

## From the Editor

Dear Readers,

I would like to first introduce myself as the new Editor for ACJS's *Police Forum*. It's a great honor to have been selected for this position for such a respected organization that identifies and provides an avenue to our community who seek to have a voice of development and sustainability. I cordially invite you to review the current edition of the *Police Forum*. The Police Section's influential prowess is garnered through an inclusive mindset that is shaped through transformational ideology for the membership.

As this new issue is unveiled of Leadership and Restorative Justice, I'm thrilled to share the diverse perspectives and compelling stories that our talented team has gathered. This month, we dive deep into the emerging trends within the policing community to explore its complex nuances through insightful articles, thought-provoking interviews, and captivating experiences. We believe that everyone has a story to tell, and we are committed to providing a platform for voices from all the policing arena. Whether you're a seasoned reader or discovering us for the first time, we invite you to engage with the content and share your own thoughts with us.

As the warmth of summer comes to an end, the beauty of the fall's cool winds and the changing of the leaves is bestowed onto our lives. As we reflect on the past, current, and future trends within our profession of policing, there's an emerging phenomenon that is coming to fruition which is the emergence of societal needs elevating the necessity of transformational and servant leadership traits.

Our first article is from Chief Evans a distinguished law enforcement leader who truly understands the conceptual framework of leading in the front while having the community's best interest at hand to solidify the dynamic trends within the law enforcement arena. In his article, he embraces a holistic philosophy of strategic change with an empathetic approach to mitigate any form of resistance from the frontline workforce while embodying the understanding of balance from personal and the professional outlook of one's personal attributes.

As my first editorial piece being released, I decided to also add my ongoing research of *Restorative Justice through the Lens of Resiliency*. The empirical study dives into two distinct system variations of humanistic needs that are moderately similar in nature but are targeted

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towards an individual's specific needs. Under Maslow's Hierarchy Needs and Alderfer's ERG theories both address societal requirements through a natural ability of first identifying their emerging influences to then shift the systems to a more practical solution. The research further focuses on restoring the platform of victimology towards an avenue of providing support and justice to those who have agonized as a victim, while providing safety and security.

As always, I would like to thank our dedicated readers for their continued support and engagement. Your contributions, feedback, and active participation make the *Police Forum* a thriving platform for knowledge exchange and professional growth.

I'm currently facilitating additional law enforcement leaders to submit their articles for the future editorials while addressing the emerging trends within the policing arena.

I encourage you to take advantage of this interactive community by submitting your articles, book reviews, announcements, and job openings for inclusion in future editions. Your perspectives are invaluable and contribute to the richness of our discussions. Your contributions will be of great value to our broad and diverse readership. We are currently accepting nominations for our Section's awards, and we appreciate your participation in the nomination process—please see page 17 for complete details. Please email your submissions to [acjspoliceforum@gmail.com](mailto:acjspoliceforum@gmail.com) or [agoulos@stfrancis.edu](mailto:agoulos@stfrancis.edu)

May your Fall days be adorned with growth, joy, and safety!

Dr. Anastasios Goulos

Editor, *Police Forum*  
ACJS Police Section



### **From the Chair**

Dear Section Members,

I am honored to assume the chairship of the section so that we can continue promoting the great work of our members and support our community of practitioners and academics. The section has renewed vigor with new service members and some exciting updates.

I want to thank our past chair, Veronyka James, for shepherding the section through the pandemic and seeing through some important initiatives. Feel free to drop her a line to wish her well and thank her for service!

I also extend a warm welcome to our new editor, Anastasios Gulos! Anastasios brings a wealth of knowledge as a true pracademic and will work diligently to ensure that the *Forum* remains a vibrant medium for exchanging ideas and section updates.

Last year, we honored a great titan of police science, Geoffrey Alpert, who was awarded our coveted O.W. Wilson award, and this year, we have a series of new awards approved by ACJS. In addition to our longstanding O.W. Wilson and Outstanding Service awards, we now have awards for Emerging Police Pracademic Excellence, Emerging Policing Scholar Achievement, Promising Student in Policing, and Best Policing Book of the Year. The nomination period is closed for 2025. However, we received an outpouring of nominations. Thank you to those who submitted, and good luck to the nominees!

During my tenure, I hope to continue expanding our suite of awards to drum up interest in our annual banquet and continue recognizing the achievements of our members and community. At the annual meeting, we will discuss adding a best peer-reviewed article award, the potential for student awardee travel stipends, and some logical changes to our bylaws.

Our past immediate O.W. Wilson awardees, Geoffrey Alpert, Robin Engel, and Jeremy Wilson, have agreed to serve on our award committee. I think it is vital to have distinguished scholars refereeing our awards to ensure the rigor of selection. The rotation of members also incorporates a check and balance on the process. We cannot thank them enough for their time and continued service to the section!

Our call for election for vice chair has closed, and we proudly introduce our new vice chair, Anthony Gennaro Vito. Dr. Vito received his Ph.D. in Justice Administration from the University of Louisville and is an Associate Professor in the Department of Criminal Justice and Criminology at Ball State University. He has been a member of ACJS since 2010 and a member of the Police Section since 2017. His publication record and experience as an associate editor for the *Journal of Criminal Justice and Law* will undoubtedly benefit the section. We extend a warm welcome and look forward to his leadership!

Lastly, one of our goals for 2024/2025 was to resume sponsoring panels at the annual conference. We are proud to sponsor and support the 2025 thematic panel submission: Evaluating Baltimore Police Department's Neighborhood Policing Plans (NPP) Pilot Study. Then, the panel includes the work of Elias Nader from Kent State University, Jazmine Talley from the Baltimore Police Department, and Veyli Ortiz-Solis from the University of Baltimore. We will send details to our members when the official programming is released, but put it on your radar for the conference!

Our Section is healthy and thriving, and we now have official Twitter and LinkedIn pages. Please follow our new pages and spread the word to your networks.

Twitter: [https://twitter.com/ACJS\\_Police](https://twitter.com/ACJS_Police)

LinkedIn: <https://www.linkedin.com/company/police-section-academy-of-criminal-justice-sciences/>

We look forward to seeing you in Denver from March 11-15<sup>th</sup>. We have requested to host our business meeting and awards banquet on Thursday evening from 5 pm-7 pm at the conference hotel. We will send out more details when this is confirmed, but please keep the tentative date and time. We will have a selection of fine hors d'oeuvres and drink tickets for all guests and formally recognize our 2025 awardees!

For now, those are all the updates. We thank you for your continued support of the section, and we hope that you can find ways to contribute, either by nominating someone for the 2026 awards or sending content to Anastasios to support the *Police Forum*.

A sincere thank you to all those who have stepped up to ensure the future of our community!

See you in Denver,

Eric Dlugolenski

Chair — ACJS Police Section

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# The Journey of Transformational Leadership

## The Resilient Traits of a Chief of Police

*By Chief William Evans, Joliet Police Department*

In March 2022, I began my service as Chief of the Joliet Police Department. Taking over the helm at a new police department comes with a unique set of challenges beyond the technical aspects of law enforcement. First, I undertook the delicate task of building trust within the new department. At the same time, I began to understand and manage the expectations of the community, city officials and stakeholders. I was then able to work with my team to effectively implement necessary changes and training and ensure that the department operated at the highest level of integrity and efficiency.

Officers and staff can be wary of change, and long-standing internal dynamics can create resistance. A large part of leadership is to be present, involved and approachable. When I arrived at the Joliet Police Department, I had to keep in mind that I was an outsider even though I had been a police officer for over two and a half decades. I understood that there were many pitfalls to be cognizant of. I knew my experience would be helpful from time-to-time; however, I felt like it was best to let that come naturally. I believed even a modicum of emotional intelligence would prove to be very helpful in building trust with both my command staff and rank and file officers. The transition needed involvement from all levels of the organization to really make this work and to get the “buy in.”

Having come from a larger agency, I didn’t want to appear as an authority on all matters of policing. I didn’t want to create immediate change unless it involved a serious organizational or ethical flaw. Knowing most cops are generally hesitant toward change, it was a more natural fit to move with purpose and not urgency in most matters. There were a fair number of small changes that could be made without disrupting the overall culture of the agency. Some of those changes were necessary early on and had been long overdue.

Before I worked on incremental but monumental changes within the department, it was important to me to connect with the rank-and-file to get to know them personally and professionally. I arranged individual meetings on Friday mornings with a member of the department. My assistant conducted a random drawing to give an officer or supervisor an opportunity to come into the office and have a one-on-one conversation with me. I was impressed with the overall perspicacity of several of the officers and was pleased with the participation and results of these meetings.

I was very conscious about making sure that I acknowledged the various successes of the organization and individual officers. Sometimes it was as basic as sending an e-mail

congratulating an officer on a job well done or stopping someone in the hallway to thank them for the work. I knew this would be helpful in my overall assessment of the environment. I avoided listening to rumors and made it a priority to give everyone a fresh start regardless of what others had told me. I tried to remember the “one day at a time” concept so I would not get overwhelmed. I kept reminding myself that things take time, especially in government.

I quickly discovered that my command staff was experienced and well educated. I placed a high level of trust in them, and they responded beautifully. We met often and had lengthy discussions. I knew it was essential to have all of the command staff moving in the same direction, at the same time, and for the same reasons.

Managing the expectations of the community, city officials and the other stakeholders added another layer of complexity. I found that my approach within the department also worked well in the political arena as I began to develop a solid relationship with local politicians and the general citizenry. After all, they have a vested interest in the police department and I knew I needed to get their respect and their strong following of support. I wanted to make sure that I was able to extend this support system to make changes beyond my honeymoon phase. I also felt like it was necessary to include the media in several different positive ways to showcase our successes. I wanted to make certain that our work was recognized by the community.

On my first day, I promised the City of Joliet, the Joliet City Manager and the Joliet City Council that I would do everything I could to leave the department better than where I found it. By including them in the conversation, they were already invested when it came time to request funding for various projects. They too, wanted some level of satisfaction, knowing that they helped the department become more effective.

Reflecting back to my preliminary days as the Chief, I formulated a sense of compassion so that I was able to listen to others who were entangled in an environment of uncertainty. I immersed myself in the cultures of my new department while acknowledging every stakeholder who I served to let them know that I appreciated their diversity and historical background. By doing so, I developed a sub-culture within an inclusive culture, serving in a holistic manner. My efforts then constructed a mindset that encouraged the community and my department to accept pillars of accountability, trust, understanding, and service.

Every law enforcement agency throughout the United States has unique models of servant and distributed leadership, but what connects us is that we must first acknowledge the past, current, and future trends to become adaptable into the emerging trends of policing within a multi-dimensional society. Training is the cornerstone of success, and I made sure that every avenue of departmental training was addressed, especially for the most critical units. My approach has paid dividends. The City of Joliet Police Officers have felt more valued through opportunities to attend external training and improve themselves thus sustaining a forward-thinking ideology of collaboration and resiliency with our community partners.

My commitment to the City of Joliet is now even stronger and I look forward to navigating upcoming challenges with this incredible team.



*William Evans, was appointed as the Joliet Police Chief on March 1, 2022. As a former Cook County sheriff's police commander, during which he served in a variety of positions in his 25-year career with the department, including the gang crimes unit, the Hostage Barricade Terrorist Team, the patrol division, the organized crime section and as a police academy instructor. During his career in policing, he received several department commendations and awards. Chief Evans served as the commanding officer of the sheriff's police Emergency Services Bureau and was a member of the department's Hostage Barricade Terrorist Team for over 16 years. He is a veteran of over 750 critical incidents during his tenure as a sheriff's police officer.*

*Chief Evans was also the co-chairman of the UASI Training and Exercise Committee, having been involved in the planning and execution of several full-scale training exercises, training seminars and tabletop exercises. Evans has had the honor of travelling overseas to provide instruction to law enforcement personnel from around the globe. During his time as a SWAT commander, Chief Evans has not only provided training and evaluation to various tactical teams, he also assisted in creating training programs for outside SWAT agencies. After retirement from the sheriff's police, Chief Evans worked for the United States Department of Defense in Washington, D.C. and has written several law enforcement articles that were published in various publications. In 2023, Chief Evans was featured in James Patterson's book "**Walk the Blue Line**".*

*From 1992-1997, Chief Evans was a professional boxer in the middleweight and super middleweight divisions. He went on to have a successful professional career, eventually being ranked #2 in the state. Bill also played college football at St. Joseph's.*

*Chief Evans holds a master's degree in criminal justice administration and a bachelor's degree in World Sociology from Saint Joseph's College in Indiana. He is also a 2005 graduate of Northwestern University's elite School of Police Staff and Command and the Western Illinois University's 21st century in law enforcement executive development course.*

## Feature Articles

Restorative Justice through the Lens of Resiliency  
*Continuing Research Study*

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Criminal & Social Justice

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### **Author Note**

Figure 1: Maslow's and Alderfer's levels of shared values

Figure 2: Maslow's Hierarchy of Needs (1943)

Figure 3: Alderfer's (1969) Existence, Relatedness, and Growth (ERG)

Figure 4: Maslow's and Alderfer's levels of shared values (Goulos, 2019)

Figure 5: Restorative Justice and how it works

## **Abstract**

### **Purpose and Background**

This empirical study explored contemporary social justice pioneers who seek to garner a balanced restorative justice component that adheres to the totality of the greater good within various communities that have functioned in an environment of social conflict. Creating a social atmosphere that constructs an atmosphere of progressive mechanisms will promote a functional restorative justice formula that is inclusive to all minority-driven communities, thus implementing an economic and social class authority that correlates to a balanced, resourceful developmental strategies that positively impact our diverse communities. Critical theorists who advocate for the propensity of equality address a conceptual process of positive social reform within a society that were stigmatized through antiquated leaders who once suppressed an inclusive mindset. A progressive process of influential future leaders will empower upcoming restorative justice advancement that empower a resilient leader mindset.

Embracing such characteristics of resiliency embodies a forward-thinking mindset that creates a constructive roadway for the community stakeholders identified as learning institutions, families, social justice reform, professional inclusivity, gender equality, human rights, and overall personal growth with removed biased perceptions of marginalized persons. Thus, shaping the social reality of the distribution of power will engage a mindset of a resilient purpose within a leader's approach while addressing the various components of the root causation of social conflict.

Influential-Control System (ICS) identifies and defines the delinquency and functionality of the social construct within our society while identifying two variables: status (position) and family structure (influence). The restoration process will be driven by transformational and distributed leaders who become resilient trailblazers seeking to reimagine the affected

constituencies by embarking on social change within schools, policing, courts, and reformative correction and sentencing protocols.

### **Methodology/Conceptual Framework**

This study is grounded in Abraham H. Maslow's (1943) Hierarchy of Needs theory and Clayton Alderfer's (1969) Existence, Relatedness, Growth (ERG) theory. Both theories advocate specific rudimentary essentials that components of restorative justice need to be achieved. The analysis aims at determining the impact and the lived experiences of the participants regarding the restorative justice implications that newly formed policies have affected their day-to-day lives and has it had a positive impact. During the interview phase, the researcher of this study will observe the variances towards the interviewee's personality characteristics. During this phase, the research will guide the following criterion of gender, race, socio-economic status, occupation, and experiences of victimization, and experiencing the justice system. The Interview Protocol presented will provide open-ended questions designed to initiate valid responses from the assigned participants of said study. These questions will lead and ignite a valid response to receive an accurate understanding of the interviewee's response and status within their professional and personal experiences through variations of the justice system.

### **Maslow's Hierarchy of Needs Theory**

The first phase is to utilize Maslow's hierarchy of physiological needs to identify an individual's ability to identify what the body relies on to survive. This phase is the foremost significant of all needs and includes *air, shelter, water, and food* (Maslow, 1943). Applying the theory to the social construct of a diversified community. Secondary phase in Maslow's hierarchy centers on safety. Community stakeholders need an environment of control within an inherently unpredictable working condition. A few of the primary safety needs are protection for

random variables, order, security, stability, law, and freedom from fear (Maslow, 1943). The third phase of the hierarchy is love and belonging. Communities form a bond of friendship and family that delivers a belief system of being a part of something. Individuals strive for affection within these connections (Maslow, 1943). The fourth phase of the hierarchy is self-esteem needs. Persons have an inherent need to feel good about themselves by promoting self-respect/esteem and equal respect for others (Maslow, 1943).

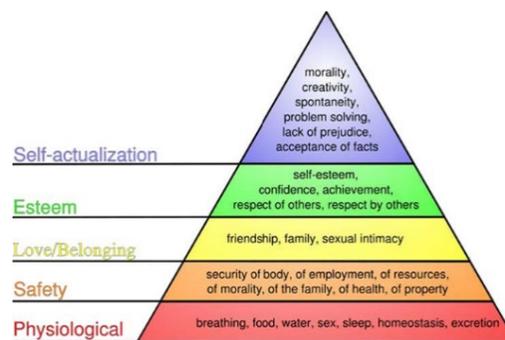


Figure 2. Maslow's Hierarchy of Needs (1943)

### **Alderfer's Existence, Relatedness, Growth (ERG) Theory**

Alderfer's ERG theory identifies the three essential needs of Existence, Relatedness, and Growth needs (Alderfer, 1969). Existence needs are required for individuals within various social constructs to survive (Alderfer, 1969). This need relates to the essentials of shelter, food, clothing, and safety. Alderfer's second phase identifies the Relatedness need (Alderfer, 1969). This need relates to the importance of others that identifies peers (co-workers), family, and friends. Relatedness needs to focus on shared beliefs of community development within the social contract, shaping positive outcomes of the community in which they live. Such a need is critical to provide a voice to those who are underserved to discuss their issues with their stakeholders to find a commonality of shared concerns. Alderfer's final needs phase is Growth

(Alderfer, 1969). During this phase, the personal growth of engagement in an individual's pursuit with attaining peace and balance through the adoption of restorative justice which instrumental in attaining its full potential.



*Figure 3.* Alderfer's (1969) Existence, Relatedness, and Growth (ERG)

### **Theory Comparison**

Under Maslow's Hierarchy Needs and Alderfer's ERG theories, there are two distinct variances. The first variance is that during Alderfer's ERG theory there is not a strict progression from either level and they are interchangeable during the process. Secondary, ERG is dependent on the needs of the individual's situational shifts of needs within types of justice that is being sought, from the victimization perspective Maslow's and Alderfer's needs diagrams shall be utilized during the phenomenological interviews. Thus, creating a sustainable balanced and unbiased restorative justice system that equalizes the platform for all social classes, inherently facilitating a constructive socially interactive environment.



Figure 1. Maslow's and Alderfer's levels of shared values

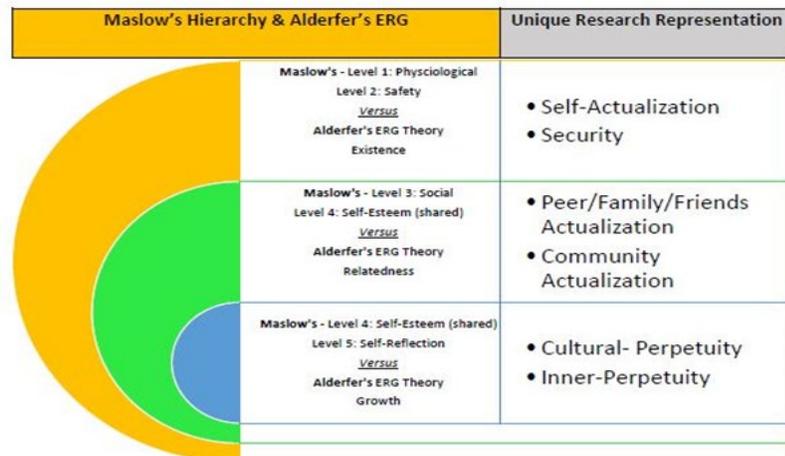


Figure 4: Maslow's and Alderfer's levels of shared values

### Scope of the Study

This research will examine whether a connection is present among these qualitative phenomenological interviews by identifying the emerging themes with the collected data. Based on past, current, and future trends identifying the relationship between restorative justice and resilient leadership. Restorative justice (RJ) policies that have been recently implemented within the State of Illinois, will be considered towards venturing into a community member's understanding of RJ and its healthy implications that it should serve those who have suffered of victimization, unbiased deposition of cases of lack of legal representation due to the socio-economic and racial status.

The sample will consist of various race, ethnic, economic standing, professional, and personal perspective of the justice system through lived experiences / relationships. The supplemental study will consider the essential support that the judicial process has onto such individuals within these communities, collecting a holistic understanding of the data and

reiterating the essentials of a balanced restorative justice platform to provide support as an inclusive platform. The research further aims to uncover what experiences that various communities encounter, in particular the disenfranchised and underrepresented groups.

### Conclusion

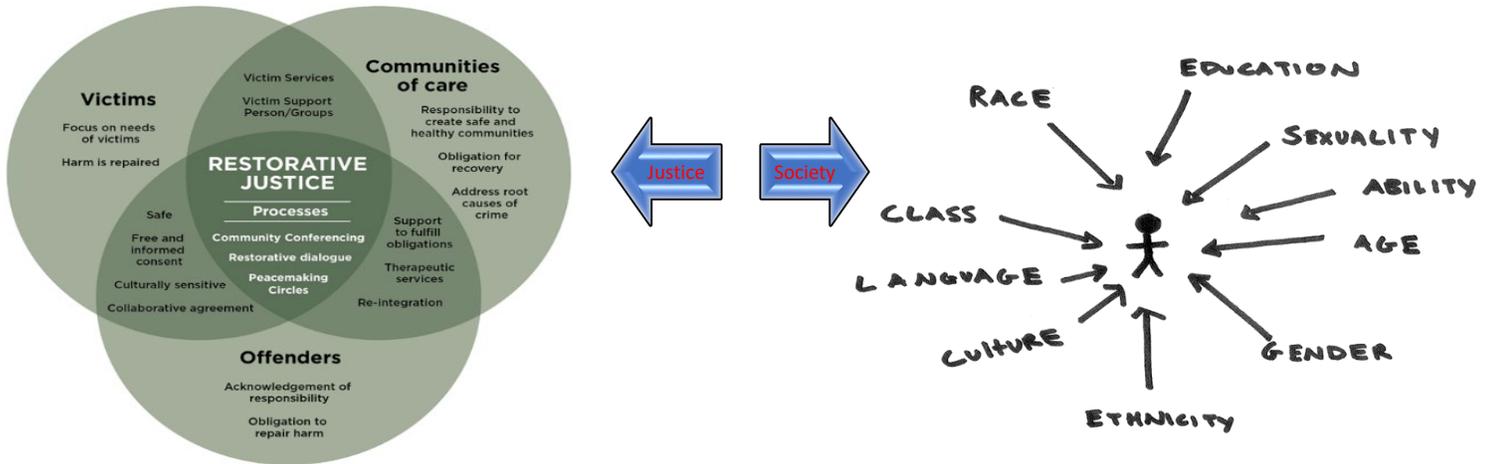
The study aims to undertake the much-needed restorative justice reform within society to promote a fundamentally balanced and unbiased process within diverse communities, in particular to victimology – victims of crime, trauma, preventive measures (domestic violence and crimes against persons), underrepresented cultures, and problematic minors. The research will further explore the perspectives of various communities and the necessity of change, endorsing a positive solution to implement within our social community. Developing an actionable plan to sustain a societal improvement, thus increasing a holistic awa



Creating a social atmosphere that constructs an environment of progressive mechanisms will promote a functional restorative justice formula that is inclusive to all minority-driven communities, thus implementing an economic and social class authority that correlates to a sensible, resourceful developmental strategies that positively impact our diverse communities.

According to Schein (2010) if leaders are conscious of the present issue, then a logical awareness of attention to specific agendas becomes a powerful manner of communicating a mission statement.

Particularly if leaders are entirely consistent in their own actions. Leaders as political figures have to simply identify / analyze the problem to properly manage the problem and then provide realistic and positive recommendations to a solution. Embracing such social variable characteristics of resiliency embodies a forward-thinking mindset that creates a constructive roadway for the community stakeholders identified as learning institutions, families, social justice reform, professional inclusivity, gender equality, human rights, and overall personal growth with removed biased perceptions of marginalized persons.



How Restorative Justice Works

Figure 5: Restorative Justice and how it works

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*During his 28 years of service with the Cook County Sheriff's Office, Dr. Goulos has assisted in seizing approximately \$19 million in illicit US currency and roughly \$80 million in estimated street value of illicit narcotics. He has also directly assisted in the capture of violent suspected offenders who were actively endangering the community.*

*Dr. Goulos is also a 12-year higher education professional currently serving at the University of St. Francis, who has developed a comprehensive understanding in the areas of experience in mentoring, academic advising, criminal justice research, case studies, undergraduate and graduate learning platform classroom instruction, meeting the past, current and future trends of the criminal justice arena. Effectively applying to the practical form of policing while addressing the community's and social justice reform needs.*

*Entering his second year at the University of St. Francis, Joliet, IL, Dr. Goulos is researching restorative justice through the lens of resilient leadership and is furthering the study to one day transition into an undergraduate textbook on diversity and ethics within the criminal justice educational arena.*

*As a professor and officer, Dr. Goulos has contributed strategically and effectively in law enforcement and higher education settings. He looks forward to providing a platform for upcoming and current policing academics/practitioners to share their research and insights.*

## Call for Award Nominations

### Section Awards:

The Police Section of the ACJS confers several prestigious awards annually at its general business meeting during the ACJS Annual Meeting. These awards recognize individuals who have made significant contributions to the field of policing, including practitioners, scholars, students, and authors. All Police Section members are encouraged to nominate peers deserving of these awards. Self-nominations are also accepted for all awards. Nominations are due to Eric Dlugolenski, Police Section Chair, by October 16th. Email nominations to [edlugolenski@ccsu.edu](mailto:edlugolenski@ccsu.edu). Any questions about the awards can be directed to Dr. Dlugolenski. Awardees are selected by a committee of at least three Police Section members.

### O.W. Wilson Award

The O.W. Wilson is the section's most prestigious and flagship award. Given to recognize outstanding contributions to police education, research, and practice.

Criteria:

The nominee should be a practitioner, policy maker, researcher, or educator who, over many years, has exemplified and supported the following ideals:

1. Quality higher education for the police field.
2. A distinguished record of rigorous and applied police research.
3. Cooperation and collaboration among police educators, researchers, policymakers, and practitioners.
4. Evidence supporting effective, equitable, and accountable policing.
5. A strong record of mentorship to junior scholars or practitioners
6. The nominee does not need to be a section member at the time of nomination.

Requirements:

- Submission of a letter summarizing the nominee's contributions as they relate to the criteria
- A copy of the nominee's curriculum vitae
- Supporting materials are encouraged but not required. Examples below
  - Letters of support from other colleagues

### Outstanding Service Award

Description: The Outstanding Service Award is given to individuals who are deemed deserving of special recognition for their outstanding contribution to the Police Section. This award was established to honor those who have provided significant service to the Police Section. Eligibility

Criteria:

- The nominee must have provided significant service to the Police Section.

Requirements:

- Submission of a brief summary of the nominee's contributions.
- Supporting materials are encouraged but not required.

## **Emerging Police Pracademic Excellence Award**

Description: The Emerging Police Pracademic Excellence Award recognizes a police practitioner who champions evidence-based practice and research in policing. This award celebrates those who bridge the gap between academia and practical law enforcement, applying scientific research to real-world policing strategies. It aims to recognize recent achievements in the field and is not a lifetime achievement award.

Eligibility Criteria:

- Must be an active police officer or a civilian working for a police department (civilian and sworn are eligible). Crime analysts, professional staff, and sworn staff may apply.
- Must have a demonstrated commitment to incorporating evidence-based practices in policing.
- Must have contributed to or conducted applied policing research.
- Collaboration with academic institutions or researchers is a plus.

Requirements:

- Submission of a nomination letter highlighting the nominee's contributions to evidence-based practices, including any published research, implemented policies, or collaboration with academic institutions.
- Evidence of a positive impact within the community or department due to the nominee's evidence-based initiatives.

## **Emerging Policing Scholar Achievement Award**

Description: The Emerging Policing Scholar Achievement Award recognizes an outstanding early career scholar who has shown remarkable potential and achievement in producing quality research in the field of policing. This award is intended to celebrate the future leaders in policing scholarship, encouraging continued excellence and innovation.

Eligibility Criteria:

- Ph.D. must have been conferred; the conferral must have been within the last six years.
- Must have demonstrated a capacity to produce quality research specifically related to policing.
- Must show promise for future contributions to the academic and practical aspects of policing.

Requirements:

- Submission of a nomination letter highlighting the nominee's research portfolio, including published articles, conference presentations, and ongoing research projects related to policing.
- Attachment of the nominee's current curriculum vitae.

## **Promising Student in Policing Award**

Description: The Promising Student in Policing Award recognizes an undergraduate or graduate student who shows exceptional promise and dedication to the study and advancement of policing. This award aims to encourage and support the next generation of scholars and practitioners in the field.

Eligibility Criteria:

- Must be currently enrolled in an undergraduate or graduate program related to Criminal Justice, Criminology, or Policing. Nomination must be made before degree conferral.

- Must have demonstrated academic excellence and a strong interest in policing research or practice.
- Involvement in extracurricular activities, internships, or projects related to policing is a plus.

Requirements:

- Submission of a current academic transcript (unofficial copies accepted).
- Letters of recommendation from professors or professionals in the field detailing the nominee's potential and achievements in policing studies.
- A personal statement from the nominee outlining their interest in policing, academic achievements, and future goals.

## **Best Policing Book of the Year**

Description: The Best Policing Book of the Year Award recognizes a significant book publication that has substantially contributed to the understanding, development, or practice of policing. This award celebrates authors who have provided fresh insights, rigorous research, and innovative perspectives on law enforcement.

Eligibility Criteria:

- The book must be published within the last calendar year (e.g., for the following year's annual conference, the book should have been published in the previous year).
- The book must primarily focus on policing or law enforcement. This includes various aspects of law enforcement functions and disciplines.
- Eligible books can be academic or practitioner-oriented, catering to different readerships within the field.

Requirements:

- Submission of a copy of the book, digital file if possible, but hard copies can be submitted.
- Submission of a nomination letter highlighting the book's significance, contributions, and impact on the field of policing, including reviews or endorsements from scholars, practitioners, or experts in the field of policing, and information about the publisher and publication date.

## **Award Procedures**

1. Nominations for each award must be submitted to the Chair of the Police Section by October 16<sup>th</sup> of the calendar year preceding the annual conference (e.g., by October 16<sup>th</sup>, 2025, for acknowledgment at the 2026 annual meeting)
2. The nominator must be a current Police Section member.
3. Submission of supporting materials with nominations is encouraged to increase the application's competitiveness. However, supporting materials are not required.
4. The nomination is to include a summary of the nominee's contributions following the award criteria, an explanation of the significance of these contributions, and a current vita or resume of the nominee.
5. While we do not require nominees to be section members at the time of nomination, we do request that they join the section upon nomination

## **ACJS Lifetime Membership**

Please remember that you still must pay the Police Section dues annually to remain a member of the Police Section. Membership is \$37 per year and includes a subscription to *Police Quarterly*. Payment of dues is made to ACJS.

## **Call for Papers, Authors, Applicants**

If you are working on a project and need authors for book chapters or encyclopedia entries, let us know. We'll include that call in *Police Forum* for free.

Or, if you are hosting a conference or seminar and need participants, let us know that too. We'll be happy to help spread the word for free.

Or, if you have a job opportunity—particularly of interest to those teaching or researching in areas related to policing—we'd love to help you announce that position. Send any announcements that you would like to have included in the next issue of *Police Forum* to [acjspoliceforum@gmail.com](mailto:acjspoliceforum@gmail.com)

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## **Submission Guidelines for *Police Forum***

### **Format Criteria**

The format criteria for all submissions are as follows: reasonable length (less than 30 pages), double-spaced, and in a font similar to 12 pt Times New Roman. All submissions should be in Word format. All charts, graphs, pictures, etc. must be one page or smaller and contained within standard margins. Please attach these at the end of the submission as appendices. Due to formatting limitations, all appendices must be in a Word, Excel, or similar format - PDFs cannot be used.

### **Feature Articles**

Feature Articles can be quantitative or qualitative. Tables, figures, and charts should be kept to a minimum and should be inserted at the end of the document with an appropriate reference to placement location within the text. The page limits are flexible; however, the editors reserve the right to edit excessively long manuscripts.

### **Practitioners Corner**

Articles written from the perspective of persons currently or formerly working in the field, expressing personal observations or experiences concerning a particular area or issue. Page limits are flexible, however long articles may be edited for length.

## **Submission Guidelines – cont.**

### **Academic Pontification**

Articles for this area should focus on making an argument, presenting a line of thought, or formulating a new conceptual idea in policing.

### **Point/Counterpoint**

Authors are encouraged to work with another person to develop a point/ counterpoint piece. The initial argument should be between 2 and 5 pages. The initial argument should contain roughly 3 to 5 main points. Following the exchange of articles between debating authors, a 1 to 3-page rejoinder/ rebuttal will be submitted.

### **Research Notes**

Research notes should describe a work in progress, a thumbnail outline of a research project, a conceptual methodological piece, or any other article relating to research methods or research findings in policing.

### **Reviews**

Book reviews on any work relating to policing. Reviews of Internet sites or subjects concerning policing on the Internet are also welcome.

### **Policing in the News**

News items of interest to the police section are welcomed in any form.

### **Legal News in Policing**

Reviews of court cases, legal issues, lawsuits, and legal liability in policing are welcomed submissions.

### **Letters to the Editor**

Questions, comments, or suggestions about a given Criminal Justice topic, article, or research.

### **This Date in History**

Submissions on prior hot topics, research, or research methods in Criminal Justice from the past.

### **Good News**

Submissions relating to professional and personal good news for our members - promotions, new jobs, marriages, etc.

## Submission Guidelines – cont.

### How to Submit

Submissions may be made electronically by sending a copy in a Word format to [acjspoliceforum@gmail.com](mailto:acjspoliceforum@gmail.com) or [agoulos@stfrancis.edu](mailto:agoulos@stfrancis.edu).

### Disclaimer

The editor(s) of this publication reserve the right to edit any submissions for length, clarity, or other issues.

### Executive Justice Training Institute – University of St. Francis, Joliet, IL

USF is cordially inviting your command and supervisory staff to prospectively attend the *Executive Justice Training Institute 3-Day Workshop* and Summer 2025 leadership certificates.

### Georgia Southern University – Career Postings *(review attached announcement)*

Assistant Professor — Job Opening 278318

College of Behavioral and Social Sciences  
Department of Criminal Justice and Criminology

Assistant Professor — Job Opening 278320

College of Behavioral and Social Sciences  
Department of Criminal Justice and Criminology

Calling all POLICE CHIEFS and LAW ENFORCEMENT COMMAND STAFF to attend a three-day leadership workshop at the University of St. Francis!



# EXECUTIVE JUSTICE TRAINING INSTITUTE

November 6 - 8, 2024

The Executive Justice Training Institute (EJTI) was developed to address the evolving challenges in law enforcement leadership through collaboration with law enforcement professionals, legal experts, corporate executives, psychologists, and higher education leaders. The program is designed to engage law enforcement leaders in dialogue about effective practices, innovations, and trends to foster improved and innovative methods for policing and public service.

Areas of the workshop will focus on **Civil & Police Liability, Effective Communication, Employee Engagement, Organizational Development and Managing Stress and Well-being** to address emerging needs and issues in policing.

- Wednesday, November 6, 2024  
9 a.m.-2 p.m.
- Thursday, November 7, 2024  
9 a.m.-5 p.m.
- Friday, November 8, 2024  
9 a.m.-2 p.m.



SCAN TO REGISTER  
BY NOVEMBER 1<sup>ST</sup>

## LOCATION

University of St. Francis  
St. Bonaventure Campus  
Robert W. Plaster Free Enterprise Center  
16 Van Buren St., Joliet, IL 60432

Directions at [stfrancis.edu/st-bonaventure](http://stfrancis.edu/st-bonaventure)

## COST

\$500 per person  
Checks payable to University of St. Francis

## CAPACITY

30 Attendees

**ADVANCED REGISTRATION REQUIRED  
BY NOVEMBER 1, 2024**

**Dr. Anastasios Goulos**  
<mailto:agoulos@stfrancis.edu>  
815-740-5095

**Dr. David Veenstra**  
<mailto:dveenstra@stfrancis.edu>  
815-740-3603



University of St. Francis, Joliet, IL is launching the **Executive Justice Training Institute** for law enforcement leaders.

The program is designed to engage law enforcement leaders in dialogue about effective practices, innovations, and trends to foster improved and innovative methods for policing and public service.

The Three-Day leadership workshop is a precursor to the following **Summer 2005 classes**:

- **Leadership Justice School: Four-week – 128-hour certificate**
  - Lieutenants and Command Staff
- **Front-line Justice Leadership School: Two-week – 64-hour certificate**
  - Sergeants and Field Training Officer



**Assistant Professor — Job Opening 278318**  
**College of Behavioral and Social Sciences**  
**Department of Criminal Justice and Criminology**

The Department of Criminal Justice and Criminology in the College of Behavioral and Social Sciences invites applications and nominations for the position of tenure-track Assistant Professor of Criminal Justice and Criminology. The department is specifically interested in scholars with expertise in policing.

Georgia Southern is a dynamic university with three vibrant campuses in Hinesville, Savannah and Statesboro serving the communities in Southeast Georgia. As a Carnegie Doctoral/R2 institution, our world-class scholars instruct about 26,000 students in associate's, bachelor's, master's and doctoral level degree programs. Whether you are seeking the charm of a small town, the traditions of a historical/urban destination near the beach or supporting our military service members and their families, Georgia Southern offers its faculty and staff the best of all worlds!

Beyond an ideal location, there is a place for you to work in an exciting environment abounding with opportunities for personal and professional growth. We are steeped in tradition and devoted to academic distinction in teaching, scholarship and service. In 2018 Forbes Magazine listed Georgia Southern, along with 10 other Georgia companies or institutions, as one of America's Best Midsize Employers. Georgia Southern University is passionate about serving our region while preparing our students to be lifelong scholars, leaders, and responsible stewards of their communities and the world.

To learn more about Georgia Southern's Vision, Mission and Values please click here:  
<https://president.georgiasouthern.edu/performance-excellence/mission-values/>

Within this setting, the Department of Criminal Justice and Criminology provides a comprehensive examination of justice, crime, and victimization. The program offers both an in-person and fully online Bachelor of Science (BS) degree in Criminal Justice and Criminology that enrolls approximately 900 students across all campuses and a minor with 175 students. The department also houses an in-person and online Master of Science (MS) program in Criminal Justice and Criminology with concentrations in criminal justice/criminology and cybercrime. Further, we offer an Executive MS program in Criminal Justice for law enforcement professionals, which permits them to complete POST-certified coursework in flexible modules. Finally, the department offers an online Graduate Certificate in Cybercrime.

Location: The position may require travel between campuses; however, the primary teaching responsibilities will be on the Statesboro campus.

Statesboro Campus  
1332 Southern Drive  
Statesboro, GA 30458

Job Summary. Reporting to the department chair, the assistant professor position requires teaching some combination of courses within our undergraduate and graduate degree programs, developing a sustainable and productive program of research, providing service to the department, college, and university, as well as engaging in student success and professional development initiatives. The position is an academic (10 month), tenure-track appointment.

Required Qualifications:

- Earned doctorate in criminal justice, criminology, or a closely related field (e.g., sociology or psychology, with at least 18 graduate semester hours in criminal justice or criminology) by August 1, 2025.
- Expertise in the general area of policing.
- Willingness to engage with institutional student success initiatives.
- Commitment to engaging with best practice initiatives in instruction and pedagogy, mentoring, and curriculum design and development.
- Demonstrated commitment to advancing a strong and growing research and scholarship agenda and the production of research/creative activities as appropriate to the discipline.

Preferred Qualifications:

- Evidence of successful college/university level teaching experience.
- Ability and/or experience to contribute to courses in areas to include, but not limited to: Policing, forensics, investigations, and/or legal processes, such as Introduction to Policing, Investigations, Criminal Justice Systems: Policy and Process, Legal Process, Seminar in Law Enforcement.
- Ability and interest in engaging in collaborative research with existing faculty members.
- Experience in, or potential for, pursuing external funding.

Proposed Salary

Commensurate with experience.

This is an exempt position paid on a monthly basis.

Required Documents to Attach

A complete application consists of a letter addressing the qualifications cited above; a curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least three professional references. Other documentation may be requested.

Apply Before Date

Open Until Filled

Screening of applications begins December 2, 2024 and continues until the position is filled.

Preferred start date is August 1, 2025.

See <https://hr.georgiasouthern.edu/employment-opportunities/> to apply. Reference Job ID 278318.

Contact Information

Search Chair: Caitlin Brady, Ph.D.

Email: [cbrady@georgiasouthern.edu](mailto:cbrady@georgiasouthern.edu)

Telephone: 912.478.8036

### USG Core Values

The University System of Georgia is comprised of our 26 institutions of higher education and learning as well as the System Office. Our USG Statement of Core Values are Integrity, Excellence, Accountability, and Respect. These values serve as the foundation for all that we do as an organization, and each USG community member is responsible for demonstrating and upholding these standards. More details on the USG Statement of Core Values and Code of Conduct are available in USG Board Policy 8.2.18.1.2 and can be found on-line at [https://www.usg.edu/policymanual/section8/C224/#p8.2.18\\_personnel\\_conduct](https://www.usg.edu/policymanual/section8/C224/#p8.2.18_personnel_conduct).

Additionally, USG supports Freedom of Expression as stated in Board Policy 6.5 Freedom of Expression and Academic Freedom found on-line at <https://www.usg.edu/policymanual/section6/C2653>.

### Conditions of Employment

All work (with limited exceptions such as research and study abroad outside activities such as grading and email correspondence) for Georgia Southern University must be completed while the employee is physically present in the state of Georgia, unless specifically authorized by the university for a specific purpose and limited period of time within current policy.

Faculty are expected to contribute to the vibrant university community by engaging students, participating in events, and performing other responsibilities on-campus.

Faculty may be required to teach, conduct research, or perform service duties on any of the three campuses. Georgia Southern provides accessible transportation options between campuses.

Offers of employment are contingent upon completion of background investigation including a criminal background check demonstrating your eligibility for employment with Georgia Southern University, as determined by Georgia Southern University in its sole discretion, confirmation of the credentials and employment history reflected in your application materials and, if applicable, a satisfactory credit check. Applicants may be subject to a pre-employment drug test.

Offers are made expressly subject to the applicable federal and state laws, to the statutes, rules and regulations of this institution and to the Bylaws and Policies of the Board of Regents (BOR) of the University System of Georgia (USG), which are available for your inspection upon request.

Legally authorized to work in the United States for the duration of employment without assistance from the University.

Georgia Southern University is a Tobacco and Smoke-Free Community.

### Equal Employment Opportunity

More information about the institution is available through <http://www.georgiasouthern.edu> or <https://www.georgiasouthern.edu/cbss/justice/>. The names of applicants and nominees, vitae, and other non-evaluative information may be subject to public inspection under the Georgia Open Records Act. Georgia Southern University provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, sexual orientation,

gender identity or expression, national origin, religion, age, veteran status, political affiliation, or disability. Individuals in need of reasonable accommodations under the Americans with Disabilities Act to participate in the search process should notify Human Resources: (912) 478-6947.



**Assistant Professor — Job Opening 278320**  
**College of Behavioral and Social Sciences**  
**Department of Criminal Justice and Criminology**

The Department of Criminal Justice and Criminology in the College of Behavioral and Social Sciences invites applications and nominations for the position of tenure-track Assistant Professor of Criminal Justice and Criminology. The Department is specifically interested in scholars with expertise in school crime and safety.

Georgia Southern is a dynamic university with three vibrant campuses in Hinesville, Savannah and Statesboro serving the communities in Southeast Georgia. As a Carnegie Doctoral/R2 institution, our world-class scholars instruct about 26,000 students in associate's, bachelor's, master's and doctoral level degree programs. Whether you are seeking the charm of a small town, the traditions of a historical/urban destination near the beach or supporting our military service members and their families, Georgia Southern offers its faculty and staff the best of all worlds!

Beyond an ideal location, there is a place for you to work in an exciting environment abounding with opportunities for personal and professional growth. We are steeped in tradition and devoted to academic distinction in teaching, scholarship and service. In 2018 Forbes Magazine listed Georgia Southern, along with 10 other Georgia companies or institutions, as one of America's Best Midsize Employers. Georgia Southern University is passionate about serving our region while preparing our students to be lifelong scholars, leaders, and responsible stewards of their communities and the world.

To learn more about Georgia Southern's Vision, Mission and Values please click here:  
<https://president.georgiasouthern.edu/performance-excellence/mission-values/>

Within this setting, the Department of Criminal Justice and Criminology provides a comprehensive examination of justice, crime, and victimization. The program offers both an in-person and fully online Bachelor of Science (BS) degree in Criminal Justice and Criminology that enrolls approximately 900 students across all campuses and a minor with 175 students. The department also houses an in-person and online Master of Science (MS) program in Criminal Justice and Criminology with concentrations in criminal justice/criminology and cybercrime. Further, we offer an Executive MS program in Criminal Justice for law enforcement professionals, which permits them to complete POST-certified coursework in flexible modules. Finally, the department offers an online Graduate Certificate in Cybercrime.

Location: The position may require travel between campuses; however, the primary teaching responsibilities will be on the Armstrong campus in Savannah.

Armstrong Campus  
11935 Abercorn Street  
Savannah, GA 31419

Job Summary. Reporting to the department chair, the assistant professor position requires teaching some combination of courses within our undergraduate and graduate degree programs, developing a sustainable and productive program of research, providing service to the department, college, and university, as well as engaging in student success and professional development initiatives. The position is an academic (10 month), tenure-track appointment.

Required Qualifications:

- Earned doctorate in criminal justice, criminology, or a closely related field (e.g., sociology or psychology, with at least 18 graduate semester hours in criminal justice or criminology), by August 1, 2025.
- Expertise in the general area of school crime and safety (e.g., school shootings, traditional and cyber bullying, dating violence, juvenile violence, police responses to school violence, etc.).
- Willingness to engage with institutional student success initiatives.
- Commitment to engaging with best practice initiatives in instruction and pedagogy, mentoring, and curriculum design and development.
- Demonstrated commitment to advancing a strong and growing research and scholarship agenda and the production of research/creative activities as appropriate to the discipline.

Preferred Qualifications:

- Evidence of successful college/university level teaching experience.
- Ability and/or experience to contribute to courses to include, but not limited to: School Violence, Family Violence, Juvenile Justice, Victimology, and Seminar in Victimization.
- Ability and interest in engaging in collaborative research with existing faculty members.
- Experience in, or potential for, pursuing external funding.

Proposed Salary

Commensurate with experience.

This is an exempt position paid on a monthly basis.

Required Documents to Attach

A complete application consists of a letter addressing the qualifications cited above; a curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least three professional references. Other documentation may be requested.

Apply Before Date

Open Until Filled

Screening of applications begins December 2, 2024 and continues until the position is filled.

Preferred start date is August 1, 2025.

See <https://hr.georgiasouthern.edu/employment-opportunities/> to apply. Reference Job ID 278320.

Contact Information

Search Chair: Adam Bossler, Ph.D.

Email: [abossler@georgiasouthern.edu](mailto:abossler@georgiasouthern.edu)

Telephone: 912.344.2526

### USG Core Values

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### Conditions of Employment:

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Offers are made expressly subject to the applicable federal and state laws, to the statutes, rules and regulations of this institution and to the Bylaws and Policies of the Board of Regents (BOR) of the University System of Georgia (USG), which are available for your inspection upon request.

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employees and applicants for employment without regard to race, color, sex, sexual orientation, gender identity or expression, national origin, religion, age, veteran status, political affiliation, or disability. Individuals in need of reasonable accommodations under the Americans with Disabilities Act to participate in the search process should notify Human Resources: (912) 478-6947.

# Academy of Criminal Justice Sciences Police Section

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