

Ian T. Adams, Ph.D.

Principal, Adams Research & Analysis
Columbia, SC

✉ adams.po@gmail.com ☎ +1 801 707 5432 🌐 ianadamsresearch.com | Updated: Jun. 20, 2023

Expert opinion on police use-of-force, tactics, training, and performance. Review and analysis of critical incidents, including lethal, non-lethal, and K-9 teams for civil, criminal, and administrative cases. Advanced statistical, scholarly, and policy analysis.

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
--	------

Academic Positions

Assistant Professor Criminology & Criminal Justice University of South Carolina	2022→
Senior Research Advisor Excellence in Policing and Public Safety	2023→
Associate Instructor Political Science University of Utah	2019-2022

Professional Service Overview

<i>Police Practice and Research: An International Journal</i> Managing Editor	2022-current
<i>Association of Force Investigators</i> Board of Advisors	2020-current
<i>International Academies of Emergency Dispatch</i> Board of Trustees (Chairman)	2019-current
<i>Adams Research & Analysis, LLC</i> Principal	2017 – current
<i>Utah Fraternal Order of Police</i> Executive Director	2016 – 2022
<i>Law Enforcement Officer, Utah</i> West Jordan Police Department	2011 – 2016
Utah Department of Corrections	2004 – 2011

Relevant Scientific Publications

PEER REVIEWED JOURNAL ARTICLES

From [Google Scholar Profile](#): Total citations 587, h-index 13, i10-index 16.

- (1) 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*. [Journal](#)
- (2) **Ian Adams**, Scott Mourtgos, Kyle McLean, & Geoffrey Alpert. (2023). “Defanged.” *Journal of Experimental Criminology, o(o)*. [Link Preprint](#)
- (3) **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)*. [Link Preprint](#)
- (4) Scott 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)*, 9-33.¹ [Journal](#) or [Preprint](#)
- (5) Justin 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. [Journal](#) or [Preprint](#)
- (6) **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](#)
- (7) Scott Mourtgos, **Ian Adams**, & Sam Baty. (2021). “Challenging the Ordinality of Police Use-of-Force Policy.” *Criminal Justice Policy Review, 33(2)*, 119-147. [Journal](#) or [Preprint](#)
- (8) Sharon Mastracci & **Ian Adams** (2021). “Fitter, Happier: Smiling Display Rules in Policing.” *Journal of Police and Criminal Psychology, 36(3)*, 592-602. [Journal](#)
- (9) 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](#)
- (10) 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](#)
- (11) 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](#)
- (12) **Ian Adams** & Sharon Mastracci (2020). “Contrasting Emotional Labor in Civilian and Sworn Criminal Justice Employees.” *Policing: An International Journal, 43(2)*, 314-329. [Journal](#)
- (13) 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*

¹Awarded best paper by graduate student, Division of Policing, *American Society of Criminology* (2022)

of *Law, Crime and Justice*, 61, 100358. [Journal](#)

- (14) Sharon Mastracci & **Ian Adams** (2020). "Emotional Labor in Emergency Dispatch: Gauging Effects of Training Protocols." *Annals of Emergency Dispatch*, 7(3), 5-10. [Journal](#)
- (15) 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](#)
- (16) **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](#)
- (17) 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](#)
- (18) 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](#)
- (19) 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](#)
- (20) 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](#)
- (21) **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](#)
- (22) 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](#)
- (23) **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

- (24) **Ian Adams** & Geoffrey Alpert. (forthcoming 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](#)
- (25) 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](#)
- (26) 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.
- (27) **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.
- (28) 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.

- (29) 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,
- (30) 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.

SOLICITED BOOK REVIEWS

- (31) **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): 791–93.² [Journal](#)

Relevant Teaching

ASSISTANT PROFESSOR

UNIVERSITY OF SOUTH CAROLINA

Criminal Law (CRJU 314)

In-person

Spring 2023

In-person

Fall 2022

Policing Practice and Problems (CRJU 711)

In-person

Spring 2023

ASSOCIATE INSTRUCTOR

UNIVERSITY OF UTAH

Statistical Packages for Public Policy (PUBPL 6002)

Asynchronous online

Spring 2022

Asynchronous online

Spring 2021

Introduction to Criminal Jurisprudence (POLS 3220)

Hybrid

Summer 2022

In-person

Fall 2021

Synchronous online

Summer 2021

Synchronous online

Fall 2020

Asynchronous online

Summer 2020

Statistics for Public Policy (PUBPL 6000)

Asynchronous online

Summer 2022

Asynchronous online

Summer 2021

Asynchronous online

Summer 2020

²Awarded Laverne Burchfield Award in 2020 for best book review appearing in *Public Administration Review*

PRACTITIONER TEACHING

Looking Forward: Artificial Intelligence for Police Executives

Primary Instructor | FBI National Academy May 11, 2023

Introduction to US & Utah Constitutions

Primary Instructor | Salt Lake City POST Spring 2022

Primary Instructor | Salt Lake City POST Summer 2021

Primary Instructor | Salt Lake City POST Spring 2021

Criminal Justice & Court Systems

Primary Instructor | Salt Lake City POST Spring 2022

Primary Instructor | Salt Lake City POST Spring 2021

Criminal Code & Elements of Crime

Primary Instructor | Salt Lake City POST Spring 2022

Primary Instructor | Salt Lake City POST Spring 2021

Investigating Police Use-of-Force Training Seminars

Presenter | Sandy, Utah. March 2020

Co-instructor | Cedar City, Utah. June 2018

Relevant Experience

CERTIFICATIONS

Certified Advanced Specialist, *Force Science Institute* 2020

Basic Force Analyst, *Force Science Institute* 2015

Tactical Communications Instructor, *California POST* 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

PROFESSIONAL TRAINING

Force Investigation Strategies and the Cognitive Interview Process, *AFI* 2021

Force Science Advanced Specialist Course, *Force Science Institute* 2020

Body Cameras: Investigations, Policy, and Incident Analysis. *Force Science Institute* 2017

Adaptive Leadership, *Kem C. Gardner Policy Institute* 2016

National Mentoring Conference, *University of New Mexico* 2016

Structural Equation Modeling, *Stata Corp.* 2016

FBI Crisis & Hostage Negotiator I and II 2016

Crisis Negotiation – Mental Illness Focus, *Salt Lake City PD* 2016

Crisis Negotiation – DV Focus, *Salt Lake City PD* 2016

Force Science Institute Analyst 2015

Peer Support & Crisis Response, *Salt Lake City PD* 2015

Tactical Communications Instructor, <i>California POST</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
Basic Law Enforcement Officer, <i>Utah POST</i>	2007
Corrections & Special Functions Officer, <i>Utah POST</i>	2004

SELECTED HONORS & AWARDS

Best Paper Award for Later-Career Scholars (award to first author), <i>C&PP</i>	2022
Best Graduate Student Paper Award (w/ Scott Mourtgos and Sam Baty)	2022
Doctoral Fellow, Academy of Criminal Justice Sciences	2020-2022 ³
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	2018-2019 & 2019-2020
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
Utah Officer of the Year, Fraternal Order of the Police	2015

Funded 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), & Scott Mourtgos (2022). "Policing Policy, Reforms, and Human Capital." University of Utah, Research Incentive Grant. \$26,796. *Funded*.

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](#)
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](#)

³2020 & 2021 meetings canceled due to Covid

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. "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.
8. 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](#).
9. Justin Nix, Ian Adams, & Scott Mourtgos. Autumn, 2021. "Arresting the Recruitment Crisis." *City Journal*, 344, 4-5. [Available online](#).
10. 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.
11. 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.
12. 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.
13. 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](#).
14. Ian Adams & Sharon Mastracci. November, 2018. "Utah Law Enforcement Wellness Project". University of Utah, Utah. Provided for three participating agencies (blinded).

Professional Media

1. 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](#)
2. Conley, A. (2023, March 21). Staffing woes continue to plague Omaha Police Department. Omaha World-Herald. [Link](#)
3. Kaste, M. (2023, March 18). Police didn't get defunded but many large departments are shrinking. NPR. [Link](#)
4. Boles, A. (2023, March 1). Why did the North Myrtle Beach City Manager wear a body camera to a community event? [Link](#)
5. 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](#)

6. 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](#)
7. 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](#)
8. Kim, J. (2023, January 28). Police experts say Tyre Nichols' arrest was filled with procedural violations. South Carolina Public Radio. [Link](#)
9. Grench, E., & Hunter, B. (2023, January 28). Cops Kept Beating Tyre Nichols as He Screamed for His Mother. The Daily Beast. [Link](#)
10. Whalen, E. (2023, January 24). Charleston State of the City address touches on flooding, affordable housing and crime. *Post and Courier*. [Link](#)
11. Richmond, T. (2022, December 28). AG charges former officer in Floyd protest beating. AP News. [Link](#)
12. Finn, J. (2022, December 3). Was a death in police custody preventable? Video raises questions, law enforcement experts say. The Advocate. [Link](#)
13. Berman, M. (2022, November 13). New-officer training presents 'immediate crisis for policing,' report says. *Washington Post*. [Link](#)
14. Kenney, K. (2022, November 1). Body camera footage reveals confusion during Muncie active shooter scene. WRTV Indianapolis. [Link](#)
15. Grench, E. (2022, October 18). Video Shows Cops Badger Drunk Black Man Before Killing Him. *The Daily Beast*. [Link](#)
16. 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](#)
17. 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](#)
18. 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](#)
19. 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](#)
20. Shots Fired. (2021, November 23). *PBS Frontline*. [Documentary]. [Link](#)
21. Rivera, D. (2021, November 9). COVID risk: Do department policies protect Utah law enforcement and the public? KSL TV. [Link](#)
22. Berman, M. (2021, October 2). As coronavirus cases mount and vaccine mandates spread, holdouts plague police and fire departments. *Washington Post*. [Link](#)
23. Lehman, C. (2021). "Why Cops Are Quitting." *City Journal*. [Link](#).
24. Ridderbusch, K. (2021). "Violence, stress, scrutiny weigh on police mental health." *Georgia Health News*. [Link](#)

25. Hutson, S., & Means, E. 2021. Utah's Take On Police Reform (No. 2). KUER Radio, January 29, 2021. [Link](#).
26. 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](#).
27. 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](#).
28. Wang, Karen. "Where Are We at with Body-Worn Cameras in Policing?" Puzzler. November 22, 2020. [Link](#)
29. Race, Policing & Protests: Recent Relevant Research. (July, 2020). Crime and Justice Research Alliance. [Link](#)
30. Harkins, P. (2020, March 30). "Utah officers create child care option for and by families of first responders". *The Salt Lake Tribune*. [Link](#)
31. "Police Body Cameras Aren't Having the Effects Many Expected." *Governing*. March 25, 2019. Available at [Link](#)
32. "Dispatch in Depth: You've Got Me Doing Emotional Labor." Podcast for Annals of Emergency Dispatch and Response. Published January 9, 2017. Available from [Link](#)

Current 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* |

CONFERENCE RESEARCH PRESENTATIONS

<i>American Society of Evidence-Based Policing</i>	2023
<i>American Society of Criminology</i>	2021, 2022
<i>American Criminal Justice Society</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

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.

References

Professional references and case history available when required and upon request.