



Police Staffing Observatory

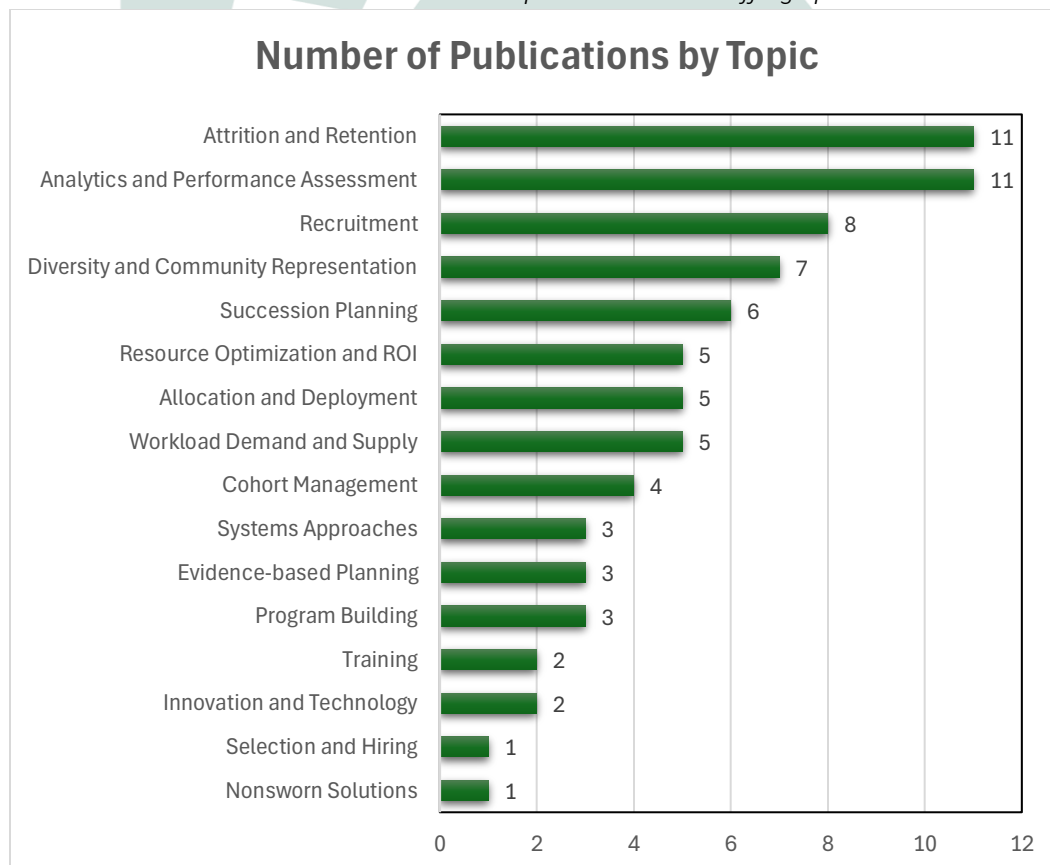
MICHIGAN STATE UNIVERSITY

PSO 2025 Year in Review

Breadth of Research

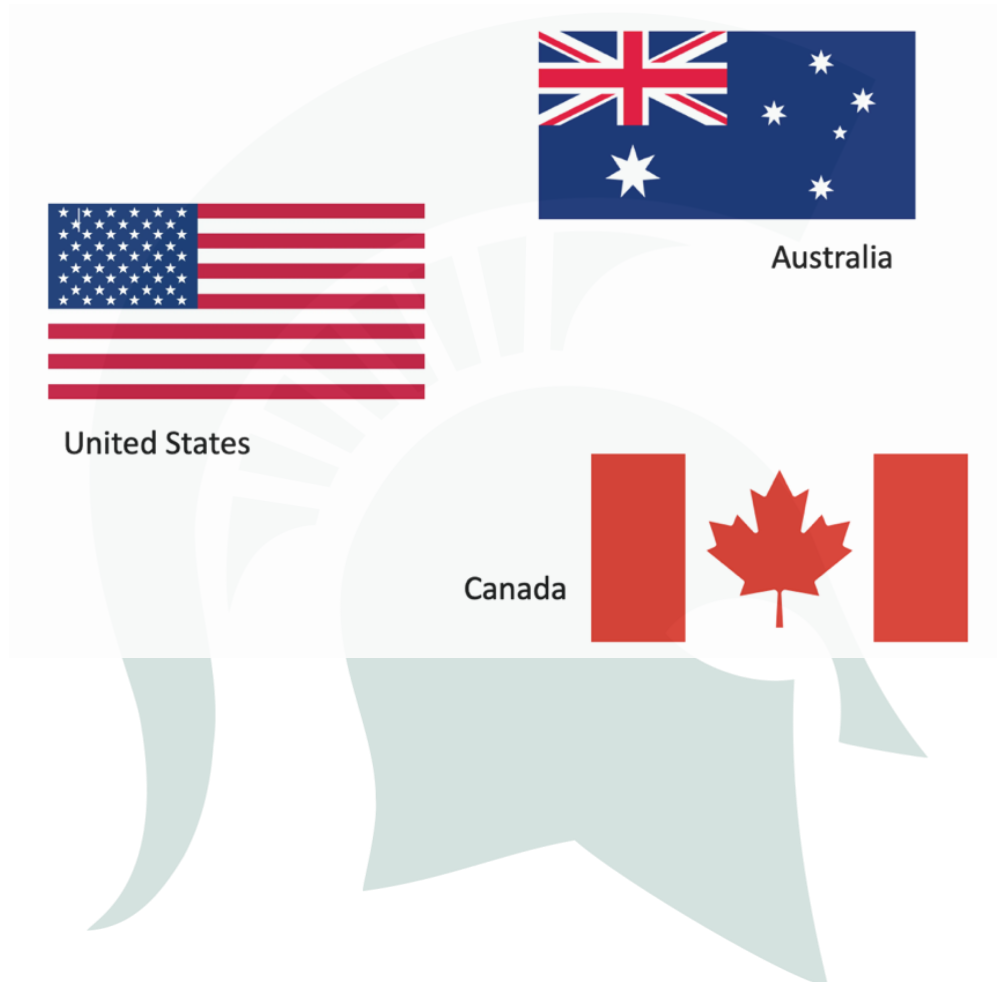
Through over 30 publications, and a roughly equal number of presentations at academic and professional conferences, as well as media discussions, the Michigan State University Police Staffing Observatory (PSO) and its Partners advanced the field of policing research in several areas in 2025. Much of this work focused on core staffing topics such as attrition, retention, and recruitment. Other topics included analytics and performance assessment, performance objectives, and diversity and community representation. The figure below indicates the number of publications PSO Partners had in each of the topics shown in 2025.

PSO Partners Published 35 Works on Topics Across the Staffing Spectrum in 2025



With over 50 Partners globally, the PSO is a collaborative of academics, scholars, practitioners, and students working with Michigan State University to promote evidence-based police workforce research, strategy, and operations. Their work spans the globe, with PSO Partners in 2025 analyzing staffing issues in three countries: United States, Australia, and Canada. Examples of such work include an assessment of work-life balance of women officers in the United States, job board review platforms in Australia, and the presence of police vehicles outside shopping malls in Canada.

In 2025, PSO Partners Analyzed Staffing Issues in Three Nations, Offering Important Global Insight on Workforce Planning



Wide Dissemination

To ensure their research findings reach the widest possible audience, PSO Partners seek a variety of venues for their work. In 2025, this included publications in academic journals such as *Criminology & Public Policy*, *Journal of Experimental Criminology*, *Policing: An International Journal*, and *Public Administration Review*, through organizations such as Michigan State University and the Office of Community Oriented Policing Services, and in professional and general interest publications such as *Police1*.

In 2025, PSO Partners Widely Shared Staffing Lessons by Publishing in 21 Different Venues

Academic Journals	Organizations	Professional and General Publications
- American Journal of Criminal Justice - Applied Economics Letters - Criminology & Public Policy - Feminist Criminology - International Journal of Police Science & Management - Journal of Crime and Justice - Journal of Criminal Justice Education - Journal of Experimental Criminology - Journal of Police & Criminal Psychology - Police Practice and Research - Policing: A Journal of Policy & Practice - Policing: An International Journal - Public Administration Review - Women & Criminal Justice	- Michigan State University - U.S. Office of Community-Oriented Policing Services	- Applied Police Briefings - Police1 - Routledge International Handbook of Policing Crises and Emergencies - Occupational Stress Injuries - Bloomsbury

PSO Resources Published In 2024 (Listed Alphabetically by First Author; PSO Partners Shown in **Bold**)

Adams, I. T., Barter, M., McLean, K., Boehme, H. M., & **Geary Jr, I. A.** (2025). No man's hand: artificial intelligence does not improve police report writing speed. [\[Journal of Experimental Criminology\]](#)

Alda, E. (2025). More with less? Efficient policing amidst staffing shortages. [\[PSO Perspective\]](#)

Alda, E., & Dammert, L. (2025). The effects of body-worn cameras on police efficiency: a study of local police agencies in the United States. [\[International Criminal Justice Review\]](#)

Todak, N., & Brown, K. (2025). How did they do it? Success factors for women pursuing positions on elite police specialty units. [\[Women & Criminal Justice\]](#)

Charman, S., & **Tyson, J.** (2025). Leaders and Leavers: The impact of poor leadership on police attrition. [\[PSO Perspective\]](#)

Drew, J. M., Keech, J. J., & Martin, S. (2025). Will I stay or will I go? Exploring job demand stress, organizational justice, and psychological health in decisions to leave the police agency or profession. [\[American Journal of Criminal Justice\]](#)

Gibbs, J., Bingaman, M., & Bachnak, B. (2025). Motivations for a career in law enforcement: comparing police officers and deputy sheriffs. [\[Policing: An International Journal\]](#)

Hill, S. L., Brimbal, L., Maguire, E., & Stephens, E. (2025). Does humanizing the police improve the effectiveness of police recruiting efforts? [\[Criminology & Public Policy\]](#)

Hoogesteyn, K., Hofer, M. S., Taniguchi, T. A., & **Rineer, J. R.** (2025). Addressing police turnover: Challenges, strategies, and future research directions. [\[RTI Press.\]](#)

Humphrey, E., & Hickmon, N. (2025). How 8-, 10-, and 12-hour police shifts really affect staffing and wellness. [\[Police1\]](#)

Humphrey, E., & Meisenholder, T. (2025). The interplay of recruitment and retention. [\[PSO Perspective\]](#)

Isaza, G. T., Motz, R. T., McManus, H. D., & **Corsaro, N.** (2025). Examining the impacts of state-wide reform on police attitudes and perceptions in New Jersey. [\[Policing: A Journal of Policy and Practice\]](#)

Lawrence, D. S., **Padilla, K.,** & Dockstader, J. (2025). Bearing the badge, battling inner struggles: Understanding suicidal ideation in law enforcement. [\[Journal of Police and Criminal Psychology\]](#)

Meisenholder, T. (2025). Empowering professional staff leadership in public safety. [\[Police1\]](#)

Miles-Johnson, T. (2025). Policing people: Background characteristics and occupational attitudes in law enforcement. [\[bloomsbury.com\]](#)

Nader, E., **O'Guinn, B. J., Gibson, A.,** & Goldberg, D. (2025). Examining the relationship between officer work assignments and retention: Evidence from the Charleston, SC, police department. [\[Police Practice and Research\]](#)

Padilla, K., Smith, W. T., & Renfro, K. (2025). Balancing duty and family: The effects of support systems on women in law enforcement. [\[Police Practice and Research: An International Journal\]](#)

Rief, R., & Iratzogui, A. (2025). Examining links between dispatch time, deployment time and case resolution in agency incident data. [\[Policing: An International Journal\]](#)

Rief, R., & Juárez, A. (2025). Effects of female representation in law enforcement on victim-centered practices and victim cooperation. [\[Journal of Criminal Justice\]](#)

Shane, J. M. (2025). Advancing proactive policing: Lessons from Ocean View. [\[Springer\]](#)

Simpson, R., Charman, M., Johnston, R., Brander, M., Bell, N., Hancock, K., & Ruzage, P. (2026). The effects of police vehicle presence on calls for service and police visibility: A multi-site field study at shopping malls in Canada. [\[Journal of Criminal Justice\]](#)

Todak, N., Huff, J., & Lavender, L. (2025). Work-life balance and career advancement for women in policing: A mixed methods study. [\[Feminist Criminology\]](#)

Wilson, J. M., & Grammich, C. A. (2025). Rangers Range: Exploring the Needs for and Nature of Protective Staffing in the U.S. National Parks. [\[Policing: An International Journal\]](#)

Wilson, J. M., & Rivera, R. (2025). Dimensions of a police recruitment program. [\[Policing: An International Journal\]](#)

Wise, R., Mayer, R., & **Mourtgos, S. M.** (2025). Police-public trust: Toward a more complete perspective. [\[Behavioral Science & Policy\]](#)

Wright, B. E., **Hassan, S.,** & Baluran, D. A. (2025). Motivation, meaning, and burnout: Understanding frontline public service workers' work experiences during turbulent times. [\[Public Administration Review\]](#)

For Further Information

See our webpage at <https://cj.msu.edu/community/pso> or scan the QR code.



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