

**Memorandum of Understanding**  
**between**  
**the Center for Healthy Minds at the University of Wisconsin-Madison**  
**and the University of Wisconsin-Madison Police Department**

This Memorandum of Understanding (MOU) describes a research study being conducted by researchers at the Center for Healthy Minds (CHM) at the University of Wisconsin-Madison (UW) in collaboration with the University of Wisconsin-Madison Police Department (UWPD).

**Purpose and objectives**

Police officers face extreme levels of occupational stress in the form of acute traumatic events, chronic organizational stressors, and public scrutiny. Although many officers demonstrate tremendous resilience, over many years of service these stressors can take a heavy toll on officers' physical and mental well-being. A program that provides officers with practical tools to proactively combat stress has the potential to improve officer wellness, and could serve as an example for other departments to follow.

The goal of this research study is to investigate the impact of a mindfulness-based training program on reducing subjectively perceived stress in law enforcement officers, and on improving physical and mental health outcomes associated with stress. This study is funded by a grant by the National Institute of Justice (#2017-R2-CX-0033, Daniel Grupe, Principal Investigator).

**Time frame and scope of study**

This MOU applies to research activities taking place between March 1, 2018 and December 31, 2020.

**Training program**

This research study revolves around an 8-week training program in mindfulness meditation, which provides participants with skills and practices in a classroom environment that can then be applied in the course of their daily work and home lives.

- Enrollment in this research study requires participation in the training program. This program consists of 8 weekly classes, each lasting about 2 hours. The 7<sup>th</sup> weekly class will be longer in duration (approximately 4 hours).
- Individuals who sign up for the study will be randomly assigned to receive the training program in either the spring or the fall. Participating officers will need to confirm their availability for both time periods when signing up for the study, and will be asked to make an effort to attend all classes regardless of group assignment.
- Trained teachers with expertise offering similar mindfulness classes, including for law enforcement officers, will teach these weekly classes. Classes will be offered at no charge to participating officers.
- Weekly classes will take place at the Madison Police Department Training Center.
- Should a regularly scheduled class take place during an officer's shift, the time spent in training will be applied toward normal work hours. Should a class take place before or after an officer's shift or on a scheduled day off, the officer will receive flex time, or "time-for-time".
- Classes will be offered at two different times of day, which have been selected to minimize the impact on staffing and officers' schedules. The majority of officers should be able to participate before or after regularly scheduled shifts, or at the very beginning or end of a shift.
- Although unanticipated work requirements may cause officers to occasionally miss a scheduled class, UWPD will make a good faith effort to facilitate class participation with regard to regularly scheduled work activities.

## **Recruitment**

CHM research staff will conduct all formal recruitment activities for this study. UWPD will provide support and assistance for recruitment activities in the following ways:

- Flyers advertising this study may be posted at UWPD headquarters.
- Emails advertising this study may be sent to UWPD officers by UWPD on behalf of the CHM research team.
- CHM research staff may visit daily briefings or other meetings of UWPD staff to advertise the study and answer questions.
- Emails and flyers will contain content approved by the UW Institutional Review Board and will include contact information for CHM research staff to contact for more information. Recruitment emails will emphasize that this is a voluntary activity, and that there is no expectation or requirement that individuals participate in this research study.

## **Confidentiality**

- CHM research staff will obtain information from UWPD personnel that may be sensitive and confidential in nature. To ensure participant confidentiality, all data will be retained in coded form, with the code linking identifiable information to data stored separately from any data on CHM's secure server. Hard copies of any data, including recorded interviews, will be stored in a locked and secure location. Recorded interviews will be stripped of participants' names or other identifying information. The researchers agree not to share, disclose, or release any personally identifiable information collected as part of this study without participant consent.
- CHM will provide additional protection against disclosure of personal information through a Privacy Certificate that is granted by the National Institute of Justice. This Certificate provides assurance that any identifiable information collected as part of this study will only be used for research and

statistical purposes, and will not be used for any other purpose without participant consent. Any identifiable information collected as part of this study is immune from legal process, and cannot be admitted as evidence or used for any purpose in any judicial, legislative or administrative proceedings without participant consent.

IN WITNESS WHEREOF, the parties hereto have executed this MOU:

FOR THE CENTER FOR HEALTHY MINDS AT THE  
UNIVERSITY OF WISCONSIN-MADISON

By: \_\_\_\_\_

Richard J. Davidson  
Director  
Center for Healthy Minds  
University of Wisconsin-Madison

FOR THE UNIVERSITY OF WISCONSIN-MADISON POLICE DEPARTMENT

By: Kristen Roman

Kristen Roman  
Chief of Police  
University of Wisconsin-Madison