

A Community Unraveled: Police Shooting in Ferguson, MO

Charles P. Wilson, Rhode Island College Campus Police

Shirley A. Wilson, Bryant University

Abstract

This decisive critical incident describes events which took place within the community of Ferguson, MO following the shooting of an unarmed African American teenager by a white police officer that resulted in mass protests and national debates on racial inequities, police abuse of power, law enforcement militarization, and community protest. Students are asked to discuss both the police department's and officer's role in this situation, the community's response, and whether or not the department bears any responsibility for the level of protests which followed the shooting.

Learning Outcomes

In completing this assignment, students should be able to:

1. Examine the need for transparency in releasing public information by FPD with regard to the shooting and its aftermath.
2. Develop strategies for creating positive community interactions when dealing with diverse communities
3. Review and examine FPD's responsibility to investigate and prosecute allegations of police abuse.
4. Analyze the importance of diversity in the hiring practices of FPD.
5. Analyze and discuss crisis management strategies that can be effective for use by FPD and other police agencies

Application

This incident can be used to illustrate a number of Organizational Behavior/Human Resource Management issues such as organization culture, race relations, cultural diversity and awareness, and ethics.

This decision critical incident may be applied to classes in Organizational Behavior and Human Resource Management, as well as classes dealing with ethics, diversity, cultural studies and general management. This critical incident can also be applied to courses dealing with law enforcement procedure, policy, and practices.

Key Words

personnel/OB; policy/strategy; ethics; human resource management; diversity; cultural studies

Contact:

Charles P. Wilson, BA, Rhode Island College Campus Police, 600 Mt Pleasant Ave., Providence, RI 02908. Email Cpwilson22@verizon.net. Phone (401) 465-9152.