

Part of the Ideas in American Policing Series

**The Embedded Criminologist:
Leveraging the Community's Investment in the Police**

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THE EMBEDDED CRIMINOLOGIST: “A WHAT?!”

- Part of the Executive Staff – reports directly to the Chief of Police
 - Ph.D. (Temple Univ.) with policing research experience
 - Part of the Redlands Police Department’s overall Knowledge Management (KM) and Evidence-Based Policing (EBP) initiatives
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EMBEDDED CRIMINOLOGIST: THE THEORETICAL UNDERPINNINGS

Knowledge Management focuses on the *Capturing, Using, Sharing and Increasing* what we know about crime and disorder

EMBEDDED CRIMINOLOGIST: THE THEORETICAL UNDERPINNINGS

The criminologist helps the department understand, in practical ways, that Evidence-Based Policing dictates a focus on research, its translation for practitioners and that department policies, and practices reflect the best available research

EMBEDDED CRIMINOLOGIST: THE THEORETICAL UNDERPINNINGS

Police Departments are not generally structured to effectively engage research, nor are police executives trained in its understanding and use; therefore an “expert” is needed

EMBEDDED CRIMINOLOGIST: “What exactly does he do?”

Without any formal training or socialization regarding the value of science in policing, the department has a learning curve regarding criminology and what a criminologist does

“You’re a crime analyst?”

“Are you the computer guy?”

“Can you fix my phone?”

“So like CSI and stuff?”

EMBEDDED CRIMINOLOGIST: “What exactly does he do?”

- Understanding “what works”
 - Monitoring the fidelity of treatment
 - Program evaluation
 - Translation of research concepts
 - Forge research partnerships
 - Pursue external funding
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Embedded Criminologist:
the challenge of innovation

“Tell me again why I took this job...”

“As with any innovation, those who jump in first find unique challenges” (so says the police chief that talked the criminologist into the job in the first place...)

EMBEDDED CRIMINOLOGIST: THE CHALLENGE OF INNOVATION

- The policing culture still supports the belief that that cops are the “experts” on the causes and control of crime
 - Paradigms
 - Lack of institutionalized training
 - The policing caste system: “cops count; do civilians?”
 - Measuring what matters in policing
 - Reward systems (internal & external)
 - Agendas
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LEARNING FROM THE EMBEDDED CRIMINOLOGIST: “The Do-Over”

- Preparing the organization for embracing the science of crime control
 - Stakeholder analysis
 - Critical mass
 - Internal working/advisory group
 - Translation
 - Re-engineering reward systems to reflect the importance of science
 - Mission creep
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HELPING THE EMBEDDED CRIMINOLOGIST: THE ROLE OF THE CHIEF

- Vision, vision, vision!
 - Re-engineering the organization to reflect the value of science in policing
 - Managing the inherent tension between policing agendas/bias and the principles of science
 - Building external support
 - Preparing for leadership transition
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HELPING THE EMBEDDED CRIMINOLOGIST: THE ROLE OF THE CRIMINOLOGIST

- Vision, vision, vision!
 - Don't be discouraged by the lack of support
 - Be able to set their own research agenda
 - Stay professionally engaged
 - Remember the big picture
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HELPING THE EMBEDDED CRIMINOLOGIST: THE ROLE OF THE RESEARCHERS

- Developmentally appropriate courses, training, and education for practitioners & researchers
 - Advocating for the importance of science in policing
 - Evidence-based Policing
 - Translational criminology
 - Serve as resources for chiefs, mayors & city managers
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THE EMBEDDED CRIMINOLOGIST: SMARTER POLICING AND THE FUTURE

- Scarce resources
 - Fiscal outlook for cities not bright for at least a few more years
 - Re-trenching to “traditional” or “professional” models of policing
 - Best time to get smarter is when you have fewer resources
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POLITICAL INFLUENCE: SMARTER POLICING AND THE FUTURE

- Mayors and City Managers create the rewards systems and measurements of success for potential chief candidates
 - Training for them to understand EBP or how to “measure what really matters” in policing is almost non-existent
 - “Displacement of concept” in academia (e.g. criminology taught in public policy classes)
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THE EMBEDDED CRIMINOLOGIST: FORECASTING THE FUTURE

By 2022, criminologists embedded within police departments, evidence-based policing, and translational criminology will be accepted practices and as commonplace as community policing and problem solving is today.

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