

Teneshia Thurman

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Education

George Mason University, Fairfax, VA **2023**

PhD, Criminology, Law and Society

Title: Exploring the relationship between human trafficking and prostitution through an analysis of state statutes and human trafficking initiatives.

Seattle University, Seattle, WA **2012**

M.A., Criminal Justice.

The Ohio State University, Columbus, OH **2003**

B. A., Criminology and Sociology.

Research/Work Experience

Postdoctoral Fellow **2024-Current**

Postdoctoral Fellowship at the Center for Advancing Correctional Excellence (ACE!).

- Project Manager for the Elevate Academy.
 - Manage the project and developed curriculum for an online training course. The course is designed for service providers and probation officers.
- Research Assistant for I.M Justice Behavioral Health project.
 - Assisted in developing the survey contact list and contacting survey respondents.
 - Member of the data team. Cleaned survey data, created measures, and assisted other project members with data request.
 - Developed the feedback report. Everyone who completed the survey receives a feedback report based on information gathered during the study.
- Research Assistant for a Probation Case Note Study
 - Developed the coding scheme
 - Manage coders

Graduate Research Assistant **2012-2023**

Graduate research assistant at the Center for Advancing Correctional Excellence (ACE!).



- Research Assistant for I.M Justice Behavioral Health project.
 - Assisted in developing the survey contact list and contacting survey respondents.
 - Member of the data team. Cleaned survey data, created measures, and assisted other project members with data request.
 - Developed the feedback report. Everyone who completed the survey receives a feedback report based on information gathered during the study.
- Research Assistant for Elevate Academy
 - Developed curriculum for an online training course. The course is designed for service providers and probation officers.
- Research Assistant for SUSTAIN.
 - I communicated with SUSTAIN sites, completed the data analysis for the sites, and provided quarterly reports.
 - Assisted in redeveloping the SUSTAIN curriculum.
- Research assistant for Implementation Science Toolkit. I helped create the curriculum for the toolkit and created the upcoming web version of the toolkit.
- Project manager for a study that tested a short risk screener for probation and parole. I supervised the research and field teams, developed, and maintained databases, and created weekly progress reports.
- Research assistant for STEER project. I managed the research team and data analysis.
- Project manager for Evidence Based Practice course. I managed the logistics for the course.
- Research assistant for MAP-IT project. The project was a federally funded randomized control trial. I worked on data validations, creating syntax for data sets, analyzing data, conducting literature searches, and writing data management protocols. Other duties include, supervising an undergraduate research assistant, participating in weekly conference calls with staff in the field, and writing white papers for the center's publication.
- Research assistant for a Fairfax, VA juvenile probation project. I conducted qualitative research. I was responsible of contacting probation staff and spend time with them to observe their processes, produce qualitative notes, and update databases with notes from the field.

Graduate Research Assistant

2011-2012

Research Assistant for Dr. Jacqueline Helfgott, Ph.D.

- Dr. Helfgott is the editor of *Criminal Psychology*, a 4-volume reference set. I assisted her with corresponding with over 100 authors, editing 61 chapters, and assisting her with other aspects of the project. In 2013, the reference set was awarded the Outstanding Academic Title award from *Choice*.



Graduate Research Assistant

2012-2012

Research Assistant for Dr. Jacqueline Helfgott, Ph.D. and Dr. Elaine Gunnison, Ph.D.

- Assisted Dr. Helfgott and Dr. Gunnison on their book, *Offender Reentry: Beyond Crime and Punishment*. I was responsible for transcribing interviews conducted by Dr. Helfgott and Dr. Gunnison with probation officers and probationers.

Trainings and Webinars

Elevate Academy

2022-2023

- Developed and delivered a module focusing on self-care and compassion fatigue. The Academy was developed for service providers and probation officers.

Webinar Series for I.M Behavioral Health project

The benefits of participating in the I.M. Justice BH study:
The feedback report.

2021

- Presenter

Evidence Based Practices in Corrections Course

2016-2018

- Developed and delivered ten series course to probation and parole evidence based practice managers for Virginia Department of Corrections. Provided technical assistance to the practitioners as they implanted initiatives in their agency.

BJA Winter SMART Suite Academy

2018

- The training was developed for police officers/agencies how have a BJA grant. The training was created to help the audience understand how to read and ask questions of research. This training is specifically for police organizations.

BJA Summer SMART Suite-post Academy Webinar

2018

- The webinar was developed for the attendees of the BJA Summer SMART Suite academy. The webinar adopted an implementation frame work to help individuals understand how to maintain change in their organization.

BJA Summer SMART Suite pre Academy Webinar

2017

- The webinar was developed for the attendees of the BJA Summer SMART suite academy. The webinar was created to help the audience understand how to read and ask questions of research.

BJA Summer SMART Suite-post Academy Webinar

2017

- The webinar was developed for the attendees of the BJA Summer SMART Suite academy. The webinar adopted an implementation frame work to help individuals communicate change in their justice organizations.



Presentations and Panels

**Center for Advancing Correctional Excellence-
Symposium-Chartering a Course Toward Social
Justice in Corrections**

2022

Delivered the feature presentation on the National Academies Report: The limits of recidivism: Measuring success after prison.

**Seattle University: Roots of Injustice-
The Structural Sources of America's Penal State**

2021

Panel member: Presented questions to the keynote speaker, Dr. David Garland

American Probation and Parole Association

2019

Presenter. Intensive Session: Pulling back the curtain on research. Understanding research, talking about change, and trusting evidence-based practices.

American Probation and Parole Association

2018

Presentation, Risk Screeners: Checking in on the validity of risk tools and the use of a third-generation tool.

American Society of Criminology

2017

Presented paper, *Quality associated with 3rd generation risk assessment tools: Decision making among probation and parole officers.*

**Bureau of Justice Assistance, Fellow Summer
Smart Suite Summit**

2017

Presentation, Next Steps of Transportability

Academy of Criminal Justice Science

2017

Paper, Navigating the Complexities of Implementation Panel: Changing the Way We Talk about EBPs: One State's Journey of Translation, Implementation and Dissemination

American Society of Criminology

2016

Presented paper, *Trauma within a probation population*

Bureau of Justice Assistance, Smart Suite Summit

2016

Presentation, *Implementation Science for Justice Agencies*

American Society of Criminology

2015

Presented paper, *Drug use, drug treatment, and social support among probationers and their motivation to change.*



Addiction Health Sciences Research

2015

Presented paper, *Drug use, drug treatment, and social support among probationers and their motivation to change.*

American Society of Criminology

2014

Presented on the Motivation Assistance Program to Initiate Treatment (MAPIT) panel, *Drug use, drug treatment, and social support among probationers and their motivation to change.*

Addiction Health Sciences Research

2014

Presented on the Motivation Assistance Program to Initiate Treatment (MAPIT) panel, *Drug use, drug treatment, and social support among probationers and their motivation to change.*

American Society of Criminology

2013

Presented poster, *Development of a Web-Based Intervention Targeting Treatment Initiation and Probation Compliance.*

“Social Injustice Unveiled: Bias in the Media.”

2012

One of four graduate students who were asked to participate in a presentation entitled, “Social Injustice Unveiled: Bias in the Media.” The presentation was held at Seattle University for the local practitioners. The presentation was presented by Dr. Elaine Gunnison.

Presentations and Posters—An author but not the study member who presented

Addiction Health Services Research Conference

2023

Poster, Examination of the Stepping Up Initiative: Implementation Mechanisms and Outcomes to Improve Behavioral Health Services for Justice-Involved Individuals

European Society of Criminology Annual Meeting

2023

Presentation, The Who, What, and How of Interagency Criminal Justice-Behavioral Health Teams: Developing and Sustaining Collaborations.

15th Annual Conference on the Science of Dissemination and Implementation in Health

2022

Poster, Cross-system implementation scales to measure policy team efforts.

American Public Health Association Annual Meeting and Expo

2022

Presentation, Missing Data in Survey Research: Techniques to handle data not missing at random.



Honors/Grants

National Institute on Drug (NIDA) New Investor Recognition Award

2015

National Institute on Drug Abuse (NIDA) Diversity Supplement Grant

2013

- The diversity supplement: *Genderized Motivational Interventions*, for the parent grant, *In-person vs. Computer Interventions to Increase Probation Compliance*. The aims of the supplement include testing the efficiency of motivational interviewing and motivational computer programming formats on treatment initiation and participation, substance abuse, HIV testing/care, and recidivism, as compared to regular probation supervision, with a particular focus on assessing the impact of gender on outcomes as either a mediator or a moderator. The research goal for the supplement is to examine the specific data on women offenders and analyze them testing gender specific hypotheses about issues of client motivation such as trauma, mental health disorders, and type of offender/victim (e.g. prostitute, domestic violence, etc.).

Recipient of the Norm Maleng Academic Excellence and Citizenship Award.

2012

- The Norm Maleng Academic Excellence & Citizenship Award is awarded to an outstanding graduating student in the Master's of Arts in Criminal Justice program. Selection is based upon exceptional graduate work in the classroom and service to the community.

Publications/White Papers

Viglione, J., Ramezani, N., Thurman, T., Johnson, J. E., & Taxman, F. S. (2025). Reducing confounding in natural experiments: evaluating a multilevel matching approach. *Journal of Experimental Criminology*, 1-19.

Mackey, B. J., Johnson, J. E., Ramezani, N., Hailemariam, M., Rosen, R. K., Thurman, T., ... & Taxman, F. S. (2025). The who, what, and how of interagency criminal justice-behavioral health teams: Developing and sustaining collaborations. *Criminal Justice and Behavior*, 52(1), 61-78.

Mackey, B. J., Ramezani, N., Viglione, J., Thurman, T., Johnson, J. E., & Taxman, F. S. (2024). Implementing reform: Approaches to alter the use of local jail for people with behavioral health conditions. *International Journal of Offender Therapy and Comparative Criminology*, 0306624X241294136.

Elyazori, H., Thurman, T., Lybarger, K., & Taxman, F. S. (2023). Exploring Probation and Parole Records Using Natural Language Processing: A Case Study of Supervisory Condition Notes. *Fed. Probation*, 87, 19.

Thurman, T., Chowdhury, S., & Taxman, F. S. (2019). Fidelity measures for risk-need assessment (RNA) tools usage in case plans. *Corrections*, 1-17.

Thurman, T. & Ressler, L. (2014). Adhering to Motivational Interviewing: MAPIT's use of the Motivational Interview Treatment Integrity Coding System. *Advancing Practice*, 5, 7-8.

Thurman, T. & Blasko, B. (2015). Getting interdisciplinary: Relying on more than one discipline to understand mass incarceration. *Advancing Practice*, 6, 19-21.



Teaching

Reform US Crime and Justice Organizations

2021

- Teaching Assistant, provided technical assistance with setting up the class.

Punishment and Corrections

2020

- I developed the course curriculum and taught the class during the summer session at George Mason University.

Hate Crimes

2019

- I developed the course curriculum and taught the class during the summer session at George Mason University.

Justice Program Evaluation

2016

- Teaching Assistant, provided technical assistance with setting up the class and attended the class to help students during breakout sessions.

Crime Victims and Victimology

2016

- I developed the course curriculum and taught the class during the summer session at George Mason University.

Crime Victims and Victimology

2015

- I developed the course curriculum and taught the class during the summer session at George Mason University

Specialized Training

Motivational Intervention Treatment Integrity (MITI) 3.1.1 Coding Training. Trained by Dr. Jacqueline Elder of the Clinical Training Institute. The training is designed to understand the reading and utilization of the MITI 3.1.1 Manual

Professional Membership

American Society of Criminology

Mentoring

Center for Advancing Correctional Excellence (ACE!)

Undergraduate/Graduate research lab

2014-Current

- I mentor undergraduate students in research. I provide guidance and training in research development. I have supervised ten undergraduates during my time with ACE!



Service Work

**Victim Advocate for Fairfax Juvenile
and Domestic Court**

2015-2016

- A victim advocate for the juvenile and domestic court. I assist victims as they attend court hearings

**Office for Women & Domestic and Sexual
Violence Services: Anger & Domestic Abuse Prevention
& Treatment (ADAPT)**

2013-2015

- A co-facilitator for the ADAPT program. I assist the counselor during the weekly meetings with the men and women who are participating in the program.