opportunities Commission**, Kensington, MD. Evaluator. 2010-2011.
  - Resident Opportunity and Self-Sufficiency (Ross) Aiming for Careers program
  - Resident Opportunity and Self-Sufficiency (Ross) Seneca Ridge Neighborhood Network
  - Resident Opportunity and Self-Sufficiency (Ross) Youth Aiming for Careers program
- **National Women's Prison Project**, Baltimore City, MD. Evaluator. 2010-2011. Process and outcome evaluation of The Women's Collaborative Pilot Project.
- **Baltimore County Local Management Board**, Baltimore MD. 2011-2015, 2016.
  - Turning Pages Family Reading Club. Evaluation Technical Assistance, 2016.
  - Disproportionate Minority Contact Project Evaluation of 2010-2011, 2011-2012 and 2013-2014 school referral data.
- **Justice & Security Strategies, Inc.**, Silver Spring, MD. Consultant.
  - Mistral Security Pilot Program, Data analysis and evaluation support. 2009-2012.
  - Jail Recidivism in Montgomery County, MD. Data collection and analysis. 2008-2009.
- **Power Inside**, Baltimore City, MD. Consultant & Evaluator. 2008-2009.
  - Draft program evaluation; funded by Open Society Institute, Baltimore City, MD.
  - Develop protocol for effective access to Baltimore City Health Department Buprenorphine Initiative treatment and Power Inside Case Management services.
- **Montgomery Works**, Montgomery County, MD Benchmark Project. Consultant. 2008.
- **Rowan University Center for Addiction Studies**, Glassboro, NJ. 2007-2008.
  - Evaluator. 2007-2008 New Jersey Consortium Alcohol and Party Drug Prevention Resource Centers Social Norms Project conducted at colleges and universities.
  - Co-Evaluator with Nadine M. Connell, Ph.D. New Jersey Department of Education 2007-2008 Social Norms Project conducted at middle and high schools.
  - External Evaluator. New Jersey Department of Education 2005-2007 Social Norms project conducted at middle and high schools.

#### Service Projects:

- **Guiding Eyes for the Blind**. Analysis of survey data. Yorktown Heights, NY. 2012-2013.
- **Veteran Inmates in Maryland** A Report for Office of Transition Services, Maryland Department of Public Safety and Correctional Services. Baltimore, MD 2013
- **Women Released from MCIW – A Recidivism Analysis of Long-Timers**. An examination of all women released from MCIW and BPRU from FY2007 to FY2010 on behalf of the Department of Public Safety and Correctional Services Female Offender Management Workgroup. 2012-2014.
- **At Time of Release - Inmate Homeless Census Report for the Transition Services and Community Initiative Project**. State of Maryland Division of Correction. Baltimore, MD. 2011.
- **Baltimore City MD-REP/PI Window Replication Project**. 2007-2011. A collaboration between Power Inside, Catholic Charities' Maryland Re-Entry Partnership, Baltimore City Mayor's Office of Criminal Justice and Choice Research Associates to replicate Power Inside's Window Study with pre-trial detainees and those within hours of release from Baltimore City Detention Center. Study assesses needs and anticipated barriers to reintegration after detention.

**Consulting:**

- **Justice Research and Statistics Association**, Washington, DC. Research Associate 2012 to Present.
  - Principal Investigator, Seeking Alignment between Evidence Based Practices and Jail Based Reentry Services in the District of Columbia. Analysis of the District's Secure Custody Populations, funded by the Criminal Justice Coordinating Council 2016-2017.
  - Principal Investigator, Building Capacity for Performance Measurement and Evaluation (BCPME), funded by Justice Grants Administration, Washington DC. 2013 to Present.
  - Principal Investigator, Victim Legal Network of DC (VLNDC), funded by Office of Victim Services and Justice Grants, Washington DC. 2014 to 2016.
  - Principal Investigator, Domestic Violence Housing Evaluation, funded by Office of Victim Services and Justice Grants, Washington DC 2014 to 2016.
  - National Juvenile Justice Evaluation Project, Research Associate, 2012-2014.
  - BJA Center for Program Evaluation and Performance Management Project, 2010-2011.
- **Institute for Governmental Service and Research**, College Park, MD. Senior Research Associate April 2011 to Present
  - Analysis, Evaluation of Call-In Meetings under Project Safe Neighborhoods, 2015-2016.
  - Principal Investigator, Evaluation of Safe Streets Grant, Maryland Department of Labor, Licensing and Regulation 2014 to 2015.
  - Principal Investigator, Evaluation of Second Chance Act Technology Careers Grant Program, Maryland Department of Labor, Licensing and Regulation 2012 to 2014.
- **Center for Substance Abuse Research**, College Park, MD. Assist MOTHER project. 2009.

**Teaching:**

**Lecturer:** University of Maryland, College Park, Department of Criminology & Criminal Justice

- Treatment of Criminals and Delinquents (CCJS452), Spring Semester 2008 to 2012.
- Criminal Justice and Criminological Research Methods (CCJS300), Fall 2002.

**Faculty:** University of Maryland, Nanjing Normal University Master's Degree Program

- Criminal Justice System Planning (CCJS720), March 2010.

**Guest Lecturer:** University of Maryland Office of International & Executive Programs, College Park.

- Topics: "The U.S. Criminal Justice System" 2007-2009, 2013; "Community Corrections" 2007-2008; "The Process of Research" 2007; "Evaluation of Community Corrections" 2012.

**Faculty Research Assistant:** University of Maryland, College Park. July 2004 to August 2006.

**Maryland State Commission on Criminal Sentencing Policy** October 2005 to August 2006.

- Policy Analyst: Researched and coordinated efforts for increased utilization of alternatives to incarceration for non-violent drug offenders. Conducted statewide inventory on availability of correctional alternatives to incarceration, including survey of more than 500 practitioners.

**Youth Strategies Grant**, Dr. Denise Gottfredson, PI July 2004 to September 2005.

- Team Leader: **Comprehensive Case Management (CCM) Evaluation**. Oversaw and implemented a focused evaluation of Youth Strategy Grant (YSG) Comprehensive Case Management (CCM) programs in Cecil, Harford, and Somerset Counties. Used the Program Development Evaluation (PDE) Method and conducted workshops with vendors and Local Management Board (LMB) and utilized technology to capture implementation fidelity. Created surveys to measure outcomes and conducted data analysis, produced implementation reports to the LMB and vendors and final evaluation report.
- Co-Evaluator: **Calvert County Family Coordination Center (FCC)**. Conducted a process and outcome evaluation using the PDE method. Worked with FCC and LMB staff, data analysis, and production of quarterly implementation reports and the final evaluation report.

**Research Assistant:** University of Maryland, College Park. July 2002 to July 2004.

**Youth Strategies Grant, Dr. Denise Gottfredson, PI**

- Manager: **Fidelity Team** July 2003 to July 2004. Supervised work of five Research Assistants, resolved implementation measurement issues, met with funders and program providers to explore technology options, regularly updated GOCCP of work, and produced quarterly reports.
- Evaluator: **Frederick County** July 2003 to December 2004. Assisted Frederick County LMB in evaluating YSG funded programs utilizing the PDE method, created instruments for implementation and outcome data, provided analysis and final reports for three programs.
- Research Assistant: **Fidelity Implementation Project** July 2002 to July 2003. Coordinated efforts to conduct process evaluations of Youth Strategies Grant programs using handheld and optical scan technology. Conducted meetings with county Local Management Boards to establish implementation standards, designed and oversaw creation of data collection forms, and provided end-to-end customer and technical support to the LMBs.

**Research & Teaching Experience:** University of Maryland, College Park. February 1998 to June 2002.

**Research Assistant**

- **Dr. Charles Wellford.** August 2001 to June 2002.
- **Dr. Sally S. Simpson P.I.** June 2000 to April 2002. Interviewer: **Women's Experience of Violence: Victimization and Offending in the Context of Women's Lives.** Assisted in the development of the instrument and conducted interviews using a computerized life history calendar with women in the Baltimore City Detention Center.
- **Dr. Shawn D. Bushway.** March 2000 to June 2001. **Sleeping Giant of Welfare Reform: A Panel Study of Welfare Reform at the State Level.** Compiled database of welfare caseloads, female crime rates, and state-level economic and demographic indicators for a longitudinal study of welfare reform on the criminal participation rates of women.
- **Dr. Shawn D. Bushway.** July 2000 to May 2001. Co-Evaluator: **Helping Students to Learn Statistics: An Assessment of Study Skills in a Criminal Justice Statistics Class.** Designed the experiment and lead the implementation of the evaluation in two large lecture classes. Created and constructed all qualitative components of the evaluation and maintained the database containing all data from the experiment.

**Teaching Assistant:**

- **CCJS600 Criminal Justice.** Fall 2001. Under the direction of Dr. Charles Wellford, constructed the course in WebCT and graded article summaries.
- **CCJS611 Statistical Tools for Criminal Justice.** Spring 2001. Under the direction of Dr. Shawn D. Bushway, taught the computer lab section of the course. Implemented and maintained the course website on WebCT.
- **CCJS 200 Statistics for Criminology and Criminal Justice.** Spring & Summer 2000.
  - Summer 2000. Under Instructor Leanna Allen, graded weekly homework and exams.
  - Spring 2000. Under Dr. Shawn D. Bushway, taught three sections of the weekly discussion class, graded weekly homework, exams, and assisted with the WebCT on-line component.

**Intern:**

- **Dr. Doris L. MacKenzie, P.I.** Spring, 1998. **National Survey of Juvenile Facilities.** Processed survey materials and data cleaning of pre- and post-test materials.

**Papers**

- Richardson, Rebecca and Shawn M. Flower (2014). How Gender of Ex-Offenders Influence Access to Employment Opportunities. Journal of Applied Rehabilitation Counseling, 45, (4), 35-43.
- Shdaimah, Corey, Charlotte Bright, Benjamin Kaufman, and Shawn M. Flower (2014) Neighborhood Assessment of Prostitution as a Pressing Social Problem and Appropriate Responses: Results from a Community Survey. Criminal Justice Policy Review, 25, (3), 275-297. Published Online December 2012 DOI: 10.1177/0887403412466671
- Flower, Shawn M. & Lorig Charkoudian. (2013). Re-Entry Mediation: Reducing Recidivism by Building Relationships. JRSA Forum, 31, (4), Available: [http://www.jrsa.org/pubs/forum/dec2013\\_31-4/recidivism.htm](http://www.jrsa.org/pubs/forum/dec2013_31-4/recidivism.htm)
- Charkoudian, Lorig, Cosgrove, Bonita L., Ferrell, Dennis P., and Shawn M. Flower (2012). The Role of Family and Pro-Social Relationships in Reducing Recidivism. Corrections Today, Aug/Sept.
- Flower, Shawn M. (2010). Employment and Female Offenders: An Update of the Empirical Research. Washington, DC: U.S. Department of Justice, National Institute of Corrections. Accession Number 024662. Available: <http://nicic.gov/Library/024662>
- Charkoudian, Lorig and Shawn M. Flower (2010). Prisoner Re-Entry Mediation: Unlocking the Potential of Relationships in Tough Economic Times. Dispute Resolution Magazine, 16, (2), Winter 2010.
- Flower, Shawn Marie (2007). Predicting Success in the Montgomery County Pre-Release Center: The Actuarial Efficacy of the Selection Suitability Scale. Doctoral Dissertation, May 2007.
- Bushway, Shawn D., and Shawn M. Flower (2002). Helping Criminal Justice Students Learn Statistics: A Quasi-Experimental Evaluation of Learning Assistance. Journal of Criminal Justice Education, Volume 13 (1).
- Flower, Shawn M. Welfare Receipt and Female Offending: A Panel Study of Welfare Reform Demonstrations and the Crime Rates of Women. Unpublished Master's Thesis. January 2002.
- Flower, Shawn M. From Dependency to Independence: An Ethnographic Study of Welfare Reform in Maryland. Unpublished. January 2001.
- Flower, Shawn M. Do You See What I See? An Assessment of Videotape and Self-Report Surveys as Measures of Perception in Juvenile Correctional Facilities. An Honors Independent Study Thesis. May 1999.

**Selected Technical Reports**

- Kimchi, Anat., Olaghere, Ajima and Shawn M. Flower (2017). Literature Review: District of Columbia Custodial Population Study: Seeking Alignment between Evidence Based Practices and Jail Based Reentry Services. District of Columbia Criminal Justice Coordinating Council Custodial Population Study. (Unpublished Report). Washington DC: Justice Research and Statistics Association.
- Flower, Shawn M. and Zachary R. Rowan (2016). Exploring Prison Admissions and Dollar Values: Findings of the Evaluation of South Carolina's Felony Theft Threshold Reform. (Unpublished Report). Washington DC: The Pew Charitable Trusts.

- Rowan, Zachary R. and Shawn M. Flower (2016). Year 3 2014-2015 Final Report of the Show Up, Stand Out (SUSO) Truancy Prevention Family Engagement and Youth Participation Programs. (Unpublished Report). Washington DC: Office of Victim Services and Justice Grants
- Rowan, Zachary R. and Shawn M. Flower (2016). Year 2 2013-2014 Final Report of the Show Up, Stand Out (SUSO) Truancy Prevention Family Engagement and Youth Participation Programs. (Unpublished Report). Washington DC: Office of Victim Services and Justice Grants
- Flower, Shawn M., Farley, Erin J., Olaghere, Ajima, Gerhard, Laura, and Lisa Pierotte (2016). Crime Victims Housing Programs Evaluation (CVHPE) Final Report. (Unpublished Report). Washington DC: Justice Research and Statistics Association.
- Farley, Erin J. and Shawn M. Flower (2016). Literature Review: Housing Programs for Victims of Domestic Violence and Crime (Unpublished Report). Crime Victims Housing Programs Evaluation (CVHPE) Project. (Unpublished Report). Washington DC: Justice Research and Statistics Association.
- Flower, Shawn M., Pierotte, L., and Erin J. Farley. (2016) Needs Assessment Report: A Survey of Legal Professionals Serving Victims of Crime in the District of Columbia. (Unpublished Report). Victim Legal Network of Washington, D.C. (VLNDC) Project. Washington DC: Justice Research and Statistics Association.
- Pierotte, Lisa, and Shawn M. Flower (2016) Literature Review: Empirical Support for The Victim Legal Network of Washington, D.C. (VLNDC) (Unpublished Report). Victim Legal Network of Washington, D.C. (VLNDC) Project. Washington DC: Justice Research and Statistics Association.
- Pierotte, Lisa, and Shawn M. Flower (2016) Literature Review: Use of Vignettes as Proposed Evaluation Plan for the Victim Legal Network of Washington, D.C. (VLNDC) (Unpublished Report). Victim Legal Network of Washington, D.C. (VLNDC) Project. Washington DC: Justice Research and Statistics Association.
- Flower, Shawn M. (2016). Preliminary Findings of the Evaluation of South Carolina's Felony Theft Threshold Reform. (Unpublished Report). Washington DC: The Pew Charitable Trusts.
- Flower, Shawn M., Young, Douglas, and Jeanne Bilanin. (2016). Outcome Evaluation of Call-In Meetings Conducted in Maryland under Project Safe Neighborhoods. Institute for Governmental Service and Research. Available: [http://www.igsr.umd.edu/applied\\_research/Pubs/OutcomeEvaluationProjectSafeNeighborhoods\\_042016.pdf](http://www.igsr.umd.edu/applied_research/Pubs/OutcomeEvaluationProjectSafeNeighborhoods_042016.pdf)
- Breen, Patricia D. and Shawn M. Flower (2015). An Evaluation of South Carolina's Felony Theft Threshold Reform Using Monthly State-Level UCR Offense Data. (Unpublished Report). Washington DC: The Pew Charitable Trusts.
- Rowan, Zachary R. and Shawn M. Flower (2015). Disproportionate Minority Contact, 2013-2014 School Referral Data, Baltimore County.
- Michel, Jaime and Shawn M. Flower (2015). Building Capacity for Performance Measurement and Evaluation: Performance Measurement in Prisoner Reentry, Delinquency Prevention and Intervention, and Victim Assistance Services. Justice Research and Statistics Association. Available: [http://www.jrsa.org/pubs/reports/bcpme\\_lit\\_review\\_final.pdf](http://www.jrsa.org/pubs/reports/bcpme_lit_review_final.pdf)

- Flower, Shawn M. (2014). Baltimore City Health Department, Baltimore Substance Abuse Services SAMHSA/BJA Baltimore City Drug Treatment Court Enhancement Project Final Report October 1, 2010 to March 31, 2014.
- Flower, Shawn M. (2014). Community Mediation Maryland Reentry Mediation In-Depth Recidivism Report. Available: [http://www.choiceresearchassoc.com/documents/brief\\_md\\_women\\_released%20from\\_fy2007\\_to\\_fy2010.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://www.choiceresearchassoc.com/documents/brief_md_women_released%20from_fy2007_to_fy2010.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)
- Flower, Shawn M. (2014). Evaluation of Second Chance Act Career Technology Grant Program. Maryland Department of Labor, Licensing, and Regulation, Baltimore MD.
- Flower, Shawn M. (2014). Recidivism Brief - Women Released from Maryland Prisons FY2007 to FY2010. Available: [http://www.choiceresearchassoc.com/documents/cmm\\_recidivism\\_2014.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://www.choiceresearchassoc.com/documents/cmm_recidivism_2014.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)
- Flower, Shawn M. (2014). Community Based Truancy Reduction (CBTR) Demonstration Project Year 1 Report. Washington, DC: Justice Grants Administration.
- Flower, Shawn M. (2014). Maryland Public Safety Compact Participant Outcomes, Baltimore's Safe & Sound Campaign. Baltimore MD.
- Flower, Shawn M. (2014). Maryland Public Safety Compact Recidivism Analysis Final Brief, Baltimore's Safe & Sound Campaign. Baltimore MD. Available: [http://www.choiceresearchassoc.com/documents/psc\\_recidivism\\_final\\_april\\_2014.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://www.choiceresearchassoc.com/documents/psc_recidivism_final_april_2014.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)
- Flower, Shawn M. (2014). My Sister's Circle, Snapshot Report.
- Flower, Shawn M. (2013). Baltimore City Jail Reentry Strategies Project, Final Report. Office of the Mayor, City of Baltimore, Office of Human Services. Baltimore MD. Available: [http://choiceresearchassoc.com/documents/final\\_jail\\_reentry\\_strategies\\_report\\_09\\_01\\_2013.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://choiceresearchassoc.com/documents/final_jail_reentry_strategies_report_09_01_2013.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)
- Flower, Shawn M. (2013). Enhancing Independent Living: Survey Outcomes of Active Graduates from Guiding Eyes for the Blind. Available: [http://choiceresearchassoc.com/documents/guiding\\_eyes\\_for\\_the\\_blind.pdf](http://choiceresearchassoc.com/documents/guiding_eyes_for_the_blind.pdf)
- Flower, Shawn M. (2013). Community Mediation Maryland Reentry Mediation Recidivism Report. Available: [http://www.choiceresearchassoc.com/documents/cmm\\_recidivism\\_final\\_04182013.pdf](http://www.choiceresearchassoc.com/documents/cmm_recidivism_final_04182013.pdf)
- Flower, Shawn M. (2013) Disproportionate Minority Contact Final Report, 2011-2012 School Referral Data, Baltimore County Local Management Board.
- Flower, Shawn M. (2013). Baltimore Substance Abuse Systems, Inc. Monitoring Measures Project Final Report. Available: [http://www.choiceresearchassoc.com/documents/bsas\\_monitoring\\_sa\\_report\\_final.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://www.choiceresearchassoc.com/documents/bsas_monitoring_sa_report_final.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)



- Flower, Shawn M. (2013). Veteran Inmates in Maryland. Report for Office of Transitional Services, Maryland Department of Public Safety and Correctional Services. Baltimore, MD. Available: [http://www.choiceresearchassoc.com/documents/cra\\_veteran\\_report\\_final\\_031313.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1](http://www.choiceresearchassoc.com/documents/cra_veteran_report_final_031313.pdf?patientinform-links=yes&legid=spcjp;0887403412466671v1)
- Uchida, Craig D., Gordon A. Aoyagi, W. Riley Waugh, Shawn Flower, Shellie E. Solomon, and Jonathan Mash (2012). Evaluating a Presumptive Drug Testing Technology in Community Corrections Settings. Washington, DC: U.S. Department of Justice, Document Number 240599. Available: [www.ncjrs.gov/pdffiles1/nij/grants/240599.pdf](http://www.ncjrs.gov/pdffiles1/nij/grants/240599.pdf)
- Flower, Shawn M. (2012). Baltimore City REP/PI Window Replication Project Brief on Transportation for the Office of the Mayor, City of Baltimore, Office of Human Services, Baltimore City, MD. Available: [http://www.choiceresearchassoc.com/documents/transportation\\_from\\_jail\\_final\\_102012.pdf](http://www.choiceresearchassoc.com/documents/transportation_from_jail_final_102012.pdf)
- Flower, Shawn. M. (2012). Process and Outcome Evaluation Report, Welcome Home Reentry Program, April 2011 to May 2012.
- Flower, Shawn. M. (2012). Process and Outcome Evaluation Report, Workforce Solutions Group of Montgomery County Healthcare Navigator Program, October 2010 to October 2011.
- Flower, Shawn M. (2011). Disproportionate Minority Contact Final Report, 2010-2011 School Referral Data, Baltimore County Local Management Board.
- Flower, Shawn M. (2011). Process and Outcome Evaluation Report, Community Mediation Maryland Re-entry Mediation Program, February 2009 to September 2011.
- Flower, Shawn M. (2011). Process and Outcome Evaluation Report, Baltimore City Health Department, Baltimore Substance Abuse Services SAMHSA/BJA Baltimore City Drug Treatment Court Enhancement Project, March to September 10, 2011.
- Flower, Shawn M. (2011). Evaluation Report, Housing Opportunities Commission Youth Aiming for Careers Program (AFC) October 2008 to June 2011.
- Flower, Shawn M. (2011). Evaluation Report, Housing Opportunities Commission Seneca Ridge Neighborhood Networks (SRNN) Center January 2009 to May 2011.
- Flower, Shawn M. (2011). Evaluation Report, National Women's Prison Project, The Women's Collaborative Pilot Program, January 1, 2010 to December 31, 2010.
- Flower, Shawn M. and The Window Replication Partners (2010). Adjusting the Lens: A Window Into The Needs Of Men In Jail Available: [http://www.abell.org/pubsitems/cja\\_windows1110.pdf](http://www.abell.org/pubsitems/cja_windows1110.pdf)
- Flower, Shawn M. (2010). Evaluation Report, Workforce Solutions Group of Montgomery County, Healthcare Navigator Pilot Program, July 1, 2009 to June 30, 2010
- Flower, Shawn M. (2010). Evaluation Report, Housing Opportunities Commission Resident Opportunities and Self-Sufficiency Grant Aiming for Careers (AFC) January 2007 to March 31, 2010.
- Flower, Shawn M. (2010). Community Mediation Maryland Re-Entry Mediation Program First Year Evaluation Report, April 2010

- Uchida, Craig D., Stefan LoBuglio, Shawn Flower, Anne M. Piehl, and Teresa Still (2009). Measuring Jail Recidivism in Montgomery County, Maryland. <https://www.montgomerycountymd.gov/COR/Resources/Files/PDF/PRRSFinalRecidivismReport-Dec-16%202009.pdf>
- Flower, Shawn M. (2009). Baltimore City REP/PI Window Replication Project Preliminary Analysis of Survey Results -- Report to the Division of Pretrial Detention and Services Department of Public Safety and Correctional Services, Baltimore City, MD on behalf of the Window Replication Project Partners.
- Flower, Shawn M. (2009). Welcome Home Re-entry Program Process Evaluation Report for September 1, 2008 to December 31, 2008.
- Flower, Shawn M. (2008-2013). Women Moving Forward: A Collaborative Re-Entry Program for Women at the Maryland Correctional Institute, Sponsored by the National Association of Women Judges. Conference Evaluation Reports. Available: <http://www.wmfmd.org/reports.html>
- Flower, Shawn M. (2008). Disparities in Jury Outcomes-Baltimore City vs. Three Surrounding Jurisdictions-an Empirical Examination. Baltimore City, MD: Abell Foundation. <http://www.abell.org/pubsitems/Disparities-cj.908.pdf>
- Flower, Shawn M. (2008). New Jersey Department of Human Services, Division of Addiction Services, Rowan University Center for Addiction Studies, Campus Survey of Alcohol and Other Drug Norms: New Jersey Higher Education Consortium Evaluator Report 2007-2008. [http://www.choiceresearchassoc.com/documents/pubs\\_higher\\_ed\\_report\\_2008.pdf](http://www.choiceresearchassoc.com/documents/pubs_higher_ed_report_2008.pdf)
- Connell, Nadine M., Shawn M. Flower, Pamela M. Negro, Dawn M. Reilly and Allison N. Pearce (2008). New Jersey Department of Education and Rowan University Center for Addiction Studies Social Norms Project Social Norms Report 2007-2008. [http://www.choiceresearchassoc.com/documents/2007\\_2008\\_final\\_report\\_%20092208.pdf](http://www.choiceresearchassoc.com/documents/2007_2008_final_report_%20092208.pdf)
- Flower, Shawn M. (2008). Engaging Women Served by Power Inside in Buprenorphine Treatment: Development of a Program Model. Report to Power Inside, a Program of Fusion Partnership, Inc., Street Worker Pilot Program, Baltimore Buprenorphine Initiative, Baltimore Substance Abuse Systems Inc., June 2008
- Flower, Shawn M. (2007). New Jersey Department of Education and Rowan University Center for Addiction Studies Social Norms Project 2005-2007 External Evaluator Report. [http://www.choiceresearchassoc.com/documents/social\\_norms\\_external\\_eval\\_report\\_2007.pdf](http://www.choiceresearchassoc.com/documents/social_norms_external_eval_report_2007.pdf)
- Flower, Shawn M., Shannon M. Courtney, and Nadine M. Connell (2005). Evaluation Report – Calvert County Youth Strategies Grant Final Report 2004-2005 Family Coordination Center. Prepared for Governor’s Office of Crime Control and Prevention.
- Flower, Shawn M. and Nadine M. Connell (2005). Evaluation Report –Youth Strategies Grant Comprehensive Case Management Focused Evaluation Final Report 2004-2005.Prepared for Governor’s Office of Crime Control and Prevention.
- Flower, Shawn M. (2004). Evaluation Report - Frederick County Youth Strategies Grant Final Report 2003-2004 Multi-Systemic Therapy. Prepared for Governor’s Office of Crime Control and Prevention.
- Flower, Shawn M. (2004). Evaluation Report - Frederick County Youth Strategies Grant Final Report 2003-2004 Coordination and Collaboration of Services Project and Afterschool Programs. Prepared for Governor’s Office of Crime Control and Prevention.

- Flower, Shawn M. (2003). Evaluation Report - Frederick County Youth Strategies Grant Final Report 2002-2003 of Multi-Systemic Therapy, Coordination and Collaboration of Services Project and Afterschool Specialist. Prepared for Governor's Office of Crime Control and Prevention.
- Flower, Shawn M. (2003). Evaluation Report - Calvert County Youth Strategies Grant Final Report 2002-2003 Family Coordination Center. Prepared for Governor's Office of Crime Control and Prevention.

### **Presentations**

- Flower, Shawn M. (2016). "An Overview of Employment and Reentry for Women after Incarceration". Federal Bureau of Prisons Female Offender Branch. April, 2016.
- Flower, Shawn M. and Erin J. Farley (2015). "Developing a Needs Assessment in Washington, D.C." Victim Legal Network of DC Policy Panel American Society of Criminology Conference, Washington DC. November, 2015.
- Cravens, Matt, Zafft, Katie, Breen, Patricia, and Shawn M. Flower (2015). "Evaluating the Impact of Justice Reinvestment Policies." American Society of Criminology Conference, Washington DC. November, 2015.
- Flower, Shawn M. (2011). "Correctional Programs and Institutional Safety" Maryland Correctional Administrators Association, Local Executive Program, Ocean City. November, 2011.
- Charkoudian, Lorig and Shawn M. Flower (2010). "Re-Entry Mediation". Connecticut Bar Foundation Seventh John A. Speziale Alternative Dispute Resolution Symposium, Achieving the Goals of Criminal Justice: A Role for Mediation? Quinnipiac University School of Law, Hartford. October, 2010.
- Charkoudian, Lorig and Shawn M. Flower (2009). "Re-Entry Mediation: Supporting the Bridge from Incarceration to the Community." American Society of Criminology Conference, Philadelphia. November, 2009.
- Flower, Shawn M., Jacqueline Robarge, Jean E. Lewis, Trevor J. Britt, James Timpson, Gregory Powers and Anika Fontaine (2009). "The Baltimore City Window Replication Project: Summarizing the Re-Entry Needs of Jail Inmates and Releasees – a Collaborative Partnership between Government, Service Providers, and Research." American Society of Criminology Conference, Philadelphia. November, 2009.
- Robarge, Jacqueline, Anika Fontaine, and Shawn M. Flower (2009). "Window Replication Project: Power Inside – Utilization of the Original Window Study Data -- the Benefit of Research for the Practitioner" American Society of Criminology Conference, Philadelphia. November, 2009.
- Britt, Trevor J., Gregory Powers, and Shawn M. Flower (2009). "Window Replication Project: Catholic Charities Maryland Re-Entry Partnership - Turning a Time of Crisis into an Opportunity for Change" American Society of Criminology Conference, Philadelphia. November, 2009.
- Lewis, Jean E., James Timpson, and Shawn M. Flower (2009). "Window Replication Project: What's Politics Got To Do With It? Baltimore City Mayor's Office Proactively Engaged to Render Data-informed Criminal Justice Policy" American Society of Criminology Conference, Philadelphia. November, 2009.

- Uchida, Craig, Stefan LoBuglio, Anne Piehl, Shawn M. Flower, and Teresa Still (2009). “Measuring Jail Recidivism in Montgomery County, MD.” American Society of Criminology Conference, Philadelphia. November, 2009.
- Warner, Timothy B., and Shawn M. Flower. (2009). “Family Re-Entry Center: A Developing Response to a Critical Need”. Christian Association of Prison Aftercare, 8<sup>th</sup> National Prisoner Reentry Conference, Baltimore. October 2009.
- Flower, Shawn M. “Correctional Options Inventory”, Maryland State Commission on Criminal Sentencing Policy, Annapolis. June 5, 2006.
- Flower, Shawn M., Stacy S. Najaka, Nadine M. Connell, Shannon M. Courtney and Denise C. Gottfredson. (2005). “Are Comprehensive Case Management Programs Effective at Preventing or Reducing Delinquency and Problem Behaviors? An Examination of Wrap-Around Services Provided to Children in Need of Supervision and First time Offenders.” American Society of Criminology Conference, Toronto. November 17, 2005.
- Flower, Shawn M. (2003). "Do Program Differences Matter in Substance Abuse Treatment? A Contextual Analysis of Treatment Programs". American Society of Criminology Conference, Denver. November 20, 2003.
- Flower, Shawn M. “Welfare Receipt and Female Offending: What Welfare Reform Demonstration Policies Tell Us About the Criminal Participation of Women”. American Society of Criminology Conference, Atlanta. November 8, 2001.
- Bushway, Shawn D. and Flower, Shawn M. Flower. “Using WebCT to Help Students Learn Statistics”. Teaching with Technology Conference, University of Maryland, College Park. March 30, 2001.
- Flower, Shawn M., Sally S. Simpson and Shawn D. Bushway. “The Sleeping Giant of Welfare Reform: A Panel Study of Welfare Reform at the State Level”. American Society of Criminology Conference, San Francisco. November 17, 2000.
- Bushway, Shawn D., and Shawn M. Flower. “The Two Headed Monster Named Shawn: WebCT and Undergraduate Statistics for Criminal Justice”. Teaching with Technology Conference, University of Maryland, College Park. April 14, 2000.
- Flower, Shawn M. “Do You See What I See? Are Videotape and Self-Report Surveys Equally Comparable Measures of Perception in Juvenile Correctional Facilities?” Research, Performance and Practice: Showcasing Excellence in Undergraduate Scholarship, University of Maryland, College Park. April 21, 1999.
- MacKenzie, Doris L., Gaylene J. Styve and Shawn M. Flower. “Objective vs. Subjective Ratings of Correctional Environments: The Utility (or Futility) of Institutional Videotape Analysis”. Academy of Criminal Justice Sciences, Orlando. March, 1999.

Activities and Service

- **Maryland Department of Public Safety and Correctional Services, Female Offender Management Workgroup**, Chair, 2010 to 2013; Member, 2009-2010, 2014, 2015-
- **Maryland Department of Public Safety and Correctional Services, Female Offender Management Workgroup, Program Quality Subcommittee**, Member, 2009-2010
- **Maryland Correctional Institute for Women (MCIW) College Degree Program**, Executive Committee Member 2012 to 2014; Board Member, 2010 to 2014.
- **Women Moving Forward Conference**, Member, Steering Committee and Chair, Evaluation Subcommittee, 2009-2017; Steering Committee Co-Chair, 2011, 2016
- **Montgomery County Pre-Release Center Community Advisory Board**, Rockville, MD. Member, December 2006 to 2012.
- **Camp Hope, Onesimus Human Resource Development Inc.** Camp Counselor. 2009-2011
- **Prostitution Docket Data & Evaluation Subcommittee**, Baltimore, MD. Member, 2007-2009
- **University of Maryland Senate Executive Committee**, Member, 2003-2004
- **University of Maryland Senate Human Relations Subcommittee to Review and Revise the University of Maryland Sexual Harassment Policy**, Member, 2003-2004
- **University of Maryland Senate**, Graduate Student Senator, 2003-2004
- **University of Maryland Senate Human Relations Committee**, Member, 2001-2003
- **CHOICE Program**, Tutor, University of Maryland, 2000
- **Beta Sigma Phi, Theta Iota Chapter**, 1990-1999. Offices Held: President, Vice President, Recording Secretary, Chapter Advisor, Membership Chair, and Service Committee. Honors: Valentine Princess, 1993, Theta Iota Woman of the Year, 1991-1992
- **D.C. Special Olympics**, Adopt a Delegation Chair 1991 & 1992, Volunteer 1990

Associations

- **American Evaluation Association**, December 2012 to Present
- **American Society of Criminology**, January 1998 to Present
- **Academy of Criminal Justice Sciences**, May 2007 to Present
- **American Correctional Association**, January 2008 to Present
- **International Community Correction Association**, 2009 to Present

Awards and Honors

- **Distinguished Teaching Assistant** 2000-2001, Department of Criminology & Criminal Justice
- **Peter P. Lejins Award for Academic Excellence**, May, 1999
- **Commencement Speaker, College of Behavioral and Social Sciences**, May 24, 1999
- **Alpha Phi Sigma, National Criminal Justice Honor Society**, September 1998 to Present
- **University of Maryland Dean's List** (GPA: 4.0)
- **Beta Sigma Phi Scholarship**, May 1997
- **Phi Theta Kappa International Honor Society**, April 1996
- **Italian Cultural Club of Washington Merit Scholarship**, DC, May 1996
- **Northern Virginia Community College Dean's List** (GPA: 3.67)

Computer Skills

**Statistical Analysis:** SPSS, Stata

**Database Development:** Microsoft Access

**Forms Processing:** Gravic Remark OMR