

Ian T. Adams, Ph.D.

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

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Education

UNIVERSITY OF UTAH

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

ADDITIONAL TRAINING

<i>Inter-University Consortium for Political and Social Research, University of Michigan</i>	2019
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Academic Positions

Assistant Professor (faculty page) University of South Carolina	2022→
Associate Instructor University of Utah	2019-2022

ACADEMIC AFFILIATIONS

Senior Research Advisor Excellence in Policing and Public Safety	2023→
Affiliate Police Staffing Observatory Michigan State University	2023→

Publications

PEER REVIEWED JOURNAL ARTICLES

From [Google Scholar Profile](#): Total citations 593, h-index 13, i10-index 16. In addition to the work below, I currently have 6 articles under review.

1. Hunter Boehme, **Ian Adams**, & Peter Leasure (*forthcoming 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* o(o).
2. 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*, o(o). [Journal](#) or [Preprint](#)
3. **Ian Adams**, Scott Mourtgos, Kyle McLean, & Geoffrey Alpert. (2023). "Defanged." *Journal of Experimental Criminology*, o(o). [Journal](#) or [Preprint](#)

4. **Ian 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](#)
5. Scott Mourtgos, **Ian Adams**, & Justin Nix. (2022)¹. "Elevated Police Turnover following the Summer of George Floyd Protests: A Synthetic Control Study." *Criminology & Public Policy*, 21(1), 9-33. [Journal](#) or [Preprint](#)
6. Scott Mourtgos, **Ian Adams**, & Sam Baty. (2022)². "Challenging the Ordinality of Police Use-of-Force Policy." *Criminal Justice Policy Review*, 33(2), 119-147. [Journal](#) or [Preprint](#)
7. David Carter, **Ian 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*, o(o), 1-8. [Journal](#)
8. Justin Nix, Tara Richards, Scott Mourtgos, & **Ian Adams**. (2021)³. "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](#)
9. **Ian 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](#)
10. Sharon Mastracci & **Ian Adams** (2021). "Fitter, Happier: Smiling Display Rules in Policing." *Journal of Police and Criminal Psychology*, 36(3), 592-602. [Journal](#)
11. Scott Mourtgos, **Ian 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](#)
12. Scott Mourtgos & **Ian 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](#)
13. Scott Mourtgos & **Ian 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](#)
14. **Ian Adams** & Sharon Mastracci (2020). "Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees." *Policing: An International Journal*, 43(2), 314-329. [Journal](#)
15. 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, 100358. [Journal](#)
16. 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). [Preprint](#)

¹Awarded "Best Paper by Graduate Student" (determined by first author), from *Division of Policing*, American Society of Criminology, 2022

²Awarded "Best Graduate Student Paper Award" from the Department of Political Science, University of Utah, 2022

³Awarded "Best Paper Award for Later-Career Scholars" (determined by first author) appearing in *Criminology & Public Policy*, 2022

17. Sharon Mastracci & **Ian Adams** (2020). "Emotional Labor in Emergency Dispatch: Gauging Effects of Training Protocols." *Annals of Emergency Dispatch*, 7(3), 5-10. [Journal](#)
18. Scott Mourtgos & **Ian Adams** (2019). Assessing Public Perceptions of Police Use-of-Force: Legal Reasonableness and Community Standards. *Justice Quarterly*, 37(5), 869-899. [Journal](#)
19. **Ian Adams** & Sharon Mastracci. (2019). "Police Body-Worn Cameras: Development of the Perceived Intensity of Monitoring Scale." *Criminal Justice Review*, 44(3), 386-405. [Journal](#)
20. 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. [Journal](#)
21. Scott Mourtgos & **Ian Adams**. (2019). "The Effect of Prosecutorial Actions on Deterrence: A County-Level Analysis." *Criminal Justice Policy Review*, 31(4), 479-499. [Journal](#)
22. 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. [Journal](#)
23. 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. [Journal](#)
24. 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. [Journal](#)
25. **Ian 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](#)
26. 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. [Journal](#)
27. **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. [Journal](#)

BOOK CHAPTERS

1. **Ian Adams** & Geoffrey Alpert. (forthcoming). 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](#)
2. Scott Mourtgos & **Ian 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](#)
3. Scott Mourtgos, **Ian 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](#)
4. **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. [Link](#)

5. 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. [Link](#)
6. 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. [Link](#)
7. 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. [Link](#)

SOLICITED BOOK REVIEWS

1. **Ian Adams** (2019)⁴. “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](#)

STUDY PRE-REGISTRATIONS

Ian Adams (2023). Pre-registration for Profanity Experiment. OSF Preprints. [Registered at](#).

Ian Adams, Daniel Schiff, Kaylyn Schiff, Josh McCrain, & Scott Mourtgos (2022). “Police executives attitudes’ towards civilian review boards.” [Registered at OSF](#).

Daniel Schiff, Kaylyn Schiff, Ian Adams, Scott Mourtgos, & Josh McCrain (2021). “Citizen attitudes towards internal and external applications of artificial intelligence in policing.” [Registered at OSF](#).

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

Policing (CRJU 311)

Online

Summer 2023

Criminal Law (CRJU 314)

In-person

Fall 2023

In-person

Spring 2023

In-person

Fall 2022

⁴Awarded Laverne Burchfield Award in 2020 for best book review appearing in *Public Administration Review*

Policing Practice and Problems (CRJU 711)

In-person

Spring 2023

ASSOCIATE INSTRUCTOR

UNIVERSITY OF UTAH

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 Activity

1. 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. *Funded*.
2. Josh McCrain (PI), Ian Adams (co-PI), Kaylyn Jackson Schiff, & Daniel Schiff (2023). "Policing Leadership and Accountability: Harnessing Big Data and Causal Inference for Evaluating Police Reform Practices." National Institute of Justice. \$972,083. *Under Review*.
3. Hunter Boehme, Ian Adams, Irick Geary, Gabrielle O'Keefe, 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 \$1,000,000. *Under Review*.
4. 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. *Not Funded*.
5. 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. *Not Funded*.
6. Josh McCrain (PI), Ian Adams (co-PI), & Scott Mourtgos (2022). "Policing Policy, Reforms, and Human Capital." University of Utah, Research Incentive Grant. \$26,796. *Funded*.
7. 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*.
8. 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. *Not funded*.
9. Sharon Mastracci and Ian Adams (2017). "Effects of body-worn cameras on police officer wellness." \$78,000. Robert Wood Johnson Foundation. *Not Funded*.

10. 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. *Not funded*.

Selected Honors

Best Paper Award for Later-Career Scholars (award to first author), <i>C&PP</i>	2022
Best Graduate Student Paper Award, Dept. of Political Science, University of Utah (with Scott Mourtgos and Sam Baty)	2022
Doctoral Fellow, Academy of Criminal Justice Sciences	2020-2022 Cohort ⁵
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 & 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

"Title TBD." CrimCon (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, Justin Nix, & Scott Mourtgos (2023, May 15). Stretched Thin. *City Journal*. [Link](#)
2. 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](#)

⁵2020 & 2021 meetings canceled due to Covid

3. 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](#)
4. Ian Adams & Seth Stoughton (2023, February 1). Tyre Nichols’ death underscores the troubled history of specialized police units. *The Conversation*. [Link](#)
5. Josh McCrain, Ian Adams, Scott Mourtgos, Daniel Schiff, & Kaylynn Jackson Schiff (December 2022). Voters Support Civilian Oversight of Policing. Data For Progress. [Link](#)
6. Scott Mourtgos, Ian Adams, & Justin Nix. August 2022. Linking the Workforce Crisis, Crime, and Response Time. *Police Chief Magazine*. [Available online](#).
7. 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](#).
8. Justin Nix, Ian Adams, & Scott Mourtgos. Autumn, 2021. “Arresting the Recruitment Crisis.” *City Journal*, 344, 4-5. [Available online](#).
9. 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.
10. 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.
11. 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.
12. 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](#).
13. 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>American Society of Evidence-Based Policing</i>	2023
<i>Law of Policing Conference</i>	2022, 2023
<i>American Society of Criminology</i>	2021, 2022
<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>CrimCon</i>	2020

<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. "Looking Forwards: Artificial Intelligence for Police Executives." Contemporary Issues in Law Enforcement. FBI National Academy. Quantico, Virginia. May 11, 2023.
2. (First) Annual Policing Policy Workshop. University of Utah. Salt Lake City, Utah. March 27-28, 2023.
3. "Transitioning from Coursework to Dissertation." Department of Political Science, University of Utah. Salt Lake City, Utah. March 28, 2023.
4. "Institutional Systems: Agents of War, and Law Enforcement." Guest lecture, PAPP 5358: Ethics in the Public Sector, University of Texas Arlington. March 2, 2021.
5. "Zotero for the Research Workflow." Workshop: Unpacking the Hidden Curriculum. University of Utah, October 23, 2020. [Link to presentation](#)
6. "Body-Worn Cameras and Police Use-of-Force: Policy, Practice, & Theory." Guest lecture, PADMN 6300, University of Utah. November 25, 2019.
7. "Policy, Policing, & Prisons." Guest lecture, POLS 3320. University of Utah. November 14, 2019. With Scott M. Mourtgos.
8. "Law Enforcement Body-Worn Cameras in Theoretical Perspective." Guest lecture, PADMN 6300. University of Utah. October 27, 2018.
9. "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

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 Evidence-Based Policing | Academy of Criminal Justice Sciences | American Society of Criminology | Midwest Political Science Association | Southern Criminal Justice Association | European Society of Criminology |

Praxis

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. Use of Force Review Technical Assistance Summit. Excellence in Policing and Public Safety Program. University of South Carolina Law School. June 19-21, 2023.

2. 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.
3. Sen. Jani Iwamoto and Rep. Ryan Wilcox. 2022. SB126 Officer Intervention and Reporting. [Bill File](#). *Language and testimony*.
4. Rep. Matthew Gwynn and Sen. John Johnson. 2022. HB070 Public Safety Disability Benefits. [Bill File](#). *Language and testimony*.
5. Rep. Ryan Wilcox and Sen. John Johnson. 2022. HB345 Public Safety Employee Personal Data. [Bill File](#). *Language and testimony*.
6. Rep. Mike Winder and Sen. Daniel Thatcher. 2022. HB094 POST Council Membership. [Bill File](#). *Language and testimony*.
7. Duty to Intervene Workgroup (2022FL-0071/02). 2021-2022. Utah State Legislature, on behalf of Senator Jan Iwamoto.
8. Utah Legislature, Law Enforcement and Criminal Justice Interim Committee. September 2021. Testimony on Law Enforcement Recruitment and Retention, on behalf of Representative Matthew Gwynn.
9. Utah POST Council. 2021. Statewide K9 Use-of-Force Policy Subcommittee. In reference to SB38.
10. Utah POST Council. 2021. Statewide Use-of-Force Policy Subcommittee. In reference to SB106.
11. Public Safety Recruitment, Retention, and Retirement Working Group. 2021. Utah State Legislature, on behalf of Representative Matthew Gwynn.
12. Rep. Karen Kwan and Senator Daniel Thatcher. 2021. HB0248. Mental Health Support Program for First Responders. [Bill file](#). *Language and testimony*.
13. Rep. Angela Romero and Senator Todd Weiler. 2021. HB0264 Law Enforcement Weapons Use Amendment. 53-13-116. [Bill file](#). *Language and testimony*.
14. Mental Health Protections for First Responders Workgroup (HB154). 2019-2020. Utah State Legislature, on behalf of Representative Karen Kwan.
15. “Utah’s Approach to Justice Reinvestment.” Presentation to the Idaho Legislature, Criminal Justice Reinvestment Oversight Committee. Boise, Idaho. September 17, 2018.

Academic and Professional Media (selected)

1. Rush, Jeffrey. (Director). (2023, July 1). Police Staffing Crisis. In Your Security Guys. [Link](#)
2. Officer Burn Out. (2023, June 29). In Top Story with Tom Llamas. NBC News NOW. [Link](#)
3. Unruh, J. (2023, May 26). Lack of officers hampering Wichita police department’s morale-building and community policing efforts. *Wichita Journalism Collaborative*. [Link](#)

4. Medved, M. (Director). (2023, May 16). *Michael Medved Show*. In Hour 3: Police agencies across the country are experiencing alarming levels of officer turnover. [Link](#)
5. Conley, A. (2023, March 21). Staffing woes continue to plague Omaha Police Department. *Omaha World-Herald*. [Link](#)
6. Kaste, M. (2023, March 18). Police didn't get defunded but many large departments are shrinking. *NPR*. [Link](#)
7. Boles, A. (2023, March 1). Why did the North Myrtle Beach City Manager wear a body camera to a community event? *WMBF News*. [Link](#)
8. 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*. [Link](#)
9. Editorial Board. (2023, January 31). 'I find myself at a loss for words': Next steps for the nation after Tyre Nichols' death. *Deseret News*. [Link](#)
10. 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*. [Link](#)
11. Kim, J. (2023, January 28). Police experts say Tyre Nichols' arrest was filled with procedural violations. *South Carolina Public Radio*. [Link](#)
12. Grench, E., & Hunter, B. (2023, January 28). Cops Kept Beating Tyre Nichols as He Screamed for His Mother. *The Daily Beast*. [Link](#)
13. Whalen, E. (2023, January 24). Charleston State of the City address touches on flooding, affordable housing and crime. *Post and Courier*. [Link](#)
14. Richmond, T. (2022, December 28). AG charges former officer in Floyd protest beating. *AP News*. [Link](#)
15. Finn, J. (2022, December 3). Was a death in police custody preventable? Video raises questions, law enforcement experts say. *The Advocate*. [Link](#)
16. Berman, M. (2022, November 13). New-officer training presents 'immediate crisis for policing,' report says. *Washington Post*. [Link](#)
17. Kenney, K. (2022, November 1). Body camera footage reveals confusion during Muncie active shooter scene. *WRTV Indianapolis*. [Link](#)
18. Grench, E. (2022, October 18). Video Shows Cops Badger Drunk Black Man Before Killing Him. *The Daily Beast*. [Link](#)
19. 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*. [Link](#)
20. 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*. [Link](#)
21. 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*. [Link](#)

22. 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*. [Link](#)
23. Shots Fired. (2021, November 23). *PBS Frontline*. [Documentary]. [Link](#)
24. Rivera, D. (2021, November 9). COVID risk: Do department policies protect Utah law enforcement and the public? *KSL TV*. [Link](#)
25. Berman, M. (2021, October 2). As coronavirus cases mount and vaccine mandates spread, holdouts plague police and fire departments. *Washington Post*. [Link](#)
26. Lehman, C. (2021). "Why Cops Are Quitting." *City Journal*. [Link](#).
27. Ridderbusch, K. (2021). "Violence, stress, scrutiny weigh on police mental health." *Georgia Health News*. [Link](#)
28. Hutson, S., & Means, E. 2021. Utah's Take On Police Reform (No. 2). KUER Radio, January 29, 2021. [Link](#).
29. Harkins, Paighthen, and Jessica Miller. 2021. "Utah Attorney General's Office 'Surprised' Police Shot at So Many People in 2020." *PBS Frontline*, January 10, 2021. [Link](#).
30. Miller, Jessica, and Paighthen Harkins. 2021. "'Constant Breaking of Your Heart:' How Utah Police Respond to Mental Health Crises." *PBS Frontline*, January 9, 2021. [Link](#).
31. Wang, Karen. "Where Are We at with Body-Worn Cameras in Policing?" *Puzzler*. November 22, 2020. [Link](#)
32. Race, Policing & Protests: Recent Relevant Research. (July, 2020). Crime and Justice Research Alliance. [Link](#)
33. Harkins, P. (2020, March 30). "Utah officers create child care option for and by families of first responders". *The Salt Lake Tribune*. [Link](#)
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Academic and professional references available upon request. Please send corrections, requests, and concerns to ian.adams@sc.edu.