

**CURRICULUM VITAE
ALEXANDRA NADAY WALKER**

System innovator focused on implementation, evidence-based practice, and research. Experienced in system change and innovation, development, evaluation and implementation of evidence informed tools and practices, program implementation and fidelity management.

EDUCATION

PhD	Colorado State University	2009-2019
MA	John Jay College of Criminal Justice	2003-2005
BS	Metropolitan State College of Denver	1998-2002

TRAINER CREDENTIALS

APPA Leadership Institute Participant, 2015/2016;
Level of Supervision Inventory (LSI) Expert Trainer;
Standardized Offender Assessment Revised (SOA-R) Basic and Advanced Trainer;
Strategies for Self-Improvement and Change Trainer;
Mental Health First Aid Trainer;
Motivational Interviewing Trainer;
Progression Matrix Trainer and Coach;

PROFESSIONAL EXPERIENCE

Founder and Director, Community Relations and Strategy **2017-Current**
Alliance for Community and Justice Innovation

Lead consultant for projects in the areas of development and implementation of innovation and change strategies. Work collaboratively with funders and state agencies to support the implementation and evaluation of policy and practice aligned with research through training, coaching and technical assistance. Design customized tools to help community based, criminal justice, and human service organizations measure practices to assure quality implementation to achieve the strongest outcomes. Work collaboratively with organizations to align performance measures and data collection to document replicable and impactful practices scale programming with fidelity. Engage community leaders in the design, implementation, and measurement of community led strategies to address the continuum of justice reinvestment solutions to over incarceration, supervision, and reentry. Provide leadership coaching and implementation planning support for organizations implementing large change initiatives.

Vice Chair, Parole Board
State of Colorado, Governor's Office

2015 – 2019

Responsibilities: Conduct application, revocation and rescission hearings for offenders in the Colorado Department of Corrections. Develop, evaluate and implement evidence-based decision-making tools and practices to ensure public safety and assess an individual's potential for successful reintegration in society. Participate and provide testimony for multiple committees at the direction of the Governor.

Research and Training Consultant

2010-Current

Responsibilities: Develop and implement trainings on assessments, procedural justice, crisis intervention, reentry best practices, communication, conflict resolution, and de-escalation tactics for a local community corrections facility.

Director of Program Development
Time To Change Community Corrections

2014 – 2015

Responsibilities: Design tools, trainings, and policy related to best practices for Colorado community corrections agencies. Develop and implement a professional development program to address employee experience and skill gaps. Train, coach and mentor leadership staff on evidence-based principles, substance use and mental health related issues, addressing operational challenges, leadership skills, etc. Participate in local and statewide initiatives revolving around evidence-based practices, implementations science and/or behavior change. Providing consultation services on best practices related to specialized populations in corrections for other agencies.

Interagency Criminal Justice Specialist
Division of Criminal Justice Office of Community Corrections

2011-2014

Responsibilities: Design, develop, and implement evidence informed initiatives in community corrections facilities statewide. Provide agency feedback for improved service delivery and legislative compliance. Perform lead work in interagency collaboration with other state and local criminal justice agencies to address cross-agency policy issues. Train probation, parole, and community corrections staff in standardized risk and substance abuse needs assessments including curriculum development. Train clinical and correctional staff in evidence-based cognitive-behavioral treatment interventions including curriculum development. Conduct special research/evaluative projects related to Colorado's offender-serving system. Assist with policy development, budget preparation, community corrections standards revisions, performance audits, and implementation of new legislation and policy. Stakeholder relations regarding general community corrections and policy issues.

ACADEMIC POSITIONS AND AFFILIATIONS

<i>Strategic Partner</i>	University of Colorado	Current
<i>Adjunct Professor</i>	University of Colorado	2010-2014
<i>Adjunct Professor</i>	Arapahoe Community College	2006-2012
<i>Affiliate Professor</i>	Metropolitan State College of Denver	2006-2009

PUBLICATIONS

Authored journal articles and book chapters

2020 Tapia, G. A., & Walker, A. (2020). The 10 Essential Principles of Implementation Leadership: Real-World Applications of Change Leadership Acument. *Fed. Probation*, 84, 11.

2019 Walker, A. N. (2019). *Dosage Matters: The Role of Community Corrections Interventions on Client Recidivism* (Doctoral dissertation, Colorado State University).

2017 Mathews, B., Walker, A., Rhine, E. (2018). Awakening the Sleeping Giant: The future of paroling authorities in America. *Corrections: Policy, Practice and Research*, 1-16.

2014 Pogrebin, M., West-Smith, M., Walker, A., & Unnithan, N. P. Employment Isn't Enough Financial Obstacles Experienced by Ex-Prisoners During the Reentry Process. *Criminal Justice Review*, 39(4), 394-410.

2014 Pogrebin, M., Opsal, T., Stretesky, P., & Walker, A. Humiliation and Parole: A Study of Parolees' Emotions. *Social Psychology Quarterly*.

2014 Walker, A., Hempel, L., Unnithan, N. P., & Pogrebin, M. R.. Parole Reentry and Social Capital: The Centrality of Homelessness. *Journal of Poverty*, 18(3), 315-334.

2008 Naday, A., Freilich, J., & Mellow, J. The Elusive Data on Supermax Confinement. *Prison Journal*, 88(1), 68-93.

2007 Peoples, C., & Donner, C. Getting On After Getting Out: A Reentry Guide for Colorado. Denver: Colorado Criminal Justice Reform Coalition. ** Assisted in research, development, and writing of two chapters within this guide.

PRESENTATIONS

2021, Four Pillars of Effective Implementation. Hosted virtual, live webinar.

2021, Why Your Why Is Not Enough. American Probation and Parole Association. Boston, MA.

2021, Kicking Water Up a Hill: Effecting Real World Change in Complex Systems. Association of Paroling Authorities International Conference. Arlington, TX.

2021, Inside the Hearing Decision: Parole Board Hearings as Opportunities for Feedback. Association of Paroling Authorities International Conference. Arlington, TX.

2020, Appreciative Thinking in Times of Crisis. Hosted virtual, live webinar.

2020, Implementation Science Simplified. Division of Criminal Justice Office of Community Corrections Annual Conference. Lakewood, CO.

2019, You Can't Read the Label from Inside the Jar: 10 Disruptive Truths about Criminology, Implementation Science, and Real World Organizational Change. California Board of Parole.

2018, Look Into My Eyes: The necessity of the parole hearing interview process and our accuracy evaluating accountability and remorse. Association of Paroling Authorities International Winter Training Conference. Incline Village, NV.

2018, It's My Job! Social Identity and Explicit Bias in Criminal Justice Decision-making. California Board of Parole.

2018, It's My Job! Social Identity and Explicit Bias in Criminal Justice Decision-making. American Probation and Parole Association Winter Training Conference. Houston, TX.

2018, Decisions, Decisions: Bias and the Utility of Structured Decision Making. Colorado Association of Community Corrections Boards. Denver, CO.

2017, Unlocking the Black Box of the Parole Board. Colorado Collaborative Justice Conference. Denver, CO.

2015, EBP Progress Report with Alexandra Walker and Dr. Evan Crist. Presented at the American Probation and Parole 40th Annual Training Institute.

2015, Implementation Simplified: Using Evidence Based Principles to Breakdown the Implementation Process with Alexandra Walker and Dr. Brad Bogue. Presented at the Colorado Collaborative Justice Conference.

2015, Know your IMPACT: Assessing your ability to impact staff and clients with Alexandra Walker and Dr. Evan Crist. Presented at the Colorado Collaborative Justice Conference.

2015, EBP Simplified with Alexandra Walker. Presented at the Division of Criminal Justice annual Community Corrections Conference.

2014, EBP Simplified with Alexandra Walker. Presented at the Division of Criminal Justice annual Community Corrections Conference.

2012, Raising the Bar for Halfway Houses: Assessing Colorado Community Corrections Programs with Alexandra Naday Walker and Valarie Schamper. Presented at the 142nd Annual Meeting of the American Correctional Association, Denver, CO.

2011, Understanding the Nature and Extent of Pharmaceutical Robbery and Burglary with Tara Shelley and Alexandra Naday Walker. Paper presented at the 38th Annual Meeting of the Academy Western Society of Criminology, Vancouver, BC.

2011, The Propensity for Change: A Study of Case Manager Attitudes towards Client Supervision with Makenzie Molitor and Alexandra Naday Walker. Paper presented at the 38th Annual Meeting of the Academy Western Society of Criminology, Vancouver, BC.

2010, Unresolved Homicides: A Survey of Local Law Enforcement Agencies with Prabha Unnithan, Alexandra Naday, and Michael Hogan. Paper presented at the 47th Annual Meeting of the Academy of Criminal Justice Sciences, San Diego, CA.

2007, The Elusive Data on Supermax Confinement with Alexandra Naday, Joshua Freilich, & Jeff Mellow. Paper presented at the 59th annual meeting of the American Society of Criminologists (ASC) Annual Meeting, Atlanta, GA: November.

AUDIO AND VIDEO PUBLICATIONS

Walker, Alexandra. "Episode 83: Our Interview with Dr. Alex Walker of the Alliance for Community and Justice Innovation." The Criminologist Podcast. Podcast audio, November, 2021.

Walker, Alexandra. "*Title Pending*." Coffee and Community. Podcast audio, December, 2021.