

*Curriculum Vitae***Kayla Freemon**

DePaul University  
 Department of Criminology  
 College of Liberal Arts and Social Sciences  
 2352 N. Clifton Avenue, Suite 150  
 Chicago, IL 60614

[kfreemo2@depaul.edu](mailto:kfreemo2@depaul.edu)  
[kaylafreemon@gmail.com](mailto:kaylafreemon@gmail.com)

**ACADEMIC APPOINTMENTS**

---

DePaul University – Department of Criminology	2025-present	Associate Chair
	2023-present	Assistant Professor

**RESEARCH EXPERTISE**

---

justice system accountability; applied policy and program evaluation; data-driven methodologies;  
 violence prevention; jail experiences; crime and justice in the Caribbean

**EDUCATION**

---

2023	Ph.D. Criminology and Criminal Justice, Arizona State University Dissertation: <i>Understanding the relative impact of police-led programs as mechanisms of accountability on patrol officer misconduct</i> Committee: Charles Katz (chair), Danielle Wallace, Beth Huebner • Certificate in Social Science Research Methods
2019	M.S. Justice, Law, and Criminology, American University • Certificate in Analytics and Management
2013	B.S. Criminal Justice and Criminology, Loyola University Chicago

**RELATED PROFESSIONAL EXPERIENCE**

---

2019-2023	Graduate Research Assistant Center for Violence Prevention and Community Safety, Arizona State University
2017-2019	International Affairs Specialist United States Department of Justice, Office of International Affairs
2017	Hotline Advocate, National Human Trafficking Hotline (Polaris)
2015-2016	Community Education Promoter, Peace Corps Guyana

## PEER-REVIEWED PUBLICATIONS

---

- 2025 Freemon, K., Katz, C. M., & Cheon, H. Migration status and its relationship with delinquency, drug use, and gang membership in the English-speaking Caribbean. *Journal of Ethnicity in Criminal Justice*. (Online First)
- 2025 Freemon, K., Katz, C. M., & Uchida, C. D. The validity and reliability of body-worn camera meta-data and its utility for understanding policing. *Justice Quarterly*, 1-24. <https://doi.org/10.1080/07418825.2025.2451310> (Online first)
- 2025 Freemon, K. R., Montes, A. N., Morgan, S. J., & Cochran, J. C. Reporting sexual victimization: A national-level assessment of formal reporting in jails. *Crime & Delinquency*, 71(5), 1435-1461. <https://doi.org/10.1177/00111287221150421>
- 2025 Katz, C. M., Cheon, H., Freemon, K., & Wallace, D. Evaluating the effectiveness of a police early intervention system: From the predictive validity of officer identification to the impact of intervention. *Police Quarterly*, 1-34. (Online First)
- 2024 Freemon, K. (2024). Police accountability and officer misconduct: moderation effects by officers' gender and race for body-worn cameras and an early intervention system. *Policing: An International Journal*, 47(6), 1179-1204. <https://doi.org/10.1108/PIJPSM-02-2024-0018>
- 2024 Freemon, K. (2024). Privatized jails: Comparing individuals' safety in private and public jails. *Journal of Criminal Justice*, 90, 1-9. <https://doi.org/10.1016/j.jcrimjus.2023.102134>
- 2023 Freemon, K. R., Cheon, H., Katz, C. M., & Nuño, L. E. (2023). Differences between incarcerated and nonincarcerated youth in the English-speaking Caribbean. *International Criminal Justice Review*, 33(3), 281-301. <https://doi.org/10.1177/10575677221124>
- 2023 Freemon, K., Herrera, V., Cheon, H., & Katz, C. M. Family structure and delinquency in the English-speaking Caribbean: The moderating role of parental attachment, supervision, and commitment to negative peers. *Youth Violence and Juvenile Justice*, 21(2), 149-171. <https://doi.org/10.1177/154120402211321>
- 2023 Cheon, H., Freemon, K., & Katz, C. M. Legal socialization, police, and delinquency in three Caribbean nations. *Island Studies Journal*, 18(1), 30-51. <https://doi.org/10.24043/isj.407>
- 2023 Cheon, H., Katz, C. M., & Freemon, K. Assessing social control, self-control, and social learning in a sample of youth across nine English-speaking Caribbean nations: A validation study of theoretical constructs. *Crime & Delinquency*, 1-26. <https://doi.org/10.1177/0011128723119740> (Online first)

- 2023 Huff, J., Freemon, K., & Katz, C. M. (2024). A mixed-methods evaluation of the Phoenix Crime Gun Liaison Program: Leveraging patrol officers for investigations. *Justice Evaluation Journal*, 7(1), 80-103. <https://doi.org/10.1080/24751979.2023.2232437>
- 2023 Katz, C. M., Cheon, H., & Freemon, K., & Nuño, L. Delinquency, drug use, and gang membership in the English-speaking Caribbean. *Children and Youth Services Review*, 114, 1-13. <https://doi.org/10.1016/j.childyouth.2022.106758>
- 2022 Freemon, K. R., Gutierrez, M. A., Huff, J., Cheon, H., Choate, D., Cox, T., Katz, C. M. Violent victimization among immigrants: Using the National Violent Death Reporting System to examine foreign-born homicide victimization in the United States. *Preventative Medicine Reports*, 26, 1-7. <https://doi.org/10.1016/j.pmedr.2022.101714>
- 2021 Katz, C. M., Walcott, J., Freemon, K., & delMistro, P. Enhancing the capacity for data-driven decision making on citizen security in the English-speaking Caribbean: A case study of CariSECURE. *Caribbean Journal of Criminology*, 3(1), 93-123.
- 2020 Freemon, K. R., Nuño, L., & Katz, C. M. The status of youth incarceration in the Caribbean. *Caribbean Journal of Criminology*, 2(1), 48-74.

## TECHNICAL REPORTS

---

- 2025 Freemon, K. Capítulo 7. Relación del personal penitenciario con las personas privadas de libertad en el sistema penitenciario del Caribe: uso de datos para mejorar la vida y el trabajo en prisión. In Villa-Mar, K. & Cedillo, B. (Eds.), *Hacia una mejor gestión penitenciaria en ALC: Resultados de un Bien Público Regional Penitenciario*. Inter-American Development Bank (IDB-TN-3179). <https://publications.iadb.org/es/hacia-una-mejor-gestion-penitenciaria-en-america-latina-y-el-caribe-resultados-de-un-bien-publico>
- 2025 Mitchell, R., Finch, H., Chang, D., Freemon, K., Haastrup, O., ul Hasan, R. *Project 250: Operation Safe Escape*. Statistics Without Borders.
- 2024 Freemon, K. *Assessment of Recovery Capital (ARC) scale validation*. Cook County Adult Probation Department.
- 2024 Alderden, M., & Freemon, K. *Final report on the Chicago Cook Workforce Partnership's The Road Home Reentry Navigation Initiative: Outcome evaluation findings*. Bureau of Justice Assistance.
- 2024 Seepersad, R., Freemon, K., & Katz, C. M. *Eastern and Southern Caribbean Criminal Dynamics Study: Gangs in St. Vincent and the Grenadines*. United States Agency for International Development (USAID), Latin America and Caribbean Learning and Rapid Response (LACLEARN).

- 2024 Seepersad, R., Katz, C. M., & Freemon, K. *Eastern and Southern Caribbean Criminal Dynamics Study: Gangs in Saint Kitts and Nevis*. United States Agency for International Development (USAID), Latin America and Caribbean Learning and Rapid Response (LACLEARN).
- 2024 Seepersad, R., Katz, C. M., & Freemon, K. *Eastern and Southern Caribbean Criminal Dynamics Study: Gangs in the Caribbean, Regional Final Report*. United States Agency for International Development (USAID), Latin America and Caribbean Learning and Rapid Response (LACLEARN).
- 2023 Freemon, K. *Prison staff misconduct in the English-speaking Caribbean: Using data to improve living and working experiences in prison*. Inter-American Development Bank (IDB).
- 2023 Freemon, K., Katz, C., & Uchida, C. D. *The validity and reliability of body-worn camera meta-data and its utility for understanding policing*. CNA Corporation.
- 2023 Katz, C. M., Zheng, Y., Cheon, H., Wallace, D., & Freemon, K. *Predicting out-of-policy police behavior for early intervention systems through machine learning*. Phoenix Police Department.
- 2023 Cheon, H., Katz, C. M., Wallace, D., & Freemon, K. *A data-driven Receiver Operator Characteristic (ROC) curve approach to selecting indicators and thresholds to predict out-of-policy behavior for police early intervention systems*. Phoenix Police Department.
- 2023 Katz, C. M., Cheon, H., Freemon, K., & Wallace, D. *Baseline evaluation of the Phoenix Police Department's Early Intervention System*. Phoenix Police Department.
- 2023 Freemon, K., & Katz, C. M. *Report for the provision of technical assistance to improve domestic and sexual violence reporting in Suriname*. Inter-American Development Bank.
- 2022 Freemon, K., Cox, T., & Katz, C. M. *AZ-SUDORS: Quarterly report, January 2019-July 2021*. Center for Violence Prevention & Community Safety, Arizona State University.
- 2022 Katz, C. M., Huff, J., & Freemon, K. *A randomized control trial of the Phoenix Crime Gun Liaison Program*. Phoenix Police Department.
- 2021 Freemon, K. R. *Employer consensus report: Reducing stigma and barriers to employment for formerly incarcerated individuals*. Valley Leadership's Impact Makers Jobs & the Economy Team.
- 2021 Freemon, K., Gutierrez, M., Cox, T., & Katz, C. M. *AZ-SUDORS: Quarterly report, July 2019-December 2020*. Center for Violence Prevention & Community Safety, Arizona State University.
- 2021 Freemon, K., Gutierrez, M., Cox, T., & Katz, C. M. *AZ-SUDORS: Quarterly report, July 2019-June 2020*. Center for Violence Prevention & Community Safety, Arizona State University.
- 2021 Katz, C. M., Cheon, H., Zheng, Y., Wallace, D., & Freemon, K. *Examining the predictive validity and thresholds of the indicators used for the Phoenix Police Department's Early Intervention System: An interim report*. Phoenix Police Department.

- 2020 Freemon, K., Katz, C. M., & Choate, D. *SUDORS report: Characteristics of drug overdose deaths involving opioids and stimulants in Arizona, July-December 2019*. Center for Violence Prevention and Community Safety.
- 2020 Freemon, K. R., Gutierrez, M. A., Huff, J., Cheon, H., Choate, D., Cox, T., & Katz, C. M. *Foreign-born homicides in the United States*. Congressional Research Service.
- 2020 Ellis, G., Freemon, K., Palmero, S., Sullivant, S., & Wade, K. *Community Safety Action Teams: A catalyst for improving community-police relations in Kosovo*. U.S. Department of Justice, Office of Community Oriented Policing Services. <https://www.justice.gov/criminal-icitap/file/1295436/download>

## BOOK CHAPTERS

---

- 2024 Freemon, K., Katz, C. M., & Seepersad, R. *A primer on street gangs in the Eastern and Southern Caribbean*. (Wendell C. Wallace, Ed.) The Palgrave Handbook of Caribbean Criminology.

## GRANTS

---

- 2025 Principal Investigator. *Does cost or effectiveness hold more sway for U.S. public support for correctional accountability practices? A survey experiment*. DePaul University's University Research Council's (UCR) Competitive Research Grant [\$4,938]. Co-PI: Yong-Chan Rhee.
- 2025 Principal Investigator. *Design of a professional development class for criminology students*. DePaul University's Quality of Instruction (QIC) Summer Stipend [\$3,500].
- 2024 Principal Investigator. *Undergraduate research assistant support*. DePaul University's University Research Council's (UCR) Undergraduate Research Assistant Program Grant [\$2,370].
- 2024 Principal Investigator. *Criminology study abroad to Jamaica preparation*. DePaul University's Quality of Instruction (QIC) Competitive Instructional Grant [\$2,725]. (not funded)
- 2024 Principal Investigator. *Undergraduate research assistant support*. DePaul University's University Research Council's (UCR) Undergraduate Research Assistant Program Grant [\$1,185].
- 2022 Principal Investigator. *Application to travel to the Inter-University Consortium for Political and Social Research (ICPSR) in Ann Arbor, Michigan for data analysis*. ASU's Graduate and Professional Association (GPSA) Fall 2022 Independent Research Grant Program [\$476].

## FELLOWSHIPS & AWARDS

---

- 2025 National Violent Death Reporting System (NVDRS) New Investigator Award [\$6,500], U.S. Centers for Disease Control and Prevention (CDC) and American Public Health Association (APHA)
- 2023 Research Conference Travel Scholarship, National Institute of Justice (NIJ)

2023 Doctoral Fellow, Academy of Criminal Justice Sciences (ACJS)

## **CONSULTANTSHIPS**

---

2023 Inter-American Development Bank

## **INVITED TALKS**

---

2025 Freemon, K. Roundtable on Inside-Out teaching, scholarship, and evaluation. Irwin W. Steans Center, DePaul University. Faculty Community Immersion Institute. June 18, 2025.

2023 Freemon, K. Prison staff misconduct in the English-speaking Caribbean: Using data to improve living and working experiences in prison. Inter-American Development Bank. November 13, 2023.

2023 Freemon, K., Katz, C. M., & Uchida, C. Body-worn camera meta-data and its utility to police agency decision-making. Bureau of Justice Statistics, Body-worn Camera Policy and Implementation Program Webinar. October 19, 2023.

## **PRESENTATIONS**

---

2025 Freemon, K., & Perez, X. A quasi-experimental impact evaluation of a jail-based Inside-Out program. American Society of Criminology Annual Meeting, Washington, DC.

2025 Alderden, M., Freemon, K., Perez, X. Evaluation of the Road Home Reentry Navigation Institute. American Society of Criminology Annual Meeting, Washington, DC.

2025 Freemon, K. Discussant: Caribbean Journal of Criminology Roundtable. American Society of Criminology Annual Meeting, Washington, DC.

2024 Freemon, K. Using departmental indicators and machine learning to predict early-career patrol officer retention. American Society of Criminology Annual Meeting, San Francisco, California.

2024 Alderden, M., & Freemon, K. Officer use of deadly force in domestic-related incidents: A comparative analysis. American Society of Criminology Annual Meeting, San Francisco, California.

2024 Freemon, K. Preliminary analyses using machine learning to predict early-career patrol officer retention. AI in Healthcare and Scientific Discovery Symposium, DePaul University, Chicago, Illinois.

2024 Freemon, K. Police accountability programs and officer misconduct: The (lack of a) moderating effect by officers' gender and race for body-worn cameras and an early intervention system. Academy of Criminal Justice Sciences Annual Meeting, Chicago, Illinois.

2024 Freemon, K. Private jails: Comparing individuals' safety in private and public jails. Western Society of Criminology Annual Meeting, Long Beach, California.

- 2023 Freemon, K. Prisons and prison management in Latin America and the Caribbean. American Society of Criminology Annual Meeting, Philadelphia, Pennsylvania.
- 2023 Freemon, K. Gang structure in the English-speaking Caribbean: The association between group organization and individual delinquency, substance use, and victimization. American Society of Criminology Annual Meeting, Philadelphia, Pennsylvania.
- 2023 Freemon, K., Katz, C. M., & Uchida, C. Body-worn camera meta-data and its utility to police agency decision-making. American Society of Evidence-Based Policing Annual Meeting, Las Vegas, Nevada.
- 2023 Freemon, K. Jail interventions and recidivism: A meta-analysis. Western Society of Criminology Annual Meeting, Vancouver, British Columbia.
- 2022 Freemon, K. The link between immigration and delinquency in the Caribbean. American Society of Criminology Annual Meeting, Atlanta, Georgia.
- 2022 Freemon, K. R., Katz, C. M., & Cheon, H. Police misconduct and the 2020 U.S. election: Comparing officer gender and race differences. Western Society of Criminology Annual Meeting, Honolulu, Hawaii.
- 2021 Freemon, K. R., Katz, C. M., Cheon, H., & Nuño, L. Who actually serves time? Comparing incarcerated and non-incarcerated in the English-speaking Caribbean. American Society of Criminology Annual Meeting, Chicago, Illinois.

## **TEACHING EXPERIENCE**

---

### **DePaul University (Undergraduate)**

- Community Corrections (CRIM 285, in person) – 2024 Winter
- Introduction to Criminal Justice (CRIM 101, in person) – 2025 Spring, 2025 Winter
- Introduction to Criminal Justice (CRIM 101, online) – 2025 Summer
- Professional Development for Criminology (CRIM 210, online) – 2025 Autumn
- Research Methods in Criminology (CRIM 301, in person) – 2025 Autumn, 2025 Winter, 2024 Autumn, 2024 Winter, 2023 Autumn
- Statistics in Criminology (CRIM 302, in person) – 2024 Spring, 2023 Autumn

### **Arizona State University (Graduate)**

- Policy and Program Evaluation (CRJ 510, Session A, online) – 2023 Summer
- Seminar on Violence (CRJ 520, Session B, online) – 2024 Fall

### **Arizona State University (Undergraduate)**

- Introduction to Criminology (Session A, Barrett Honors College, in person) – 2022 Summer
- Introduction to Corrections (CRJ 240, Session A & B, online) – 2020 Summer
- Police Accountability (CRJ 409, Session B, online) – 2023 Summer

**Millikin University (Undergraduate)**

- Community Policing (CJ 318, synchronous online) – 2022 Spring, 2021 Spring

**American University (Undergraduate, Teaching Assistant)**

- Introduction to Political Research (GOVT 310), Elizabeth Suhay – 2019 Spring

**Other Facilitated Trainings:**

2019-2020     Trainer, UNDP Crime Analysis Course  
                     Center for Violence Prevention and Community Safety, Arizona State University  
                     Funded by: United Nations Development Program  
                     Conducted 22 hours of training to crime analysts across 10 Caribbean nations

**PROFESSIONAL & INSTITUTIONAL SERVICE**

---

**DePaul University*****Department***

2023-present     Internship Coordinator  
 2024-present     Chair, Program Assessment Committee  
 2023-present     Member, Criminology Scholarship Committee (Chair: 2024-2025)  
 2025-present     Member, Curriculum Committee  
 2023-2024        Member, Creating Knowledge Review Committee  
 Job Search Ad-Hoc Committees: 2 tenure-track line (2026-2027; 2025-2026), 1 instructor line (2024)

***College***

2025-present     Member, Liberal Arts and Sciences Committee on Undergraduate Research

***University***

2024-present     Member, University Research Council  
 2025-present     Member, Scholarship Learning Community (Topic: Open Science in Practice: Tools and Workflows for Transparent, Reproducible Research)

**Arizona State University**

2019-2021        Member, Criminology and Criminal Justice Graduate Student Committee  
 2019-2020        Member, Distinguished Scholar Committee, School of Criminology and Criminal Justice

**Profession**

2023-present     Member, Graduate Fellowship Committee, Division on International Criminology, American Society of Criminology  
 2023-present     Member, Student Paper Award Committee, Division on Corrections and Sentencing, American Society of Criminology

**Community**

2023-present     Member, Young Professional Board, John Howard Association of Illinois (independent prison oversight)  
 2025-present     Institutional Review Board (IRB) Member, Illinois Criminal Justice Information Authority (ICJIA)



2025	Volunteer, Statistics Without Borders Project: Operation Safe Escape (domestic violence service provider)
2017-2023	Volunteer, Court Appointed Special Advocates (CASA)
2020	Volunteer, Champaign County Jail Library

### **Ad-Hoc Manuscript Reviewer**

*Policy Press; Justice Quarterly; Journal of Experimental Criminology; Journal of Criminal Justice; Crime & Delinquency; Policing Practice and Research: An International Journal; Caribbean Journal of Criminology; Small States & Territories; Psychology, Crime, and Law*

## **STUDENT MENTORSHIP**

---

### **Faculty Mentor, Undergraduate Research Assistant Program**

- Amanda Operana (January – June 2025)
- Margaret Jemain (June – November 2024)

### **Faculty Sponsor, *Creating Knowledge* DePaul Student Journal**

- Yashal Yousaf (2025)

### **Research Mentor – Undergraduate**

- Ariana Rosales (January 2025 – present)
- Elizabeth Gullixon (January 2025 – present)
- Emma Anderson (March 2025 – June 2025)
- Dalaney Stanford (January 2025 – June 2025)

## **PROFESSIONAL SKILLS & DEVELOPMENT**

---

Software Proficiencies: Excel, STATA, R, Python, SPSS, SQL, ArcGIS, QGIS

### **Research Focused**

2025	Enhancing measurement quality in social sciences through measurement theory and item response theory, Yi Zheng, PhD, Arizona State University
2024	Machine Learning for Social Science, Udemy
2024	Meta-analysis, David Wilson, Statistical Horizons
2024	Introduction to Grant Writing, Office of Research Services, DePaul University
2023	Quantitative Tools for Program Evaluation, Robert Apel, PhD, Rutgers University-Newark
2022	Introduction to Meta-Analysis, Cornell Statistical Consulting Unit
2022	MySQL for Data Analysis, John Pauler, Udemy
2022	Qualitative Methods 101, Abigail Henson, PhD, Arizona State University
2021	Social Networks “Crash Course”, Jacob Young, PhD, Arizona State University
2021	Stata Bootcamp, Danielle Wallace, PhD, Arizona State University
2021	Cognitive Interviewing, Gordon Willis, PhD, National Cancer Institute – NIH
2021	Intermediate Python Programming for Non-Programming Social Scientists, Eric Shook, PhD, University of Minnesota
2021	Mediation and Moderation in Stata, Meghan Cain, Senior Statistician, StataCorp

- 2020 Python Programming for Non-Programming Social Scientists, Eric Shook, PhD, University of Minnesota
- 2020 Grounded Theory: The Basics, Amber Wutich, PhD, Arizona State University
- 2020 R Workshop, Jacob Young, PhD, Arizona State University
- 2019 Atlas.ti Workshop, Danielle Rudes, PhD, George Mason University

### **Teaching Focused**

- 2025 DePaul Online Teaching Series (DOTS), Center for Teaching and Learning, DePaul University
- 2025 Reckoning with Mental Health and Neurodiversity in Higher Education, Center for Teaching and Learning, DePaul University
- 2025 Transform Presentations with Microsoft Copilot, Center for Teaching and Learning, DePaul University
- 2025 Teaching in Conflict: Facilitating Constructive Conversations, Center for Teaching and Learning, DePaul University
- 2025 AI-Aware Assignment Design, DePaul University
- 2025 Fundamentals of D2L Quizzes, DePaul University
- 2024 Teaching and Learning Certificate, Center for Teaching and Learning, DePaul University
- 2024 Community-based Service Learning Certificate, Irwin W. Steans Center, DePaul University
- 2024 Flex Instruction Training Winter 2024, DePaul University
- 2024 ChatGPT: Integrating LLMs into your Pedagogy, DePaul Teaching Commons
- 2020 Teaching 101 and Establishing Instructor Presence, Arizona State University

### **PROFESSIONAL MEMBERSHIPS**

---

- 2018-present American Society of Criminology
  - Division on Corrections and Sentencing
  - Division on International Criminology
  - Division on Policing