



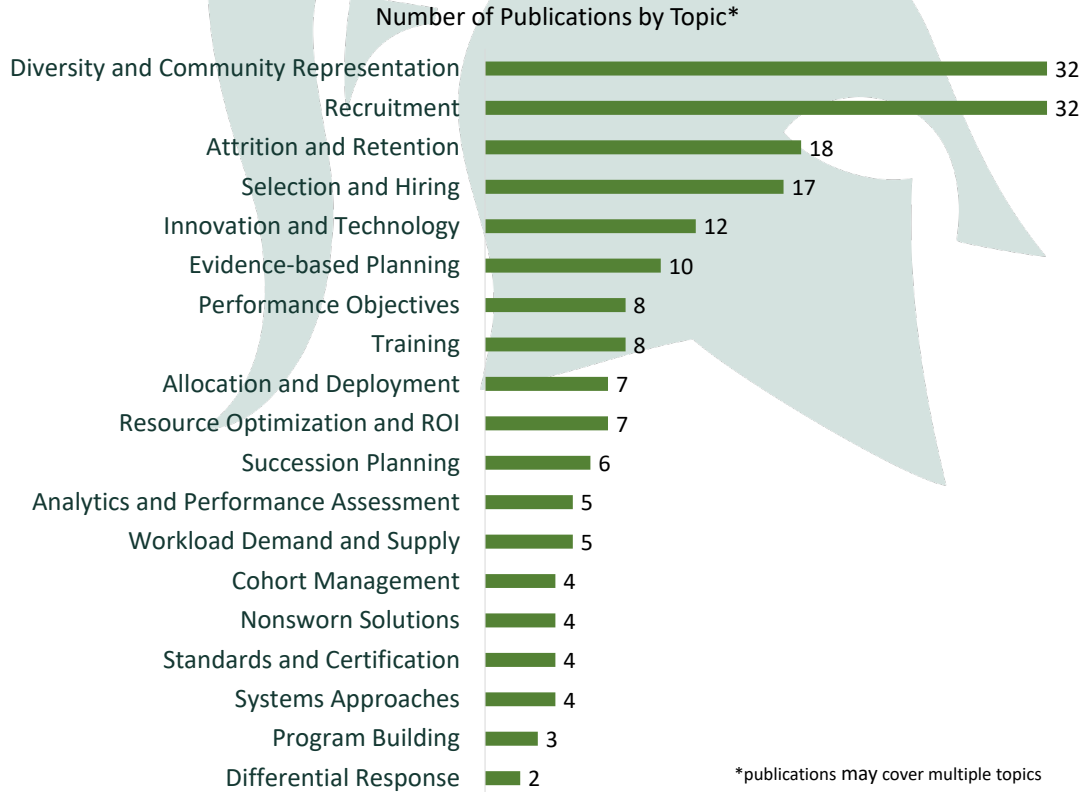
Police Staffing Observatory MICHIGAN STATE UNIVERSITY

PSO 2024 Year in Review

Breadth of Research

Through nearly 50 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 2024. Much of this work focused on core staffing topics such as recruitment, community representation, attrition and retention, and selection and hiring. Other topics included training, performance objectives, resource optimization, nonsworn solutions, systems approaches, and differential response. The figure below indicates the number of publications PSO Partners had in each of the topics shown in 2024.

PSO Partners Published 46 Works on Topics Across the Staffing Spectrum in 2024



*publications may cover multiple topics

International Reach

The nearly 50 PSO Partners comprise a global 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 2024 analyzing staffing issues in seven nations. Examples of such work include career progression of female officers in Australia, education and police staffing in Iceland, police leadership in England, and recruitment tactics in the United States.

In 2024, PSO Partners Analyzed Staffing Issues in Seven Nations, Offering Important Global Insight on Workforce Planning



Australia



Iceland



United Kingdom



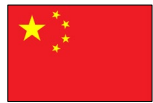
Canada



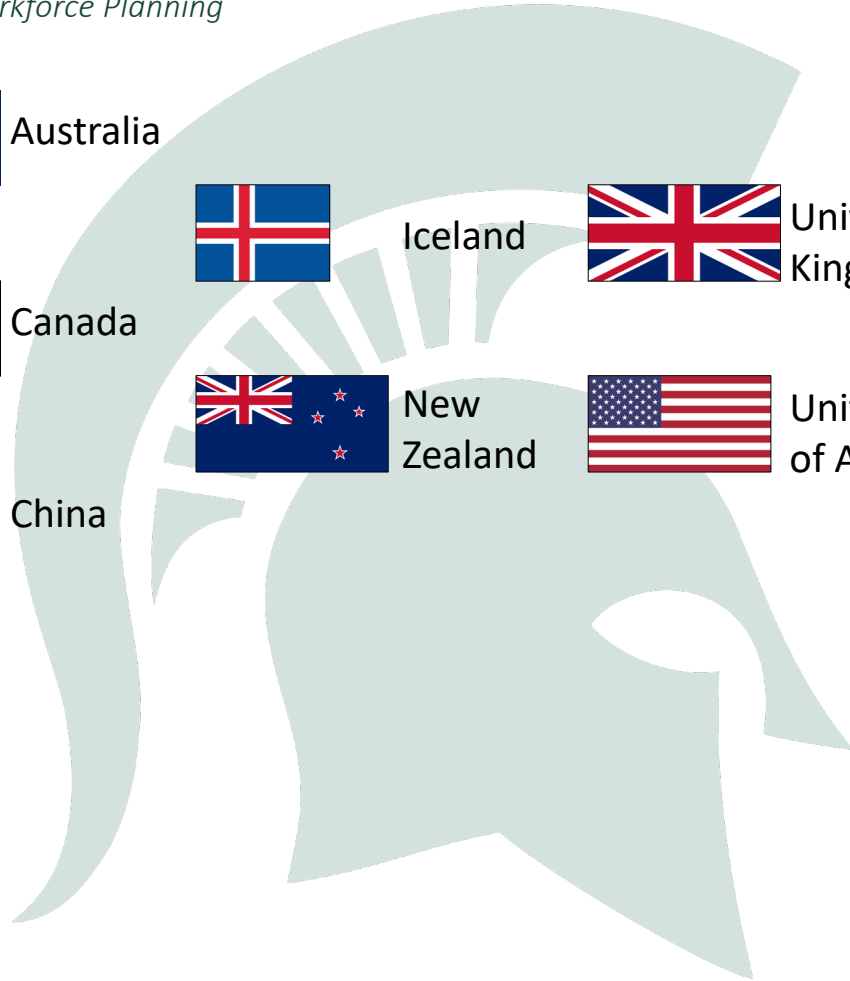
New Zealand



United States of America



China



Wide Dissemination

To ensure their research findings reach the widest possible audience, PSO Partners seek a variety of venues for their work. In 2024, this included publications in academic journals such as *Criminology* and *Police Quarterly*, through organizations such as Michigan State University and the Office of Community Oriented Policing Services, and in professional and general interest publications such as *Police Chief* and *The Conversation*.

In 2024, PSO Partners Widely Shared Staffing Lessons by Publishing in 19 Different Venues

Academic Journals

- Criminology
- International Journal of Police Science and Management
- Journal of Contemporary Ethnography
- Journal of Criminal Justice
- Journal of Experimental Criminology
- Justice Quarterly
- Leadership and Behaviors for Effective Policing
- Policing: A Journal of policy and Practice
- Policing: An International Journal
- Police Quarterly
- The Political Quarterly

Organizations

- Michigan State University
- RTI International
- U.S. Office of Community-Oriented Policing Services

Professional and General Publications

- Applied Police Briefings
- The Conversation
- Michigan Police Chief
- Police Chief
- Police1

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

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McGough, M. and I. Roman, "30 X 30 Initiative: Seeking to Improve Public Safety and Transform Departments by Advancing Women in Policing," <https://doi.org/10.1093/police/paae020>

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For Further Information

See our webpage at <https://cj.msu.edu/research-excellence/ps0/ps0-home.html> or scan the QR code.



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