

Megan Denver, Ph.D.

School of Criminology and Criminal Justice

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EDUCATION

- 2017 Ph.D., School of Criminal Justice, University at Albany (SUNY)
Targeting the “absence” in a desistance framework: Balancing risk and rehabilitation in mandated criminal background check employment decisions. Committee: Shawn Bushway (chair), Megan Kurlychek, Justin Pickett, and Christy Visser
- 2009 M.A., Sociology, University of Delaware
Are capital jurors willing to serve again? Investigating race and perceptions of procedural fairness in the deliberation room.
- 2007 B.A., Criminal Justice and Sociology, University of Delaware
Cum Laude Honors

EMPLOYMENT

- 2018–Present Assistant Professor, School of Criminology and Criminal Justice, College of Social Sciences and Humanities, Northeastern University
- 2017–2018 Assistant Professor, College of Criminology and Criminal Justice, Florida State University
- 2013–2016 Graduate Research Assistant, University at Albany (SUNY)
State-Mandated Criminal Background Employment Screening: A High Stakes Window into the Desistance Process (PIs: Drs. Shawn Bushway and Megan Kurlychek)
- 2009–2012 Research Associate II, Justice Policy Center, Urban Institute
- 2008 (Summer) Graduate Research Assistant, University of Delaware
Supervisors: Drs. Aaron Kupchik and Chrysanthi Leon
- 2005 – 2006 Research Experience for Undergraduates, University of Delaware

2004 – 2007 Research Assistant, Disaster Research Center, University of Delaware

PUBLICATIONS

Peer-Reviewed Journal Articles

- Denver, Megan and Samuel E. DeWitt. Online First. “[It’s] what you do after the mistake that counts”: Positive employment credentials, criminal record stigma, and potential pathways of mediation. *Criminology*. <https://doi.org/10.1111/1745-9125.12319>
- Drakulich, Kevin and Megan Denver. Online First. The Partisans and The Persuadables: Public Views of Black Lives Matter and the 2020 Protests. *Perspectives on Politics*. <https://doi.org/10.1017/S1537592721004114>
- Denver, Megan, and Justin T. Pickett. 2022. Race, Criminal Records, and Discrimination Against Job Seekers: Examining Attitudinal Mechanisms. *Social Currents* 9(3), 226-244.
- Denver, Megan, and Brandon Behlendorf [Authors contributed equally]. 2022. Shifting Peaks and Cumulative Consequences: Disqualifying Convictions in High-Security Jobs. *Journal of Research in Crime and Delinquency* 59(3): 279-326.
- DeWitt, Samuel E., and Megan Denver. 2020. Criminal Records, Positive Employment Credentials and Race. *Journal of Research in Crime and Delinquency* 57(3): 333-368.
- Lehmann, Peter S., Justin T. Pickett, and Megan Denver. 2020. Public Opinion on Criminal Records and Employment: A Test of Competing Theoretical Models. *Crime & Delinquency* 66(6-7): 995–1022.
- Denver, Megan. 2020. Criminal Records, Positive Credentials and Recidivism: Incorporating Evidence of Rehabilitation into Criminal Background Check Employment Decisions. *Crime & Delinquency* 66(2): 194–218.
- Lageson, Sarah E., Megan Denver, and Justin T. Pickett. 2019. Privatizing Criminal Stigma: Experience, Intergroup Contact, and Public Views about Publicizing Arrest Records. *Punishment & Society* 21(3): 315-41.
- Kurlychek, Megan, Shawn Bushway, and Megan Denver. 2019. Defensible Decisions: Balancing Employer and Prospective Employee Rights in an Era of Criminal

Background Checks. *Equality, Diversity and Inclusion: An International Journal* (Special Issue: "Criminal History and Employment: Challenges and Opportunities") 38(5): 529-546.

Denver, Megan. 2019. Reshaping the Study of Recidivism: Exploring Variations in the Timing of Recidivism Following Release from Prison. *Criminal Justice Policy Review* 30(4): 565–596. (Early online view 2016)

Denver, Megan, and Alec Ewald. 2018. Credentialing Decisions and Criminal Records: A Narrative Approach. *Criminology* 56(4): 715-749.

Denver, Megan, Justin T. Pickett, and Shawn D. Bushway. 2018. Criminal Records and Employment: A Survey of Experiences and Attitudes in the United States. *Justice Quarterly* 35(4): 584-613.

Denver, Megan, Justin T. Pickett, and Shawn D. Bushway. 2017. The Language of Stigmatization and the Mark of Violence: Experimental Evidence on the Social Construction and Use of Criminal Record Stigma. *Criminology* 55(3): 664-90.

Denver, Megan, Garima Siwach, and Shawn D. Bushway. 2017. A New Look at the Employment and Recidivism Relationship through the Lens of a Criminal Background Check. *Criminology* 55(1): 174-204.

Denver, Megan. 2017. Evaluating the Impact of "Old" Criminal Conviction Decision Guidelines on Subsequent Employment and Arrest Outcomes. *Journal of Research in Crime and Delinquency* 54(3): 379–408.

La Vigne, Nancy and Megan Denver. 2015. Extending Dynamic Mapping to Reentry Practitioners: An Exploration of Rhode Island's Community Supervision Mapping System. *The Prison Journal* 95(4): 493-509.

Denver, Megan. 2011. The Future of Capital Trials: An Exploration of Procedural Justice, Race, and Willingness to Serve Again. *Criminal Justice Review* 36(2): 183-200.

Denver, Megan, Joel Best, and Kenneth C. Haas. 2008. Capital Punishment Methods as Institutional Fads. *Punishment & Society* 10(3): 227-52.

Invited White Papers

Denver, Megan, and Abigail Ballou. 2022. [Collateral Consequences & Public Safety](#). Arnold Ventures Discussion Paper. (This article is part of a series of papers that

Arnold Ventures commissioned exploring the relationship between the justice system and public safety: ArnoldVentures.org/PublicSafetySeries.)

Denver, Megan. 2021. Recruitment, Assessment, and Retention in the Direct Care Workforce for Individuals with Criminal Records: A Comprehensive Model Approach. U.S. Department of Justice, Office of Justice Programs, National Institute of Justice. <https://nij.ojp.gov/topics/articles/recruitment-assessment-and-retention-direct-care-workforce-individuals-criminal>

Non-Refereed Publications

Kurlychek, Megan and Megan Denver. 2018. Translating Theories of Desistance to Policy. In Scott H. Decker and Kevin Wright, editors. *Criminology and Public Policy: Putting Theory to Work*. Temple University Press.

Kurlychek, Megan, Shawn Bushway, and Megan Denver. 2016. Understanding and Identifying Desistance: An Example Exploring the Utility of Sealing Criminal Records. *Global Perspectives on Desistance: Reviewing What We Know and Looking to the Future*. Routledge.

Bushway, Shawn and Megan Denver. 2016. Book Review: The Eternal Criminal Record, by James Jacobs. Criminal Law and Criminal Justice Books, Rutgers School of Criminal Justice and School of Law. <http://clcjbooks.rutgers.edu/books/the-eternal-criminal-record.html>

Bushway, Shawn and Megan Denver. 2015. Book Review: The New Scarlet Letter? Negotiating the U.S. Labor Market with a Criminal Record, by Steven Raphael. *Industrial Relations & Labor*.

Denver, Megan. 2013. Book Review: Beyond the Death Penalty: Reflections on Punishment, by H. Nelen and J. Claessen (Eds.) *International Criminal Justice Review* 23(1): 95-107.

Denver, Megan, Jaime Perez, and Benigno Aguirre. 2007. Local Search and Rescue Teams in the United States. *Disaster Prevention and Management* 16(4): 503-12.

Poteyeva, Margarita, Megan Denver, Lauren E. Barsky, and B. E. Aguirre. 2005. Search and Rescue Activities in Disasters. Pp. 200-216 in Havidán Rodríguez, E. L. Quarantelli and Russell R. Dynes, editors. *Handbook of Disaster Research*. Springer.

Technical Research Reports

Zweig, Janine, Lisa Newmark, Darakshan Raja, and Megan Denver. 2014. *Sexual Assault Medical Forensic Exams and VAWA 2005: Payment Practices, Successes, and*

- Directions for the Future*. Washington, DC: The Urban Institute. (For related policy briefs, see: <http://www.urban.org/publications/413118.html>.)
- Fontaine, Jocelyn, Douglas Gilchrist-Scott, Megan Denver, and Shelli Rossman. 2012. *Families and Reentry: Unpacking How Social Support Matters*. Washington, DC: The Urban Institute.
- Kim, KiDeuk, Akiva Liberman, Megan Denver, and John Roman. 2012. *Pre-Trial Detention of Dangerous and Violent Defendants Following Passage of the Omnibus Public Safety Justice Amendment Act of 2009*. Report prepared for the DC Mayor's Office. Washington, DC: District of Columbia Crime Policy Institute.
- Roman, Caterina G., Meagan Cahill, Pamela Lachman, Samantha Lowry, Carlena Orosco, Christopher McCarty (with Megan Denver and Juan Pedroza). 2012. *Social Networks, Delinquency, and Gang Membership: Using a Neighborhood Framework to Examine the Influence of Network Composition and Structure in a Latino Community*. Report submitted to The Office of Juvenile Justice and Delinquency Prevention.
- Kim, KiDeuk and Megan Denver. 2012. *A Case Study on the Practice of Pretrial Services and Risk Assessment in Three Cities*. Report prepared for the DC Mayor's Office. Washington, DC: District of Columbia Crime Policy Institute.
- Dunworth, Terence, Dave Hayeslip, and Megan Denver. 2011. *Y2 Final Report: Evaluation of the Los Angeles Gang Reduction and Youth Development Program*. Washington, DC: The Urban Institute.
- Fontaine, Jocelyn, Douglas Gilchrist-Scott, and Megan Denver. 2011. *Impact of Family-Inclusive Case Management on Reentry Outcomes: Interim Report on the Safer Return Demonstration Evaluation*. Washington, DC: The Urban Institute.
- Lucht, Jim, Nancy G. La Vigne, Diana Brazzell, and Megan Denver. 2011. *Enhancing supervision and support for released prisoners: A documentation and evaluation of the Community Supervision Mapping System*. Providence Plan and the Urban Institute. Report prepared for the National Institute of Justice.
- Jannetta, Jesse, Megan Denver, Caterina Gouvis Roman, Nicole Prchal Svajlenka, Martha Ross, and Benjamin Orr. 2010. *The District of Columbia Mayor's Focused Improvement Area Initiative: Review of the Literature Relevant to Collaborative Crime Reduction*. Washington, DC: District of Columbia Crime Policy Institute.
- Dunworth, Terence, Dave Hayeslip, Morgan Lyons, and Megan Denver. 2010. *Evaluation of the Los Angeles Gang Reduction and Youth Development Program: Final Y1 Report*. Washington, DC: The Urban Institute.
- Buck Willison, Janeen, Lisa Brooks, Meghan Salas, Meredith Dank, Megan Denver, Elissa Gitlow, John K. Roman & Jeffrey A. Butts. 2010. *Reforming Juvenile Justice*

Systems: Beyond Treatment. A Reclaiming Futures National Evaluation Report.
Portland, OR: Reclaiming Futures National Program Office, Portland State
University.

RESEARCH GRANTS, CONTRACTS, AND FELLOWSHIPS

Internal

2019–2022 Tier 1 Grant Program, Northeastern University. \$40,700.
Reentering Lives of Juvenile Lifers. Co-PI with Simon Singer, Carlos
Cuevas, David DeSteno, Shytierra Gaston and Daniel Medwed

External

2022–2023 National Institute of Justice. \$249,766.
All Reentry is Local: Evaluating a Strategy to Reenter State Prisoners
through Local Correctional Systems. Principal Investigator. (Co-PI: Ben
Struhl)

2021–2023 National Science Foundation. \$297,178.
Navigating Mainstream Institutions and Non-Traditional Alternatives
Post-Incarceration. Principal Investigator. (Co-PI: Rod Brunson)

FY 2022 Massachusetts Executive Office of Public Safety and Security. \$61,812.
Senator Charles E. Shannon Jr. Community Safety Initiative Local Action
Research Partner. Principal Investigator. (Co-PIs: Anthony Braga and Ben
Struhl)

2021–2022 Massachusetts Executive Office of Public Safety and Security. \$237,000.
Senator Charles E. Shannon, Jr. Community Safety Initiative Statewide
Research Partner. Principal Investigator. (Co-PIs: Anthony Braga and Ben
Struhl)

2016–2017 National Institute of Justice. \$32,000.
Graduate Research Fellowship Program in the Social and Behavioral
Sciences (2016-R2-CX-0017). Principal Investigator.

HONORS AND AWARDS

2021 Ruth Shonle Cavan Young Scholar Award, American Society of
Criminology

- 2019 Outstanding Young Experimental Criminologist Award, Academy of Experimental Criminology, American Society of Criminology
- 2018 University Distinguished Dissertation Award, University at Albany
- 2017 Student Paper Award, ASC Division of Experimental Criminology
- 2016 ASC Gene Carte Student Paper Competition (3rd Place)
- 2016 Selected Participant for the Academy of Criminal Justice Sciences (ACJS) Graduate Student Workshop
- 2015 Recipient of the Karen R. Hitchcock New Frontiers Fund Award (\$500), Initiatives for Women, University at Albany
- 2012-2015 Hindelang Fellowship, University at Albany
- 2011 Employee Recognition Award, Justice Policy Center, Urban Institute
- 2008 Recipient of Emerald Literati Network's Highly Commended Award (Denver et al. 2007 article)
- 2007 Recipient of the Sociology Department's Benjamin McLuckie Award (Outstanding undergraduate work in sociology, University of Delaware)

INVITED PRESENTATIONS, ROUNDTABLES AND WORKSHOPS

- 2022 Guest speaker, career discussion and research overview. Forensic Science and Neuropsychology club at Northeastern University. February 15.
- 2021 "Politics and Democracy in 2021" panel for admitted Northeastern students. Faculty participant. March 2.
- 2020 "Recruitment, Assessment, and Retention in the Direct Care Workforce for Individuals with Criminal Records: A Comprehensive Model Approach." Presentation to the National Institute of Justice (Department of Justice)

and the Assistant Secretary for Planning and Evaluation (Department of Health and Human Services). September 2.

“Careers in Law” panel for Phi Alpha Delta, Northeastern’s pre-law fraternity. Faculty participant. February 24.

“Testing a stigma remediation strategy in the employment context: The interaction of positive credentials and criminal records.” Faculty presentation, College of Social Sciences and Humanities, Northeastern University, Boston, Massachusetts. January 27.

2019 “Criminal Records and Positive Employment Credentials.” Faculty Research Colloquium. Northeastern University, School of Criminology and Criminal Justice, Graduate Student Association. November 7.

“Criminal Records and Positive Employment Credentials.” Presentation, Utah Criminal Justice Conference, hosted by the Utah Criminal Justice Center. September 11.

2018 “Narratives as a Policy Tool? Examining Evidence of Rehabilitation in Criminal Background Check Decisions.” Seminar, Public Policy Institute of California. May 14.

“Roundtable on Law School and Bar Admission for People with Criminal Records.” Stanford Criminal Justice Center and Stanford Center on the Legal Profession, Stanford Law School. April 27.

2017 “State Mandated Criminal Background Employment Screenings: The New York State Department of Health.” Presentation to 26 grantee States participating in the Centers for Medicare & Medicaid Services’ National Background Check Program. February 23.

“Obtaining Federal Dissertation Funding (NSF/NIJ).” School of Criminal Justice, University at Albany, SUNY. March 6. (With Reveka Shteynberg)

NATIONAL CONFERENCE PRESENTATIONS

2021 “[It’s] what you do after the mistake that counts’: A mixed methods examination of influential positive credentials in the employment context.” American Society of Criminology, Chicago, IL, Nov 18.

- 2020 “Non-Non-Non Policy Reforms and Symbolic Boundary Shifting.” (Accepted for presentation at the American Society of Criminology, but conference cancelled due to COVID-19)
- “Barriers to the Legal Profession: Criminal Convictions, Good Moral Character, and Sequential Obstacles.” (Co-author). Western Society of Criminology, Phoenix, AZ, February 8.
- 2019 “Change or Stability? Examining Desistance Narratives for Law Students with Criminal Records.” American Society of Criminology, San Francisco, CA, Nov 13.
- 2018 “An Empirical Assessment of Disqualifying Crimes.” American Society of Criminology, Atlanta, Nov 16.
- 2017 “Deconstructing Drug Policy Frames: The Role of Criminalization, Political Elites, and Language in Shaping Structural Stigma.” American Society of Criminology, Philadelphia, Nov 16.
- 2016 “The Language of Stigmatization and the Mark of Violence: Experimental Evidence on the Social Construction and Use of Criminal Record Stigma.”
- Poster presentation, Association for Public Policy Analysis and Management, Washington, DC, Nov 5.
 - American Society of Criminology, New Orleans, Nov 19.
- 2015 “Evaluating the Impact of ‘Old’ Criminal Record Policies on Employment and Recidivism Outcomes.”
- Association for Public Policy Analysis and Management, Miami, Nov 13.
 - American Society of Criminology, Washington, DC, Nov 21.
- 2014 “Estimating the Mark of a Criminal Record.” Association for Public Policy Analysis and Management, Albuquerque, NM, Nov 6.
- “Second Chances: Exploring the Relationship between Sealed Criminal Records and Employment Outcomes in New York State.” Poster presentation, American Society of Criminology, San Francisco, Nov 20.
- 2013 “Re-arrest Hazards for Returning Prisoners: A Window of Opportunity

before a Return to Crime?" American Society of Criminology, Atlanta, Nov 20.

"Control Unit Justice: Grievance Usage and Prisoner Legal Consciousness." Law and Society Association, Boston, May 30.

2012 "Retesting At-Risk Youth in the GRYD Prevention Program: Measuring Progress." American Society of Criminology, Chicago, Nov 17.

"Sexual Assault Forensic Exam (SAFE) Payment Practice Study: Final Findings." American Society of Criminology, Chicago, Nov 16.

"Interim Outcomes from a Community-Based Prisoner Reentry Initiative: Safer Return." American Society of Criminology, Chicago, Nov 15.

2011 "Sexual Assault Forensic Exam Payment Practice Study." American Society of Criminology, Washington DC, Nov 19.

2010 "Staying Home: Perceptions of Family and Social Support Members of Formerly Incarcerated Persons Returning Home." American Society of Criminology, San Francisco, Nov 17.

"Weaving a tangled web: Conducting Surveys on Delinquent Behavior with Hard-to-Reach and At-Risk Youths." American Society of Criminology, San Francisco, Nov 18.

"The District of Columbia Mayor's Focused Improvement Area Initiative: Past Practices, Best Practices and Geography of Crime at Place." Poster presentation, Association for Public Policy Analysis and Management, Boston, Nov. 4.

2008 "Dispute Resolutions in Secure Housing Units: California's Inmate Grievance Process as Symbolic Structure." American Society of Criminology, St. Louis, Nov 12-15.

"The Effect of Solitary Confinement on Mental Health: Comparing Assault and Misconduct in Supermax Prisons." Academy of Criminal Justice Sciences, Cincinnati, OH, March 11-15.

2007 “The Fad Cycle in Capital Punishment Methods.” Annual Meeting of the Eastern Sociological Society, Philadelphia, March 15-18.

PROFESSIONAL MEMBERSHIPS

American Society of Criminology (Divisions: DCS, DLC, DEC)

SERVICE

Institution

Graduate Committee, School of Criminology and Criminal Justice, Northeastern University (2020—present)

Undergraduate Committee, School of Criminology and Criminal Justice, Northeastern University (2018—2020)

Faculty participant, “Preparing for a Career in Academia” Workshop (2019, 2020)

Faculty participant, Ad Hoc Committee on Methods and Statistics (2019)

Discipline/Profession

Annual Conference Program Committee, Sub-Area Chair. (2021—Present)

American Society of Criminology Membership Committee (2018—2020)

Ad hoc grant reviewer: National Science Foundation, Israel Science Foundation

Ad hoc manuscript reviewer: *American Journal of Sociology, Crime & Delinquency, Criminal Justice and Behavior, Criminal Justice Review, Criminology, Criminology & Public Policy, Harvard Law Review, Journal of Experimental Criminology, Journal of Policy Analysis and Management, Journal of Qualitative Criminal Justice and Criminology, Journal of Quantitative Criminology, Journal of Research in Crime and Delinquency, Justice Quarterly, Law & Policy, Law & Society Review, Social Currents, Social Problems*

TEACHING AND ADVISING

Courses Taught at Northeastern University

Undergraduate

Punishment in the Age of Mass Incarceration (CRIM 3300)

Undergraduate Research Methods (CRIM 3600)

Graduate

Punishment and Social Control (CRIM 7330)

Advanced Research Methods (INSH 7300)

Dissertation Committees

Sarah Lockwood, School of Criminology and Criminal Justice. *Sex Trafficking of Male Victims: How we Understand the Issue and Our Responses*. Committee member.

Brianne Kane, School of Criminology and Criminal Justice (Ph.D. Expected 2022).
Human trafficking units: Effective tools to combat crime or symbolic structures to maintain legitimacy. Committee member.

Eileen Kirk, School of Criminology and Criminal Justice (Ph.D. completed 2021).
Community (dis)investment: Criminological consequences of housing policy.
Committee member.

Ph.D. Advisees

Abigail Ballou, School of Criminology and Criminal Justice

Oscar Navarro, School of Criminology and Criminal Justice