

Ian T. Adams, Ph.D.

Assistant Professor, Dept. of Criminology & Criminal Justice
University of South Carolina

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Education

UNIVERSITY OF UTAH

Department of Political Science, Ph.D.	2022
Programs of Public Affairs, Masters of Public Administration	2017
Eccles School of Business, B.A. Marketing	2003

ADDITIONAL TRAINING

Inter-University Consortium for Political and Social Research, University of Michigan	2019
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Academic Positions

Assistant Professor (faculty page) University of South Carolina	2022→
Senior Research Advisor EPPS Program ¹ Joseph F. Rice School of Law	2023→

ACADEMIC AFFILIATIONS

[Police Practice & Research: An International Journal](#)

Senior Managing Editor	(2025 →)
Managing Editor	(2022–2025)
Artificial Intelligence in Criminal Justice Taskforce Council on Criminal Justice	2025→
LEADS ² Academic National Institute of Justice	2023→
Co-Founder PAPER Lab ³ University of Utah & University of South Carolina	2023→
Affiliate Police Staffing Observatory Michigan State University	2023→
Affiliate GRAIL Lab ⁴ Purdue University	2023→
Co-Founder Interdisciplinary Policing Workshop	2023→
University of Utah	March 27-28, 2023
University of Utah	February 23-24, 2024
University of South Carolina	February 28 - March 1, 2025

¹Excellence in Policing & Public Safety

²Law Enforcement Advancing Data and Science

³Police Accountability and Policy Evaluation Research

⁴Governance and Responsibility AI Lab

RELEVANT PAST POSITIONS

Associate Instructor University of Utah	2019-2022
Graduate Assistant University of Utah	2017-2019
Executive Director Utah Fraternal Order of Police	2016-2022
Law Enforcement Officer Utah	2007-2016
Corrections Officer Utah	2004-2007

Publications

PEER REVIEWED JOURNAL ARTICLES

From [Google Scholar Profile](#): Total citations 1314, h-index 18, i10-index 22.

1. Irick A. Geary, Jr., Ian T. Adams, Matt Barter, Kyle McLean, & Hunter M. Boehme. (2025). "Does Artificial Intelligence Speed Up Police Report Writing Times? No." *Applied Police Briefings*, 1(1). [Open Access](#).
2. Ian T. Adams (2025). "Automation and Artificial intelligence in Police Body-worn Cameras: Experimental evidence of impact on perceptions of fairness among officers." *Journal of Criminal Justice*, o(o). [Open Access](#).
3. Ian T. Adams, Josh McCrain, Daniel Schiff, Kaylyn Jackson Schiff, & Scott M. Mourtgos (2025). "Police Reform from the Top Down: Experimental Evidence on Police Executive Support for Civilian Oversight." *Journal of Policy Analysis and Management*, 44(2). [Open Access](#)
4. Ian T. Adams, Matt Barter, Kyle McLean, T.J. Geary, & Hunter Boehme (2024). "No Man's Hand: Artificial Intelligence Does Not Improve Police Report Writing Speed." *Journal of Experimental Criminology*, o(o). [Open Access](#)
5. Mourtgos, S. M., Adams, I. T., & Nix, J. (2024). "Elevated Police Turnover Following the Summer of George Floyd Protests." *Applied Police Briefings*, 1(1). [Open Access](#)
6. Brandon Del Pozo, Steven Belenko, Faye Taxman, Robin Engel, Jerry Ratcliffe, Ian T. Adams, & Alex Piquero (2024). "Then a Miracle Occurs: Cause, Effect, and the Heterogeneity of Criminal Justice Research." *Journal of Experimental Criminology*, o(o). [Open Access](#)
7. Scott M. Mourtgos, Ian T. Adams, Josh McCrain, Kaylyn Jackson Schiff, & Daniel S. Schiff (2024). "Speaking of Reform: Experimental Insights into Influencing Police Executives' Perspectives on Civilian Oversight." *Criminology & Public Policy*, 23(3), 689-720. [Open Access](#)
8. Ian T. Adams (2024). "Fuck: The Police." *Police Quarterly*, o(o), 1-42. [Open Access](#) or [Preprint](#). AKA "The Police Profanity Study" [pre-registration](#)
9. Scott Mourtgos, Ian T. Adams, & Justin Nix (2024). "Staffing Levels are the Most Important Factor Influencing Police Response Times". *Policing: A Journal of Policy and Practice*, 18(o). [Journal](#) or [Open Access Post-print](#)
10. Matt Logan, Ian T. Adams, & Sharon Mastracci (2024). "The protective effects of prior military service on burnout in criminal justice professions: A multi-agency comparison." *Psychology, Public Policy, and Law* 30(1), 7-21. [Open Access Post-print](#) or [Journal](#)

11. Hunter Boehme, Ian T. Adams, Christi Metcalfe, Peter Leasure, & Melissa Nolan (2024). "Does Scientific Research Change Minds? Linking Criminology and Public Perceptions of Policing." *Criminology & Public Policy* 23(1), 201-224. [Journal](#) or [Open Access Preprint](#)
12. Kaylyn Schiff, Daniel Schiff, Ian T. Adams, Josh McCrain, & Scott Mourtgos (2023). "Institutional Factors Driving Citizen Perceptions of AI in Government: Evidence from a Survey Experiment on Policing." *Public Administration Review* o(o). [Pre-registration](#) or [Journal \(Open Access\)](#)
13. Ian T. Adams, Scott Mourtgos, & Justin Nix (2023). "Turnover in Large US Policing Agencies Following the George Floyd Protests." *Journal of Criminal Justice* 88(o). [Journal](#) or [Open Access Postprint](#)
14. Hunter Boehme, Ian T. Adams, & Peter Leasure (2023). "Weeding out the Truth: A Survey Experiment on the Role of Scientific Evidence in Shaping Public Opinion on Marijuana Policy." *Journal of Criminal Justice* 87(o). [Journal](#).
15. Kyle Mclean, Justin Nix, Seth W. Stoughton, Ian T. Adams, & Geoffrey Alpert (2023). "An Experimental Look at Reasonable Suspicion and Police Discretion." *Policing: An International Journal*, 46(3). [Journal](#) or [Preprint](#)
16. Ian T. Adams, Scott Mourtgos, Kyle McLean, & Geoffrey Alpert. (2023). "Defanged." *Journal of Experimental Criminology*, o(o). [Journal](#) or [Preprint](#)
17. Ian T. Adams, Scott Mourtgos, Christopher Simon, & Nicholas Lovrich. (2023). "If the Face Fits: Predicting Future Promotions from Police Cadets' Facial Traits." *Journal of Experimental Criminology*, o(o). [Journal](#) or [Preprint](#)
18. Scott Mourtgos, Ian T. Adams, & Justin Nix. (2022). "Elevated Police Turnover following the Summer of George Floyd Protests: A Synthetic Control Study." *Criminology & Public Policy*, 21(1), 9-33. [Journal](#) or [Preprint](#)
19. Scott Mourtgos, Ian T. Adams, & Sam Baty. (2022). "Challenging the Ordinality of Police Use-of-Force Policy." *Criminal Justice Policy Review*, 33(2), 119-147. [Journal](#) or [Preprint](#)
20. David Carter, Ian T. Adams, Seth Wright, & Tyler Scott. (2022). "Appraising the Administrative Burden of USDA Organic Certification: A Descriptive Analysis of Notice of Noncompliance Data." *Journal of Agriculture, Food Systems, and Community Development*, 11(2), 235-242. [Journal](#)
21. Justin Nix, Tara Richards, Scott Mourtgos, & Ian T. Adams. (2021). "Comparing 911 and Emergency Hotline Calls for Domestic Violence in Seven Cities: What Happened When People Started Staying Home Due to COVID-19?" *Criminology & Public Policy*, 20(3), 573-591. [Journal](#) or [Preprint](#)
22. Ian T. Adams, Scott Mourtgos, & Sharon Mastracci. (2021). "High-Stakes Administrative Discretion: What Drives Body-Worn Camera Activations?" *Public Administration Review*, 81(4), 691-703. [Journal](#) or [Preprint](#)
23. Sharon Mastracci & Ian T. Adams (2021). "Fitter, Happier: Smiling Display Rules in Policing." *Journal of Police and Criminal Psychology*, 36(3), 592-602. [Journal](#)
24. Scott Mourtgos, Ian T. Adams, & Sharon Mastracci (2021). "Improving Victim Retention and Police-Victim Interactions in Rape Investigations: A Longitudinal Assessment of a Brief

- Training." *Journal of Criminal Justice*, 74, 101-118. [Journal](#) or [Preprint](#)
25. Scott Mourtgos & Ian T. Adams. (2021). "COVID-19 vaccine program eliminates law enforcement workforce infections: A Bayesian Structural Time Series Analysis." *Police Practice and Research*, 22(5), 1557-1565. [Journal](#) or [Postprint](#)
 26. Scott Mourtgos & Ian T. Adams, Justin Nix, & Tara Richards (2021). "Mandatory Sexual Assault Kit Testing Policies and Arrest Trends: A Natural Experiment." *Justice Evaluation Journal*, 22(5), 145-162. [Journal](#) or [Postprint](#)
 27. Sharon Mastracci & Ian T. Adams (2021). "Women's Representation in State Politics: Linking Descriptive and Substantive Representation to Health and Economic Policy Outcomes." *Journal of Public Management and Social Policy*, 28(1). [Journal](#) or [Preprint](#)
 28. Ian T. Adams & Sharon Mastracci (2020). "Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees." *Policing: An International Journal*, 43(2), 314-329. [Journal](#)
 29. Sharon Mastracci & Ian T. Adams (2020). "It's not Depersonalization, it's Emotional Labor: Examining surface acting and use-of-force with evidence from the U.S." *International Journal of Law, Crime and Justice*, 61, 100358. [Journal](#)
 30. Sharon Mastracci & Ian T. Adams (2020). "Emotional Labor in Emergency Dispatch: Gauging Effects of Training Protocols." *Annals of Emergency Dispatch*, 7(3), 5-10. [Journal](#)
 31. Scott Mourtgos & Ian T. Adams (2019). Assessing Public Perceptions of Police Use-of-Force: Legal Reasonableness and Community Standards. *Justice Quarterly*, 37(5), 869-899. [Journal](#)
 32. Ian T. Adams & Sharon Mastracci. (2019). "Police Body-Worn Cameras: Development of the Perceived Intensity of Monitoring Scale." *Criminal Justice Review*, 44(3), 386-405. [Journal](#)
 33. Scott Mourtgos & Ian T. Adams (2019). "The rhetoric of de-policing: Evaluating open-ended survey responses from police officers with machine learning-based structural topic modeling." *Journal of Criminal Justice*, 64(C), 1-1. [Journal](#)
 34. Scott Mourtgos & Ian T. Adams. (2019). "The Effect of Prosecutorial Actions on Deterrence: A County-Level Analysis." *Criminal Justice Policy Review*, 31(4), 479-499. [Journal](#)
 35. David Carter, Samantha Mosier, & Ian T. Adams. (2019). "How Values Shape Program Perceptions: The "Organic Ethos" and Producers' Assessment of U.S. Organic Policy Impacts." *Review of Policy Research*, 36(3), 296-317. [Journal](#)
 36. Sharon Mastracci & Ian T. Adams. (2019). "Emotional Labour in Non-Governmental Organisations: Narrative Analysis and Theory Expansion." *International Journal of Work Organisation and Emotion*, 10(1), 1-18. [Journal](#)
 37. Sharon Mastracci, & Ian T. Adams. (2019). "Is Emotional Labor Easier in Collectivist or Individualist Cultures? An East-West Comparison." *Public Personnel Management*, 48(3), 325-344. [Journal](#)
 38. Ian T. Adams & Sharon Mastracci. (2018). "Police Body-Worn Cameras: Effects on Officers' Burnout and Perceived Organizational Support." *Police Quarterly*, 22(1), 5-30. [Journal](#) or [Postprint](#)
 39. Sharon Mastracci & Ian T. Adams. (2018). "That's what the Money's for: Alienation and Emotional Labor in Public Service." *Administrative Theory and Praxis*, 40(4), 304-319. [Journal](#)

40. Ian T. Adams & Sharon Mastracci. (2017). "Visibility is a Trap: The Ethics of Police Body-Worn Cameras and Control." *Administrative Theory & Praxis*, 39(4), 313-328. [Journal](#)

INVITED ARTICLES

1. Adams, I., Mourtgos, S., & Wilson, J. (2024). Guest editorial: Police staffing: global perspectives and local realities. *Policing: An International Journal*, 47(5), 721-724. [Journal Special Issue](#).
2. Ian T. Adams (2019). "Andrew G. Ferguson, *The Rise of Big Data Policing: Surveillance, Race, and the Future of Law Enforcement* (New York, NY: NYU Press, 2017). 272 Pp. \$28.00 (Hardcover), ISBN: 1479892823." *Public Administration Review* 79(5): 791-93. [Journal, Book Review](#)

BOOK CHAPTERS

1. Justin Nix, Ian T. Adams, & Josh M. McCrain (*forthcoming* 2025). 99 Problems but a Clean IV Ain't One: Measuring and Studying Officer-Involved Shootings. In L. Xue, J. Rosenberger, and C. Loeffler (Eds.), [Title and page numbers TBD]. Taylor & Francis/CRC Press.
2. Mastracci, S., & Adams, I. T. (2025). Managing Identity Using Emotional Labor in Sex-Typed Public Service Occupations. In N. M. Elias, M. H. Holmes, & M. J. D'Agostino (Eds.), *Making Sense of Identity and Equity in Public Sector Workplaces*. Routledge.
3. Ian T. Adams, Scott M. Mourtgos, & Geoffrey Alpert (*forthcoming* 2024). Police Use of Force: Theory, Practice, and Research. In W. Regoezi & T. Miethe (Eds.), *Handbook on Violent Crime and Society*. Edward Elgar Publishing Ltd.
4. Ian T. Adams & Geoffrey Alpert (2023). Use of Force in Policing. In H. Pontell (Ed.), *Oxford Research Encyclopedia of Criminology and Criminal Justice*. New York and Oxford: Oxford University Press. [Link](#)
5. Scott Mourtgos & Ian T. Adams (2023). Police Proactivity in an Era of Pandemic and Protest. In M. Deflem (Ed.), *Crime and Social Control in Pandemic Times*. Emerald Publishing. [Link](#)
6. Scott Mourtgos, Ian T. Adams & Sharon Mastracci (2021). Improving Victim Retention and Officer Response in Rape Investigations. In E. Arble & B. Arnetz (Eds.), *Interventions, Training, and Technologies for Improved Police Well-Being and Performance*. IGI Global. [Link](#)
7. Ian T. Adams & Sharon Mastracci (2020). Hidden in Plain Sight: Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees. In J. Phillips, C. Westaby, A. Fowler, & J. Waters (Eds.), *Emotional Labour in Criminal Justice and Criminology* (pp. 185-195). Routledge. [Link](#)
8. Sharon Mastracci & Ian T. Adams (2019). Trending Interconnectedness: The Value of Comparative Analysis. In M.E. Guy, S.H. Mastracci, & S.-B. Yang (Eds.), *The Palgrave Handbook of Global Perspectives on Emotional Labor in Public Service* (pp. 51-79). Springer International Publishing. [Link](#)
9. Sharon Mastracci & Ian T. Adams (2019). Understanding Emotional Labor at the Cultural Level. In M.E. Guy, S.H. Mastracci, & S.-B. Yang (Eds.), *The Palgrave Handbook of Global Perspectives on Emotional Labor in Public Service* (pp. 119-148). Springer International Publishing. [Link](#)

10. Sharon Mastracci, Ian T. Adams, & Ning Kang (2019). The UK. In M.E. Guy, S.H. Mastracci, & S.-B. Yang (Eds.), *The Palgrave Handbook of Global Perspectives on Emotional Labor in Public Service* (pp. 423–453). Springer International Publishing. [Link](#)

DISSERTATION

Adams, Ian (2022). Modeling Officer Perceptions of Body-Worn Cameras: A National Survey
[Ph.D., The University of Utah.](#)

Teaching

ASSISTANT PROFESSOR

UNIVERSITY OF SOUTH CAROLINA

Research Design in Criminology and Criminal Justice (CRJU 814)

In-person Fall 2025

Evidence Based Policing (LAWG 702)

Hybrid Fall 2025

Policing (CRJU 311)

Online Fall 2024

Online Spring 2024

Online Summer 2023

Criminal Law (CRJU 314)

In-person Fall 2023

In-person Spring 2023

In-person Fall 2022

Policing Practice and Problems (CRJU 711)

In-person Spring 2025

In-person Spring 2023

Senior Honors Thesis (SCHC 499)

Primary Advisor Spring 2024

Primary Advisor Fall 2023

ADJUNCT PROFESSOR

KENT STATE UNIVERSITY

Justice Institutions (CRIM 66770)

Online Spring 2024

Online Fall 2023

Online Spring 2023

Online Fall 2022

Contemporary Policing (CRIM 66773)

Online Summer 2023

Statistical Packages for Public Policy (PUBPL 6002)

Introduction to Criminal Jurisprudence (POLS 3220)

Statistics for Public Policy (PUBPL 6000)

Political Forum Series (POLS 3910)

Grant & Funding Activity

AWARDED

My teams have been awarded **\$3,260,479** in external funding, in the projects listed below.

1. Ian Adams (PI), Seth Stoughton (co-PI), & Geoff Alpert (co-PI), (2024). "Virtual Reality Training Development for Law Enforcement." Bureau of Justice Assistance, in [Award #15PBJA-23-GK-06160-VIRT](#). **\$558,750**
2. Ian Adams (PI), Josh McCrain (co-PI), Kaylyn Jackson Schiff (co-PI), & Daniel Schiff (co-PI), (2024). "LEAD-R: Law Enforcement Administrative Data for Research." Arnold Ventures Funding. **\$184,374**.
3. Ian Adams (PI) and Josh McCrain (co-PI) (2024). "Interdisciplinary Policing Workshop, Third Annual (2025)." Arnold Ventures Funding. **\$63,628**.
4. Geoff Alpert (PI), Ian Adams (co-PI), & Kyle McLean (co-PI) (2024). "Evaluating Implementation & Impact of Automated Body-Camera Review on Officers' Professionalism and Behavioral Outcomes." Arnold Ventures Funding. **\$357,727**.
5. Josh McCrain (PI), Ian Adams (co-PI), Kaylyn Jackson Schiff (co-PI), & Daniel Schiff (co-PI) (2023). "Policing Leadership and Accountability: Harnessing Big Data and Causal Inference for Evaluating Police Reform Practices." National Institute of Justice, [Award #15PNIJ-23-GG-05487-RESS](#). **\$972,083**.
6. Hunter Boehme (PI), Ian Adams (Co-PI), Gabrielle O'Keefe, Irick Geary, Scott Mourtgos, & Heather Prince (2023). "A longitudinal cohort mixed methods study of the impact of mental health on retention and turnover among early career police officers in South Carolina." National Institute of Justice, [Award #15PNIJ-23-GG-05499-RESS](#) **\$1,000,000**.
7. Geoff Alpert (PI), Ian Adams (co-PI), Kyle Mclean, & Michael White (2023). "The Effect of Automated Body-Camera Review on Officers' Professionalism and Behavioral Outcomes." Arnold Ventures Funding. **\$94,621**.
8. Josh McCrain, Ian Adams, Kaylyn Jackson Schiff, & Daniel Schiff (2023). "A Scalable Approach to Estimating Public Opinion in Microgeographies: Multilevel Regression and Poststratification." [Innovations in Measuring Community Perceptions Challenge](#). National Institute of Justice **\$2,500**.
9. Josh McCrain (PI), Ian Adams (co-PI), & Scott Mourtgos (2022). "Policing Policy, Reforms, and Human Capital." University of Utah, Research Incentive Grant. **\$26,796**.

NOT AWARDED

1. Wendy Regoeczi (PI), Ian Adams (Co-PI), Geoffrey Alpert (Co-PI), Seth Stoughton (Co-PI) (2023). "Evidence to Action: Institutionalizing and Expanding the LEADS Program Through Collaborative Research and Strategic Partnerships." National Institute of Justice \$1,000,000.
2. Ian Adams, Geoffrey Alpert, & Seth Stoughton (2022). "In the Eye of the Beholder: Public, Police, and Attorney Views of Reasonable Suspicion." Proposal #122000-23-63027. Excel Funding Program, USC Office of the Vice President for Research. \$23,600.
3. Scott Taylor, Ian Adams, & Geoffrey Alpert (2022). "A critical assessment of alcohol related training: Hospitality Industry Employee responsible alcohol service training and Law Enforcement Officer alcohol detection training." Proposal #140500-23-63061. Excel Funding Program, USC Office of the Vice President for Research. \$23,600.
4. Fulbright Study Award (2020). Workplace Surveillance and Employee Consequences: Does Employer Motivation Matter? Open research grant to the United Kingdom, affiliated with Dr. Jake Phillips, Sheffield-Hallam University. *Semi-finalist*.
5. Sharon Mastracci and Ian Adams (2020). "Algorithmic Modeling of Enterprise-Scale Surveys: Enhancing Federal Human Capital Management." \$20,000. IBM Center for the Business of Government.
6. Sharon Mastracci and Ian Adams (2017). "Effects of body-worn cameras on police officer wellness." \$78,000. Robert Wood Johnson Foundation.
7. Sharon Mastracci, Ian Adams, and Geri Miller-Fox (2017). "Surveying the Surveilled: A longitudinal study to understand the impact of body-worn cameras on police officers and protocols on 911 dispatchers." \$561,969. National Institutes of Justice.

Selected Honors

McCausland Faculty Fellowship. University of South Carolina.	2025
Early Career Award. American Society of Criminology, Division of Policing .	2024
LEADS Academic Program. National Institute of Justice.	2023-2025
Best Paper Award by Graduate Student, (from journal) ⁵	2022.
Best Paper Award for Later-Career Scholars (from journal) ⁶	2022
Best Graduate Student Paper Award, Dept. of Political Science, University of Utah ⁷	2022
Doctoral Fellow, Academy of Criminal Justice Sciences	2020
Laverne Burchfield Award (best book review in <i>Public Administration Review</i>) ⁸	2020
ICPSR Scholarship for Public Administration, Public Policy, and Public Affairs	2019
Gustafson Endowed Fellowship for Quantitative Study	2019-2020 & 2018-2019

⁵Scott Mourtgos, Ian Adams, & Justin Nix (2022). "Elevated Police Turnover following the Summer of George Floyd Protests: A Synthetic Control Study." *Criminology & Public Policy*, 21(1), 9-33.

⁶Justin Nix, Tara Richards, Scott Mourtgos, & Ian Adams (2021). "Comparing 911 and Emergency Hotline Calls for Domestic Violence in Seven Cities: What Happened When People Started Staying Home Due to COVID-19?" *Criminology & Public Policy*, 20(3), 573-591.

⁷Scott Mourtgos, Ian Adams, & Sam Baty (2022). "Challenging the Ordinality of Police Use-of-Force Policy." *Criminal Justice Policy Review*, 33(2), 119-147.

⁸Ian Adams (2019). "Andrew G. Ferguson, *The Rise of Big Data Policing: Surveillance, Race, and the Future of Law Enforcement* (New York, NY: NYU Press, 2017). 272 Pp. \$28.00 (Hardcover), ISBN: 1479892823." *Public Administration Review* 79(5): 791-93.

Founders' Fellow, <i>American Society for Public Administration</i>	2018-2019
J. Ralph Brown Endowed Scholarship	2018-2019
<i>Law & Society</i> International Conference Travel Award	2018
Dalmas Nelson & Garth Jones Excellence in Writing Award	2017
<i>Pi Alpha Alpha</i> Public Administration Honor Society Scholarship	2016
Dean's Graduate Scholarship, College of Social and Behavioral Science	2016-2017
Utah Officer of the Year, Fraternal Order of the Police	2015

Professional and Public Facing Communication

INVITED ACADEMIC TALKS

["Blue Language: Condemning, Celebrating, Understanding, and Regulating Police Profanity."](#) Justice Clearinghouse. January 30, 2025.

"Forced Science: Does 'Force Science' Belong in the Courtroom?" Prosecutors Alliance. Georgia Bar Association, Atlanta, Georgia. November 18, 2023.

"Appropriate Use of Expert Witnesses." Prosecutors Alliance. Berkeley Law School, California. November 3, 2023.

"Small Thoughts on Policing." Keynote, Policing Section. *CrimCon* 2023 Annual Conference. Oct. 16, 2023.

["Policing People: Policy, Politics, and Problems of the Modern Police Agency."](#) Rombach Institute on Crime, Delinquency and Corrections, School of Government & Public Policy, University of Arizona. April 20, 2022.

"Hidden in Plain Sight: Contrasting Emotional Labor & Burnout in Civilian and Sworn Law Enforcement Employees." Helena Kennedy Centre for International Justice. Department of Law and Criminology at Sheffield Hallam University. Sheffield, United Kingdom. March 18, 2019.

"Expanding Emotional Labor: Researching the 'Meaner than Mean'." Rory and Elizabeth Brooks Doctoral College 2018/2019 Masterclass. Global Development Institute at the University of Manchester. Manchester, United Kingdom. March 15, 2019.

PUBLIC AND PRACTITIONER CRIMINOLOGY

1. Ian Adams, Scott Mourtgos, Kyle McLean, & Geoffrey Alpert. (2025, February 1). All Bark and No Empirical Bite. [Police Chief Magazine](#)
2. Ian Adams (2024). Large Language Models and Artificial Intelligence for Police Report Writing. In CrimRxiv. [Link](#)
3. Ian Adams, Justin Nix, & Scott Mourtgos (2023, May 15). Stretched Thin. *City Journal*. [Link](#)
4. Peter Leasure, Hunter Boehme, Ian Adams, and Douglas Berman (2023, February 10). The Impact of Empirical Research on Public Opinion Regarding Marijuana-Related Policies. Ohio State Legal Studies Research Paper No. 758, Drug Enforcement and Policy Center. [Link](#)
5. Ian Adams, Justin Nix, & Scott Mourtgos (2023, February 7). Memphis police numbers dropped by nearly a quarter in recent years – were staffing shortages a factor in the killing

of Tyre Nichols? *The Conversation*. [Link](#)

6. Ian Adams & Seth Stoughton (2023, February 1). Tyre Nichols' death underscores the troubled history of specialized police units. *The Conversation*. [Link](#)
7. Josh McCrain, Ian Adams, Scott Mourtgos, Daniel Schiff, & Kaylynn Jackson Schiff (December 2022). Voters Support Civilian Oversight of Policing. Data For Progress. [Link](#)
8. Scott Mourtgos, Ian Adams, & Justin Nix. August 2022. Linking the Workforce Crisis, Crime, and Response Time. *Police Chief Magazine*. [Available online](#).
9. Scott Mourtgos, Ian Adams, & Sam Baty. November 2021. Police use-of-force policies should be replaced by those based more closely on legal principles. London School of Economics, Phelan US Centre. [Available online](#).
10. Justin Nix, Ian Adams, & Scott Mourtgos. Autumn, 2021. "Arresting the Recruitment Crisis." *City Journal*, 344, 4-5. [Available online](#).
11. Ian Adams. June, 2021. "Survey Results of Utah Public Safety Employees." Utah Public Safety Recruitment and Retention, for Representative Matthew Gwynn, Utah House of Representatives.
12. Scott Mourtgos, Ian Adams, Justin Nix, & Tara Richards. 2020. "Code-R Kit Mandatory Testing Experiment." Research Brief for Agency Command Staff. Salt Lake City Police Department.
13. Sharon Mastracci & Ian Adams. May, 2019. "Emotional Labor in Emergency Dispatch: Report on a Survey of Call Takers and Dispatchers". University of Utah, p. 1-85. Salt Lake County, Utah. *International Academy of Emergency Dispatch (IAED)*, 418 respondents.
14. Ian Adams. November, 2018. "The Need for Nuanced Research on the Uses and Misuses of Body-Worn Police Cameras." *Scholar Strategy Network: Key Findings*. [Available online](#).
15. Ian Adams & Sharon Mastracci. November, 2018. "Utah Law Enforcement Wellness Project". University of Utah, Utah. Provided for three participating agencies, names withheld.

CONFERENCE RESEARCH PRESENTATIONS

<i>Interdisciplinary Policing Policy Workshop</i>	2023, 2024, 2025
<i>American Society of Evidence-Based Policing</i>	2023, 2024, 2025
<i>American Society of Criminology</i>	2021, 2022, 2023, 2024
<i>International Association of Chiefs of Police, Research Advisory Committee</i>	2023, 2024
<i>National Institute of Justice Research Conference</i>	2024
<i>Association for Public Policy Analysis and Management</i>	2023
<i>CrimCon</i>	2020, 2023
<i>European Society of Criminology</i>	2023
<i>Law of Policing Conference</i>	2022, 2023
<i>Academy of Criminal Justice Sciences</i>	2022

<i>Southern Criminal Justice Association</i>	2022
<i>Midwest Political Science Association</i>	2019, 2022
<i>Public Management Research Conference</i>	2021
<i>American Society for Public Administration</i>	2017, 2018, 2021
<i>Western Association of Criminal Justice</i>	2019
<i>Western Political Science Association</i>	2019
<i>Law and Society</i>	2018

GUEST LECTURES AND WORKSHOPS

1. "Artificial Intelligence and Police, Ethics Discussion," for Dr. Ashley Mancik, CRJU 3XX, University of South Carolina. April 16, 2025.
2. "Professional Development: Working with External Partners in Research," for Dr. Kaitlyn Boyle, CRJU 801, University of South Carolina. March 26, 2025.
3. "Ready to Learn How AI Impacts Police Performance and if it Saves Officers Time Writing Reports?" FBINAA Webinar. October 9, 2024.
4. "AI-powered body worn camera (BWC) analysis and report writing: How to manage legal, privacy and union concerns." [Police1 Webinar](#). July 18, 2024.
5. "Missingness: Solved, Solveable (But Poorly Done), and Unsolved Issues," for Criminology & Criminal Justice Graduate Students Association, Quantitative Skills Workshop. University of South Carolina. March 14, 2024.
6. "Policing Policy for Non-CJ Students" POL 120: Introduction to Public Policy, for Dr. Daniel Schiff, Purdue University. November 8, 2023.
7. "Parsing the Criminal and Civil Streams of Police Accountability." CRCJ 8040 - Police & Society for Dr. Justin Nix, University of Nebraska-Omaha. November 8, 2023.
8. "Utilization and Perspectives on Analytical Tools and BWC Footage." Bureau of Justice Assistance, Technical Training Center, Body-worn Camera Policy and Implementation Center. September 13, 2023.
9. "Transitioning from Coursework to Dissertation." Department of Political Science, University of Utah. Salt Lake City, Utah. March 28, 2023.
10. "Professionalism in Criminology & Criminal Justice," for Dr. Geoff Alpert, CRJU 801, University of South Carolina. February 13, 2023.
11. "Institutional Systems: Agents of War, and Law Enforcement." Guest lecture, PAPP 5358: Ethics in the Public Sector for Dr. Hannah Lebovits, University of Texas Arlington. March 2, 2021.
12. "Zotero for the Research Workflow." Workshop: Unpacking the Hidden Curriculum. University of Utah, October 23, 2020. [Link to presentation](#)
13. "Body-Worn Cameras and Police Use-of-Force: Policy, Practice, & Theory." Guest lecture, PADMN 6300, for Dr. Steve Nelson, University of Utah. November 25, 2019.

14. "Policy, Policing, & Prisons." Guest lecture, POLS 3320. University of Utah. November 14, 2019. With Scott M. Mourtgos.
15. "Law Enforcement Body-Worn Cameras in Theoretical Perspective." Guest lecture, PADMN 6300. University of Utah. October 27, 2018.
16. "Celebrating the Public Service – How to Improve the Perceptions." Section on Public Administration and Labor Relations. *American Society for Public Administration*, Atlanta, Georgia. March 2017.

Academic Service

SERVICE TO THE PROFESSION

Special Issue Editor (with Scott Mourtgos and Jeremy Wilson), "Police Staffing: Global Perspectives and Local Realities," for **Policing: An International Journal*." Full issue expected 2024.

Special Issue Editor (with Kathleen E. Padilla), "Emerging Technologies & Tools in Policing Practice," for **Police Practice & Research: An International Journal*." Full issue expected 2024.

Co-founder, Interdisciplinary Policing Policy Workshop. 2023->

Managing Editor, *Police Practice & Research: An International Journal*, (2022-current).

Peer Review (ad hoc). An online record of my peer-review activity, primarily for academic journals in both public administration and criminal justice, is available through [Web of Science](#).

Solicited Book Peer Review: *Cambridge Elements* (2020).

Track Reviewer. "Social Equity, Diversity and Inclusion: More Than a Seat at the Table." For the *American Society for Public Administration* 2021 Annual Conference.

Grant Peer Reviewer, (FY 2020). On behalf of the Office of Juvenile Justice and Delinquency Prevention. Grant reference OJJDP-2020-17296.

Lead Technical Reviewer (2020). On behalf of the National Institute of Justice. Grant reference NIJ-2020-17296.

Selection Committee (2019). Founders Fellow Program, *American Society of Public Administration*.

Grant Peer Reviewer, (2019). On behalf of the Bureau of Justice Assistance. Grant reference BJA-2019-15087.

OTHER SERVICE

"Publishing as a Graduate Student." Panel moderator. Graduate Student Workshops. University of Utah. October 2020.

Executive Committee Member (2020), Diversity and Inclusion International Working Group. Committee of the three largest emergency dispatch organizations to enhance representativeness, response, and care through diversity strategies in emergency dispatch personnel, products, and training curriculum.

At-Large Member (2020-21). "School of Life Scholarship Committee," University of Utah.

“Research on Emergency Management and Public Safety.” Panel moderator. *American Society for Public Administration*, Denver, Colorado. March 2018.

Graduate Student Research Methods Series Workshops (2018 – 2021): Developed workshops featuring scholars with methodological expertise not otherwise available to Ph.D. students.

Dr. Alex Coppock, field experiment techniques	November 2018
Dr. Timothy Pachirat, ethnographic research	February 2019
Dr. Jessica Calarco, in-depth interviewing	February 2020
Dr. Jelena Subotic, archival & historical research	March 2020
“Unpacking the Hidden Curriculum” workshops	October 2020

Academic Society Membership

American Society of Criminology

Division of Experimental Criminology
Division of Policing

American Society of Evidence-Based Policing

PREVIOUS MEMBERSHIP:

Academy of Criminal Justice Sciences | American Society for Public Administration | European Society of Criminology | Law & Society | Midwest Political Science Association | Midwest Political Science Association | Public Management Research Association | Scholar Strategy Network | Southern Criminal Justice Association | Western Political Science Association

Praxis

PRACTITIONER TEACHING

Evidence-Based Policing for the Police Executive

Excellence in Policing & Public Safety	March, 2024
Excellence in Policing & Public Safety	April, 2024

Looking Forward: Evidence on Artificial Intelligence for Police Executives

FBI National Academy	May 11, 2023
FBI National Academy	July 27, 2023
FBI National Academy	October 23, 2023
Miami Police Department, Leadership Retreat	January 30, 2024
FBI National Academy	Feb 15, 2024
FBI National Academy	May 9, 2024
FBI National Academy	August 12, 2024
Texas Department of Public Safety	August 26, 2024
FBI National Academy	November 7, 2024

Introduction to US & Utah Constitutions

Primary Instructor Salt Lake City POST	Spring 2022
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<i>Primary Instructor</i> Salt Lake City POST	Summer 2021
<i>Primary Instructor</i> Salt Lake City POST	Spring 2021
Criminal Justice & Court Systems	
<i>Primary Instructor</i> Salt Lake City POST	Spring 2022
<i>Primary Instructor</i> Salt Lake City POST	Spring 2021
Criminal Code & Elements of Crime	
<i>Primary Instructor</i> Salt Lake City POST	Spring 2022
<i>Primary Instructor</i> Salt Lake City POST	Spring 2021
Investigating Police Use-of-Force Training Seminars	
<i>Presenter</i> Sandy, Utah.	March 2020
<i>Co-instructor</i> Cedar City, Utah.	June 2018

BOARD POSITIONS

Association of Force Investigators

Board of Advisors	2020-current
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International Academies of Emergency Dispatch

Chair of the Board	2021-current
Board of Trustees	2019-current

POLICY AND LEGISLATION

1. Artificial Intelligence in Criminal Justice Stakeholders Meeting, with Microsoft. March 8, 2024.
2. Use of Force Review Technical Assistance Summit. Excellence in Policing and Public Safety Program. University of South Carolina Law School. June 19-21, 2023.
3. Listening Session - Criminologists (Expertise in Body-worn Cameras, Use of Force). "Executive Order 14074 — Advancing Effective, Accountable Policing and Criminal Justice Practices To Enhance Public Trust and Public Safety." National Institute of Justice (NIJ) and the Bureau of Justice Assistance (BJA). May 11, 2023.
4. Sen. Jani Iwamoto and Rep. Ryan Wilcox. 2022. SB126 Officer Intervention and Reporting. [Bill File](#). *Language and testimony*.
5. Rep. Matthew Gwynn and Sen. John Johnson. 2022. HB070 Public Safety Disability Benefits. [Bill File](#). *Language and testimony*.
6. Rep. Ryan Wilcox and Sen. John Johnson. 2022. HB345 Public Safety Employee Personal Data. [Bill File](#). *Language and testimony*.
7. Rep. Mike Winder and Sen. Daniel Thatcher. 2022. HB094 POST Council Membership. [Bill File](#). *Language and testimony*.
8. Duty to Intervene Workgroup (2022FL-0071/02). 2021-2022. Utah State Legislature, on behalf of Senator Jan Iwamoto.

9. Utah Legislature, Law Enforcement and Criminal Justice Interim Committee. September 2021. Testimony on Law Enforcement Recruitment and Retention, on behalf of Representative Matthew Gwynn.
10. Utah POST Council. 2021. Statewide K9 Use-of-Force Policy Subcommittee. In reference to SB38.
11. Utah POST Council. 2021. Statewide Use-of-Force Policy Subcommittee. In reference to SB106.
12. Public Safety Recruitment, Retention, and Retirement Working Group. 2021. Utah State Legislature, on behalf of Representative Matthew Gwynn.
13. Rep. Karen Kwan and Senator Daniel Thatcher. 2021. HB0248. Mental Health Support Program for First Responders. [Bill file](#). *Language and testimony*.
14. Rep. Angela Romero and Senator Todd Weiler. 2021. HB0264 Law Enforcement Weapons Use Amendment. 53-13-116. [Bill file](#). *Language and testimony*.
15. Mental Health Protections for First Responders Workgroup (HB154). 2019-2020. Utah State Legislature, on behalf of Representative Karen Kwan.
16. "Utah's Approach to Justice Reinvestment." Presentation to the Idaho Legislature, Criminal Justice Reinvestment Oversight Committee. Boise, Idaho. September 17, 2018.

RELATED CERTIFICATIONS

Certified Advanced Specialist, <i>Force Science Institute</i>	2020
Basic Force Analyst, <i>Force Science Institute</i>	2015
Tactical Communications Instructor, <i>California POST</i>	2015
Advanced Training Officer	2014
Utah State Certified K9 Trainer & Handler (Patrol)	2012
Utah State Certified K9 Trainer & Handler (Narcotics Detection)	2012
Utah Law Enforcement Officer	2007
Utah Correctional & Special Functions Officer	2004

RELATED TRAINING

Force Investigation Strategies and the Cognitive Interview Process, <i>AFI</i>	2021
Force Science Advanced Specialist Course, <i>Force Science Institute</i>	2020
Body Cameras: Investigations, Policy, and Incident Analysis. <i>Force Science Institute</i>	2017
Adaptive Leadership, <i>Kem C. Gardner Policy Institute</i>	2016
National Mentoring Conference, <i>University of New Mexico</i>	2016
Structural Equation Modeling, <i>Stata Corp.</i>	2016
FBI Crisis & Hostage Negotiator I and II	2016
Crisis Negotiation – Mental Illness Focus, <i>Salt Lake City PD</i>	2016
Crisis Negotiation – DV Focus, <i>Salt Lake City PD</i>	2016
Force Science Institute Analyst	2015
Peer Support & Crisis Response, <i>Salt Lake City PD</i>	2015
Interview and Interrogation	2015
Police Mid-Management Certificate	2014
Senior Police Officer	2014

Advanced Training Officer	2014
Police K9 Handler/Trainer (Patrol, Apprehension, Tracking), <i>Utah POST</i>	2012
Police K9 Handler/Trainer (Narcotics Detection) Police, <i>Utah POST</i>	2012
Public Information Officer, <i>Utah State Emergency Communications</i>	2011
Child Abduction Response Team (CART), <i>Federal Bureau of Investigation</i>	2010
Advanced Electronic Investigations, <i>Federal Bureau of Investigation</i>	2009

Academic and Professional Media (Last Five Years)

1. Volmert, I. (2025, April 28). What to know about the trial of an ex-Michigan officer charged in the killing of a Black motorist. [AP News](#).
2. Suarez, M. (2025, February 21). Tarrant County says there's no video of fatal shooting—Sheriff's deputies don't wear body cameras. [KERA News](#).
3. Zambito, T. C. (2025, February 10). How Marcy body cameras turned a secret assault into a reckoning at NY prisons. [Times Herald-Record](#).
4. Moss, J. (2025, February 6). 3 major Central NY police agencies don't use video recall that caught NY guards beating inmate. [Syracuse.Com](#).
5. Phillips, S. (2025, January 31). Artificial Intelligence in Policing [Police In-Service Training Podcast](#).
6. Moss, J. (2025, January 13). How a 'fail-safe' feature on body cams captured NY prison guards brutally beating Robert Brooks. [Syracuse.Com](#).
7. Wheeler, A. (2024, December 13). Bitcoin, Ethereum, and Axon. [Andrew Wheeler](#).
8. Stanley, J. (December, 2024). Police Departments Shouldn't Allow Officers to Use AI to Draft Police Reports. [American Civil Liberties Union](#).
9. Gabriel, F. A. T. (2024, December 5). Trial of IMPD officers charged in death of Herman Whitfield III begins. [WFYI Public Media](#).
10. Nye, R. (2024, December 4). Man who performed autopsy on Herman Whitfield III testifies in Day 3 of trial of officers accused in his death. [WTHR Indianapolis](#)
11. Booth, B. (2024, November 26). Police departments across U.S. are starting to use artificial intelligence to write crime reports. [CNBC](#).
12. Pender, C. (2024, November 2). Hayward police officers found not liable in Alameda DA's re-review of 2018 police shooting. [The Mercury News](#).
13. Cisneros, R. (2024, October 23). Policing in the age of AI: Criminology researcher gives glimpse into future of law enforcement. [College of Arts and Sciences](#).
14. Lewis, S. (2024, October 3). How Artificial Intelligence Is Changing The Reports Police Write. [KQED NPR](#).
15. Temple-Raston, D. (2024). AI is writing police reports: Should we be worried? (170) [Podcast]. Retrieved October 1, 2024, from [Click Here Podcast](#).
16. Ratcliffe, J. (2024). Ian Adams (75) [Podcast]. Retrieved October 1, 2024, from [Reducing Crime Podcast](#).

17. Womack, M. (2024, September 29). Southern Maine police are testing new AI software to write their police reports. [Portland Press Herald](#).
18. Kaste, M. (Director). (2024, September 24). Human reviewers, who can't keep up with all the police body cam videos, welcome AI [Broadcast]. In [Morning Edition](#). [NPR](#).
19. Bauman, A. (2024, September 23). As Vallejo police force shrinks, 911 response times soar. [Open Vallejo](#).
20. Gathright, J., Silverman, E., Hermann, P., Uber, E., & Jackman, T. (2024, September 10). Video of D.C. police fatally shooting violence interrupter sparks protests. [Washington Post](#).
21. Popa, N. (2024, September 3). USC becomes first campus in the state to use AI Body Cam Technology for police officers. [WIS TV](#)
22. Uber, E. (2024, August 17). Missing woman's brother says she last called home to Nepal on July 30. [Washington Post](#).
23. Bradbury, S. (2024, August 29). Aurora police ended AI review of body cameras. Unprofessionalism plummeted when it was in use, new research shows. [The Denver Post](#)
24. Worf, L. (2024, August 1). Mecklenburg district attorney details chaotic scene at shooting that left four officers dead. [WFAE 90.7 - Charlotte's NPR News Source](#)
25. Slevin, C. (2024, July 30). Police recruit who lost both legs in "barbaric hazing ritual" sues Denver, paramedics and officers. [AP News](#)
26. Costello, D. (2024, July 19). Police Accountability Board calls for suspension of Baltimore officer who put gun to temple of restrained man; commissioner, union president defend actions. [Baltimore Sun](#)
27. Blair, P. (2024, July 1). F The Police! [Substack newsletter]. [Tactical Science](#).
28. Martin, J., & Lauer, C. (2024, May 11). Experts say gun alone doesn't justify deadly force in fatal shooting of Florida airman. [AP News](#)
29. L.A. police chief says officer shortage makes it harder to respond to some calls. (2024, April 17). In NBC Nightly News. [NBC](#)
30. Cramer, M., & Meko, H. (2024, April 6). Arrests Expose Rift Between N.Y.P.D. and 'Violence Interrupters.' [The New York Times](#)
31. Jensen, C. (2024, March 18). Baltimore County officer investigated for punching 2nd detainee: 'Seems to be a pattern.' [Baltimore Sun](#)
32. Vince, J. (2024, February 15). AI Demystified: How LE Agencies are Leveraging Artificial Intelligence. [Officer.Com](#)
33. Potts, J. (2024, February 12). The impact of large language models on police report writing and beyond. [Police1](#)
34. Boschult, C. (2023, December 1). Armed and uninformed: SLED report details what led to cops killing a schizophrenic Spartanburg man. [Post and Courier](#)
35. Kaste, M. (Director). (2023, October 15). California bans "excited delirium" term as a cause of death. [All Things Considered](#)

36. Grench, E. (2023, August 14). Houston family seeks answers on fatal police shooting, gaps in released footage. [Houston Landing](#)
37. Smith, P. A. (2023, July 24). Police Say Dogs Help Solve Crimes. Little Evidence Supports That. [Undark Magazine](#)
38. Rush, Jeffrey. (Director). (2023, July 1). Police Staffing Crisis. In [Your Security Guys](#)
39. Officer Burn Out. (2023, June 29). In Top Story with Tom Llamas. [NBC News NOW](#)
40. Boyle, J. (2023, June 5). Opinion: In Whitmire arrest, cops did their jobs — and the protest was off base. [Asheville Watchdog](#)
41. Unruh, J. (2023, May 26). Lack of officers hampering Wichita police department's morale-building and community policing efforts. [Wichita Journalism Collaborative](#)
42. Medved, M. (Director). (2023, May 16). [Michael Medved Show](#). In Hour 3: Police agencies across the country are experiencing alarming levels of officer turnover.
43. Conley, A. (2023, March 21). Staffing woes continue to plague Omaha Police Department. [Omaha World-Herald](#)
44. Kaste, M. (2023, March 18). Police didn't get defunded but many large departments are shrinking. [NPR](#)
45. Boles, A. (2023, March 1). Why did the North Myrtle Beach City Manager wear a body camera to a community event? [WMBF News](#)
46. Williams, M. (2023, February 8). State of the Union: What experts have said about Biden's proposed reforms on policing, guns and taxes – 8 essential reads. [The Conversation](#)
47. Editorial Board. (2023, January 31). 'I find myself at a loss for words': Next steps for the nation after Tyre Nichols' death. [Deseret News](#)
48. Simon, S., & Kaste, M. (Directors). (2023, January 28). Policing experts condemn Memphis officers after the release of Tyre Nichols footage. In Weekend Edition Saturday. [NPR](#)
49. Kim, J. (2023, January 28). Police experts say Tyre Nichols' arrest was filled with procedural violations. [South Carolina Public Radio](#)
50. Grench, E., & Hunter, B. (2023, January 28). Cops Kept Beating Tyre Nichols as He Screamed for His Mother. [The Daily Beast](#)
51. Whalen, E. (2023, January 24). Charleston State of the City address touches on flooding, affordable housing and crime. [Post and Courier](#)
52. Richmond, T. (2022, December 28). AG charges former officer in Floyd protest beating. [AP News](#)
53. Finn, J. (2022, December 3). Was a death in police custody preventable? Video raises questions, law enforcement experts say. [The Advocate](#)
54. Berman, M. (2022, November 13). New-officer training presents 'immediate crisis for policing,' report says. [Washington Post](#)
55. Kenney, K. (2022, November 1). Body camera footage reveals confusion during Muncie active shooter scene. [WRTV Indianapolis](#)

56. Grench, E. (2022, October 18). Video Shows Cops Badger Drunk Black Man Before Killing Him. [*The Daily Beast*](#)
57. Grzeszczak, J., Schumer, E., & Rockett, A. (2022, October 13). Isle of Palms police chief accidentally shot himself in the hand. What happens next? [*The Post and Courier*](#)
58. Bowling, C. (2022, October 18). Past Union President, Now Running for Sheriff, Was Deemed to Have Used Excessive Force. Then Omaha's Police Chief Stepped in. [*The Omaha Reader*](#)
59. Stelloh, T. (2022, August 17). A police dog bit an unarmed Texas woman for 62 seconds. A federal judge dismissed her excessive force lawsuit. [*NBC News*](#)
60. Graham, A., Chavez, N., Minkler, A., & Barber, P. (2022, August 15). 'You are going to kill me': Family, experts criticize Sonoma County Sheriff's Office handling of fatal shooting. [*Santa Rosa Press Democrat*](#)
61. Shots Fired. (2021, November 23). [*PBS Frontline*](#)
62. Rivera, D. (2021, November 9). COVID risk: Do department policies protect Utah law enforcement and the public? [*KSL TV*](#)
63. Berman, M. (2021, October 2). As coronavirus cases mount and vaccine mandates spread, holdouts plague police and fire departments. [*Washington Post*](#)
64. Lehman, C. (2021). "Why Cops Are Quitting." [*City Journal*](#).
65. Ridderbusch, K. (2021). "Violence, stress, scrutiny weigh on police mental health." [*Georgia Health News*](#)
66. Hutson, S., & Means, E. 2021. Utah's Take On Police Reform (No. 2). [*KUER Radio*](#), January 29, 2021.
67. Harkins, Paighen, and Jessica Miller. 2021. "Utah Attorney General's Office 'Surprised' Police Shot at So Many People in 2020." [*PBS Frontline*](#), January 10, 2021.
68. Miller, Jessica, and Paighen Harkins. 2021. "'Constant Breaking of Your Heart:' How Utah Police Respond to Mental Health Crises." [*PBS Frontline*](#), January 9, 2021.