

# Ian T. Adams

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Ph.D. Candidate, University of Utah, Department of Political Science  
Salt Lake City, Utah

✉ [ian.adams@utah.edu](mailto:ian.adams@utah.edu)   [Twitter](#) [LiminalMori](#)   [Globe](#) [ianadamsresearch.com](http://ianadamsresearch.com) | Updated: Jan. 29, 2021

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I am a Ph.D. candidate in Political Science at the [University of Utah](#), where I also completed a Masters of Public Administration (2017). I study public administration, policing, and emotional labor theory. I am particularly interested in the consequences of work-place surveillance on front-line public employees. That line of research has been strongly motivated by the example of body-worn cameras in policing.

My work is multidisciplinary, focusing at the nexus of public administration and policing research. My work has been published work in top journals in both fields, including *Public Administration Review* and *Justice Quarterly*. I have been honored as a 2018 *American Society of Public Administration* Founders' Fellow, and a 2020/2021 doctoral fellow of the *Academy of Criminal Justice Sciences*. I maintain a personal website with a current CV and publications at [www.ianadamsresearch.com](http://www.ianadamsresearch.com).

## Education

### UNIVERSITY OF UTAH

*Department of Political Science*, Ph.D. Candidate 2017–2022 (expected)

Subfields: Public Administration, American Politics

Dissertation Title: *Body Worn Camera Policy and Fairness: A National Survey of Police Officers*

*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

## Publications

### PEER REVIEWED JOURNAL ARTICLES ([GOOGLE SCHOLAR PROFILE](#))

**Ian Adams**, Scott Mourtgos, & Sharon Mastracci. *Forthcoming* (2021). "High-Stakes Administrative Discretion: What Drives Body-Worn Camera Activations?" *Public Administration Review*, o(o).

Scott Mourtgos, **Ian Adams**, Justin Nix, & Tara Richards. *Forthcoming* (2021). "Mandatory Sexual Assault Kit Testing Policies and Arrest Trends: A Natural Experiment." *Justice Evaluation Journal*, o(o).

**Ian Adams** & Sharon Mastracci (2020). "Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees." *Policing: An International Journal*, 43(2), 314-329. [Link](#)

Sharon Mastracci & **Ian 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. [Link](#)

Sharon Mastracci & **Ian Adams** (forthcoming, 2020). "Women's Representation in State Politics: Linking Descriptive and Substantive Representation to Health and Economic Policy Outcomes." *Journal of Public Management and Social Policy*, o(o).

Scott Mourtgos & **Ian Adams** (2019). Assessing Public Perceptions of Police Use-of-Force: Legal Reasonableness and Community Standards. *Justice Quarterly*, 37(5), 869–899. [Link](#)

Scott Mourtgos & **Ian 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. [Link](#)

**Ian Adams** & Sharon Mastracci. (2019). “Police Body-Worn Cameras: Development of the Perceived Intensity of Monitoring Scale.” *Criminal Justice Review*, 44(3), 386–405. [Link](#)

Scott Mourtgos & **Ian Adams**. (2019). “The Effect of Prosecutorial Actions on Deterrence: A County-Level Analysis.” *Criminal Justice Policy Review*, 31(4), 479–499. [Link](#)

David Carter, Samantha Mosier, & **Ian 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. [Link](#)

Sharon Mastracci & **Ian Adams**. (2019). “Emotional Labour in Non-Governmental Organisations: Narrative Analysis and Theory Expansion.” *International Journal of Work Organisation and Emotion*, 10(1), 1–18. [Link](#)

Sharon Mastracci, & **Ian Adams**. (2019). “Is Emotional Labor Easier in Collectivist or Individualist Cultures? An East–West Comparison.” *Public Personnel Management*, 48(3), 325–344. [Link](#)

**Ian Adams** & Sharon Mastracci. (2018). “Police Body-Worn Cameras: Effects on Officers’ Burnout and Perceived Organizational Support.” *Police Quarterly*, 22(1), 5–30. [Link](#)

Sharon Mastracci & **Ian Adams**. (2018). “That’s what the Money’s for: Alienation and Emotional Labor in Public Service.” *Administrative Theory and Praxis*, 40(4), 304–319. [Link](#)

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

#### BOOK CHAPTERS

**Ian 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.

Sharon Mastracci & **Ian 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.

Sharon Mastracci & **Ian 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,

Sharon Mastracci, **Ian 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.

#### BOOK REVIEWS

**Ian 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.<sup>1</sup>

## Research in Progress

### UNDER REVIEW

Sharon Mastracci, Ian Adams, & Jennifer Seelig. "Non-traditional Occupations and Emotional Labor in Law Enforcement." (Revise and Resubmit)  
Scott Mourtgos, Ian Adams, & Sam Baty. "Testing the Ordinal Assumptions of Less-Lethal Force Policies." (Revise and Resubmit)  
Scott Mourtgos, Ian Adams, & Sharon Mastracci. "Improving Victim Retention and Officer Response in Rape Investigations."  
Sharon Mastracci & Ian Adams. "Fitter, Happier: Smiling Display Rules in Policing"  
Scott Mourtgos & Ian Adams. Chapter project for edited collection *Interventions, Training, and Technologies for Improved Police Well-Being and Performance*.

### IN DEVELOPMENT

Ian Adams. "Activation and Review Policies: A Survey Vignette Experiment."  
Ian Adams. "Structural Topic Modeling of Officer Open-Ended Responses."  
Ian Adams. "Emotional Labor and Burnout in Police: A National Probability Survey."  
Ian Adams, Sharon Mastracci, John Ford, Peter Leeds, & Scott Mourtgos. "Structural Topic Modeling of Large Survey Data."  
Ian Adams & Scott Mourtgos. "Synthetic Data for Public Administration Research."  
David Carter, Tyler Scott, Ian Adams, & Seth Wright. "Appraising the Administrative Burden of USDA Organic Certification."  
Scott Mourtgos, Ian Adams, & Sam Baty. "Predicting Public Opinion of the U.S. Criminal Court System."  
Scott Mourtgos, Ian Adams, & Justin Nix. "Elevated Police Turnover in the post-Floyd Era: A Synthetic Control Study".  
Justin Nix, Tara Richards, Scott Mourtgos, & Ian Adams. Covid & Crime.

## Academic Teaching

Statistical Packages for Public Policy (PUBPL 6002)

*Primary Instructor* (asynchronous online) Spring 2021

Introduction to Criminal Jurisprudence (POLS 3220)

*Primary Instructor* (synchronous online) Fall 2020

*Primary Instructor* (asynchronous online) Summer 2020

*Teaching Assistant* (hybrid, in-person, asynchronous) Spring 2019

Statistics for Public Policy (POLS 6000)

*Primary Instructor* (asynchronous online) Summer 2020

Administrative Theory Pro-seminar (PADMN 6300)

*Teaching Assistant* (in-person) Fall 2019

Public Policy Analysis (PADMN 6323)

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<sup>1</sup> Awarded Laverne Burchfield Award in 2020 for best book review appearing in *Public Administration Review*

|  |             |
|--|-------------|
| Teaching Assistant (in-person)           | Spring 2018 |
| Teaching Assistant (asynchronous online) | Spring 2018 |

### Academic Positions

|   |           |
|---|-----------|
| Research & Teaching Assistant, Dr. Sharon Mastracci | 2017-2021 |
| Teaching Assistant, Dr. Steven Nelson               | 2019      |
| Research & Teaching Assistant, Dr. David Carter     | 2017-2018 |

### Selected Honors

|   |                          |
|---|--------------------------|
| Doctoral Fellow, Academy of Criminal Justice Sciences                               | 2020 & 2021 <sup>2</sup> |
| Laverne Burchfield Award (best book review in <i>Public Administration Review</i> ) | 2020                     |
| ICPSR Scholarship for Public Administration, Public Policy, and Public Affairs      | 2019                     |
| Gustafson Endowed Fellowship for Quantitative Study                                 | 2019-2020 & 2018-2019    |
| Founders' Fellow, <i>American Society for Public Administration</i>                 | 2018-2019                |
| J. Ralph Brown Endowed Scholarship  | 2018-2019                |
| <i>Law &amp; 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 Non-Peer Reviewed Publications

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.

Sharon Mastracci & Ian Adams. 2020. "Emotional Labor in Emergency Dispatch: Gauging Effects of Training Protocols." *Annals of Emergency Dispatch & Response*.

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.

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 at SSN.

Ian Adams & Sharon Mastracci. November, 2018. "Utah Law Enforcement Wellness Project: Agency One". University of Utah, p. 1-59. Salt Lake County, Utah. Agency name withheld. 945 respondents.

Ian Adams & Sharon Mastracci. November, 2018. "Utah Law Enforcement Wellness Project: Agency Two". University of Utah, p. 1-66. Salt Lake County, Utah. Agency name withheld. 662 respondents.

Ian Adams & Sharon Mastracci. November, 2018. "Utah Law Enforcement Wellness Project: Agency Three". University of Utah, p. 1-56. Salt Lake County, Utah. Agency name withheld. 314 respondents.

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<sup>2</sup>Canceled due to Covid

## Conferences, Workshops, and Talks

### RESEARCH PRESENTATIONS AND CONFERENCE PARTICIPATION

"The Effect of Body-Worn Camera Activation and Auditing Policies on Perceptions of Monitoring Fairness." *American Society for Public Administration*. April, 2021.

"Body-Worn Camera Activation, Auditing, and Fairness." *Midwest Political Science Association*. April, 2021.

"Gendered, Bifurcated and Unfair: Differentiated Emotional Labor Demands in Law Enforcement Non-Traditional Roles." Panel Presentation for Emotional labour in Criminal Justice and Criminology. *CrimCon*. November, 2020.

"Body-Worn Camera Activations: Demographic, Attitudinal, and Job Function Predictors." *Academy of Criminal Justice Sciences*. San Antonio, Texas. March, 2020 (canceled by Covid-19).

"Police Body-Worn Cameras: Challenges in Measurement." *Western Association of Criminal Justice*. Coeur d'Alene, Idaho. October 2019.

"Hidden in Plain Sight: Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees." *Western Political Science Association*, San Diego, California. April 2019.

"Heart Monitors: Body-worn cameras and police emotional exhaustion." *Law and Society*, Toronto, Canada. June 2018.

"How values shape program perceptions: The 'organic ethos' and producers' perceptions of U.S. organic policy impacts." *Midwest Political Science Association*, Chicago, Illinois. April 2018.

"Body-worn Cameras: Transparency and Exposure." *American Society for Public Administration*, Denver, Colorado. March 2018.

"Watching the Heart: Body-Worn Cameras and Police Burnout." *American Society for Public Administration*, Atlanta, Georgia. March 2017.

### TALKS AND WORKSHOPS

"Zotero for the Research Workflow." Workshop: Unpacking the Hidden Curriculum. University of Utah, October 23, 2020. [Link to presentation](#)

"Public Perception of Police Use-of-Force." Invited research presentation, Defending Your Use-of-Force with Danny King. Sandy Police Department, Sandy, Utah. March 10, 2020.

"Body-Worn Cameras and Police Use-of-Force: Policy, Practice, & Theory." Invited research presentation, PADMN 6300, University of Utah. November 25, 2019.

"Policy, Policing, & Prisons." Invited research presentation, POLS 3320. University of Utah. November 14, 2019. With Scott M. Mourtgos.

"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.

“Law Enforcement Body-Worn Cameras in Theoretical Perspective.” Invited research presentation, PADMN 6300. University of Utah. October 27, 2018.

“Utah’s Approach to Justice Reinvestment.” Presentation to the Idaho Legislature, Criminal Justice Reinvestment Oversight Committee. Boise, Idaho. September 17, 2018.

“Investigating Police Use-of-Force.” Training Seminar. Cedar City, Utah. June 2018.

“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

**Peer Review (ad hoc).** An online record of my peer-review activity is available through [Publons](#)  
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.

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

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

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.

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

Panel Chair: “Contemporary Topics on Police Behavior.” *Academy of Criminal Justice Sciences*. San Antonio, Texas. March, 2020 (Covid-19 canceled).

Panel Chair: “Police Body-Worn Cameras and Use of Force.” October 2019. *Western Association of Criminal Justice*. Coeur d’Alene, Idaho. October 2019.

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.

“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; Co-chair with [Devon Cantwell](#)): Developed workshops featuring scholars with methodological expertise not otherwise available to Ph.D. students.

Dr. Alex Coppock, field experiment techniques  
Dr. Timothy Pachirat, ethnographic research

November 2018  
February 2019



Dr. Jessica Calarco, in-depth interviewing  
 Dr. Jelena Subotic, archival & historical research  
 “Unpacking the Hidden Curriculum” workshops

February 2020  
 March 2020  
 October 2020

## Academic Society Membership

### CURRENT MEMBERSHIP

American Society for Public Administration; Western Association of Criminal Justice; American Society of Criminal Justice; Scholar Strategy Network; Public Management Research Association.

### PREVIOUS MEMBERSHIP:

Western Political Science Association; Midwest Political Science Association; Law & Society.

## Grant Activity

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*.

Sharon Mastracci and Ian Adams. “Algorithmic Modeling of Enterprise-Scale Surveys: Enhancing Federal Human Capital Management.” \$20,000. IBM Center for the Business of Government. 3/5/2020. *Not funded*.

Sharon Mastracci and Ian Adams. “Effects of body-worn cameras on police officer wellness.” \$78,000. Robert Wood Johnson Foundation. 3/30/2017. *Not Funded*.

Ian Adams and Brent Jex. On behalf of Utah Fraternal Order of Police. January 2017 to December 2017. “Utah Officer Mental Health Initiative.” Utah Commission on Criminal & Juvenile Justice, Justice Assistance Grant 15A75. \$20,000. **Funded**.

Sharon Mastracci, Ian Adams, and Geri Miller-Fox. “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. *Not funded*.

## Professional Experience

### *Association of Force Investigators*

|                   |              |
|-------------------|--------------|
| Board of Advisors | 2020-current |
|-------------------|--------------|

### *International Academies of Emergency Dispatch*

|                   |              |
|-------------------|--------------|
| Board of Trustees | 2019-current |
|-------------------|--------------|

### *Utah Fraternal Order of Police*

|                                |                |
|--------------------------------|----------------|
| Executive Director             | 2016 – current |
| State Spokesman                | 2014 – 2016    |
| Member & local lodge positions | 2004 – current |

### *Adams Research & Analysis, LLC*

|           |                |
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| Principal | 2017 – current |
|-----------|----------------|

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| <i>Law Enforcement Officer, Utah</i> | 2004 – 2016 |
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## Academic and Professional Media

Hutson, S., & Means, E. 2021. Utah's Take On Police Reform (No. 2). KUER Radio, January 29, 2021. [Link available here](#).

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. [Link available here](#).

Miller, Jessica, and Paighen Harkins. 2021. "'Constant Breaking of Your Heart:' How Utah Police Respond to Mental Health Crises." PBS Frontline, January 9, 2021. [Link available here](#).

Wang, Karen. "Where Are We at with Body-Worn Cameras in Policing?" Puzzler. November 22, 2020. [Link available here](#)

Race, Policing & Protests: Recent Relevant Research. (July, 2020). Crime and Justice Research Alliance. [CJRA Newsletter](#)

Davies, A., & Harrigan, J. (2020, August 4). Crossing the Police Line [Podcast]. Available at [Words and Numbers podcast](#)

Ian Adams. (2020, July 14). "What Police Believe". Post at [Personal Website](#)

Ian Adams. (2020, May 23). "Randomizing Vignette Factorial Designs in Survey Research with Qualtrics". Post at [Personal Website](#)

Ian Adams, Rawson, B., & Jex, B. (2020). Covered. Retrieved December 21, 2020, from [Covered Podcast](#)

Harkins, P. (2020, March 30). Utah officers create child care option for and by families of first responders. The Salt Lake Tribune. Available at [Salt Lake Tribune website](#)

"Police Body Cameras Aren't Having the Effects Many Expected." Governing. March 25, 2019. Available at [Governing](#)

"Dispatch in Depth: You've Got Me Doing Emotional Labor." Podcast for Annals of Emergency Dispatch and Response. Published January 9, 2017. Available from [Academies of Emergency Dispatch](#)

## Research Management

National Officer Wellness Project (2020): Lead investigator. Design of stratified random sampling procedure, and administrator for online survey distribution through Qualtrics to national probability sample.

Utah Officer Wellness Project (2018): Co-lead investigator. Design of Qualtrics simultaneous online survey distribution to over 4,400 employees across three law enforcement agencies.

National Organic Plan Violation Record Research Project (2017 – ongoing): Research team member; author of the coding document and datasheet construction for a research project involving approximately 10,000 discrete National Organic Program violation records from USDA. Development on online coding framework in Qualtrics.

## References

Available upon request. Please send corrections, requests, and concerns to [ian.adams@utah.edu](mailto:ian.adams@utah.edu).