

Stephen James, Ph.D.

Assistant Professor, College of Nursing

Co-Director, Counter Bias Training Simulation™ (CBTsim)

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I. Academic and Professional Preparation

A. Education

Ph.D., Criminal Justice, 2015. Department of Criminal Justice and Criminology, Washington State University

Dissertation: Effects of Fatigue and Distraction on Simulated Driving Performance in Police Officers

M.A., Criminal Justice, 2011. Department of Criminal Justice, Washington State University

Thesis: Impact of Policies on Mobile Digital Computer Use While Driving on Law Enforcement Collisions

Licentiate Award in Leadership Management, 2008, City & Guilds, Royal Military Academy Sandhurst, UK

B.Sc. (Hons) Business and Information Technology, 2007. Department of Psychology, Trinity College, Dublin University (Ireland)

Relevant Vocational Qualifications

- Tactical Social Interaction, Peer Team Lead, CJTC WA, 2013
- Community Policing for Homeland Security, US DOJ COPS, 2013
- Curriculum Developer, USMC Train the Trainer School, Camp Pendleton, CA, 2012
- Enhanced Combat Hunter, USMC School of Infantry, Camp Geiger, NC 2012
- Combat Medic, 2007
- Trauma Related Incident Management, 2007
- School of Infantry Platoon Commanders Battle Course, 2007
- Royal Military Academy Sandhurst, 2006
- Royal Irish Ranger Team Leader, 2005
- British Army Freefall Parachute School, 2005
- Brigade Search Team, Northern Ireland, 1998
- Boat Operations, RAF Regt, 1994
- Advanced Gunner, RAF Regt, 1993
- Basic Gunner, RAF Regt, 1993
- [REDACTED]

B. Professional Experience

Co-Director, Counter Bias Training Simulation™ (CBTsim), September 2016 – Present.

Assistant Professor (tenure track), College of Nursing, Washington State University, November 2019 – Present.

Assistant Research Professor, College of Nursing, Washington State University, September 2019 – October 2020.

Assistant Research Professor, Elson S. Floyd College of Medicine, Washington State University, July 2016 – August 2019.

Core Faculty Member, Sleep and Performance Research Center, Washington State University, August 2016 – Present.

Post-Doctoral Research Fellow, Sleep and Performance Research Center, Washington State University, September 2015 – May 2016.

Graduate Research Assistant, Sleep and Performance Research Center, Washington State University, January 2009 – August 2015.

Infantry Officer, Royal Irish Rangers, British Army, UK, August 2003-August 2015

IT Manger, My Travel PLC, UK & Ireland, March 2000 – July 2003

Reservist, RAF Regiment, RAF, UK, March 2000 – July 2003

Gunner, RAF Regiment, RAF, UK March 1992 – February 2000

Operational theatres I have served in as an infantry soldier/officer:

- Cyprus 1995-1996 Force Protection/Counter Narcotics Operations
- Former Yugoslavia 1996-1997 Peace Enforcement (NATO – IFOR)
- Northern Ireland 1997-1999 Counter Terrorist Operations
- Afghanistan 2008
 - 1) Operational Mentoring & Liaison Team Leader
 - 2) Counter Narcotics Operations, Platoon Commander
 - 3) Medical Emergency Repose Team

Military Decorations & Honours

- NATO (Former Yugoslavia)
- GSM (Northern Ireland)
- OSM Afghanistan with Clasp
- The Order of Saint Maurice (Peregrinus), US National Infantry Association

II. Scholarly Activities

A. Research, Grants and Contracts

\$4,954,548 in grant funding as PI or Co-PI.

Awarded (In Progress)

Training Development Assistance, Oregon Department of Public Safety Standards and Training OR DPSS&T, (Project PI: Stephen James), September 2017- August 2021, \$435,000.

Developing, Implementing, and Evaluating a Police Fatigue Risk-Management Strategy for the Seattle Police Department. Funded by the Office of Justice Programs, Department of Justice. \$642,373. (Project PI: Lois James), January 2020 – December 2022. Project initiation phase.

The Impact of Shift-Accumulated Fatigue on Patient Care and Risk of Post-Shift Driving Collisions Among 12-Hour Day and Night Shift Nurses. Funded by the Agency for Healthcare Research and Quality (AHRQ). \$1,002,260. (Project PI: Lois James), May 2018 – April 2021. Data collection phase.

An Evaluation of Simulation vs. Classroom-Based Implicit Bias Training to Improve Police Decision Making and Enhance the Outcomes of Police-Citizen Encounters. Funded by the Office of Justice Programs, Department of Justice. \$749,864. (Project PI: Lois James), January 2018 – December 2020. Data collection phase.

Online training for law enforcement to reduce risks associated with shift work and long work hours. Funded by National Institute for Occupational Safety and Health (NIOSH). \$189,000. (Project PI: Lois James), June 2017 – May 2020. Data collection phase.

Comprehensive fatigue risk–management strategy for the Ottawa Police Service. Funded by the Ottawa Police Service. \$136,000. (Project PI: Lois James), 2018–present. Project preparation phase.

Awarded (Complete)

Instrumentation for physiological and neurobehavioral measurement in around-the-clock, high-fidelity laboratory studies of the impact of fatigue on warfighter performance. Funded by the Office of Naval Research. \$280,972. (Project PIs: Stephen James and Hans Van Dongen), September 2017 – August 2018.

Using interval-level police performance metrics to test the effectiveness of Seattle Police Department's Early Intervention System. Funded by the Seattle Police Department. \$100,000. (Project PI: Stephen James & Lois James), December 2016 – May 2018.

Using Novel Experimental Research Data to Better Understand and Manage Fatigue Across the Range of Military Operations. Funded by the Office of Naval Research. \$207,712. (Project PI: Stephen James). June 2015 – July 2017.

Study on the Impact of Work-Shift Related Fatigue on Deadly Force Judgment and Decision Making. Funded by the Domestic Preparedness Support Initiative (DPSI) of the Office of the Assistant Secretary of Defense for Homeland Defense and America's Security Affairs. \$211,000. (Project PI: Stephen James). May 2015 – July 2017.

Training Development Assistance, Spokane Police Department Spokane Police Department, , 2015, \$76,140, (Project PI: Stephen James), January 2015 – December 2015.

Impact of Work-Related Fatigue on Deadly Force Judgment and Decision Making Performance and Driving Performance Among Day vs. Night Sleepers. Funded by Office of Naval Research \$554,598. (Project PI: Bryan Vila), March 2011 – March 2015.

Experimental Test of the Impact of Work-Related Fatigue on Police Officer Vehicle Collision Risk. Funded by California Commission on Peace Officer Standards and Training. \$294,000. (Project PI: Bryan Vila), February 2011 – February 2015.

Validation of the ACRA Cognitive Assessment System, US Department of Defence (Army) SBIR through NTI Inc. \$30,629, (Project PI: Stephen James) April 2014 – August 2014

Using High-Fidelity Video Simulation to Validate Crisis Intervention Team (CIT) Training. Contract with the Spokane Police Department. \$45,000. (Project PI: Lois James & Stephen James), May 2013 – January 2014.

Empowering the Strategic Corporal: Training Young Warfighters to be Socially Adept with Strangers in Any Culture. Funded by DARPA. \$2,634,996. (Project PI: Bryan Vila & Lois James), October 2011 – October 2013.

Inter-Disciplinary Research Liaison for the Strategic Social Interaction Module (SSIM) Program. Funded by DARPA. \$250,000. (Liaison: Lois James), January 2012 – October 2013.

Development of Realistic, High-Definition Video Scenarios for use in Deadly Force Judgment and Decision-Making Simulators. Internally funded. \$100,000. (Lead researcher: Lois James), January 2009 – June 2009.

Developing a Common Metric for Evaluating Police Performance in Deadly Force Situations. Funded by National Institute of Justice. \$282,551. (Project PI: Bryan Vila), January 2009 – December 2011.

Accelerating Realistic Deadly-Force Judgment and Decision Making Training – Phase II. Funded by DARPA, subcontract from Advanced Brain Monitoring. \$372,398. (Project PI: Bryan Vila), February 2009 – March 2011.

School Safety Technology Evaluations. Funded by Sheriffs' Association of Texas. \$180,000. (Project PI: Bryan Vila), December 2008 – June 2011.

Denied

Evidence Based Guideline for Fatigue Risk Management in Policing. Submitted to the National Institute of Justice (NIJ), \$196,282 (Project PI: Stephen James).

A Comparative Effectiveness Evaluation of the NIOSH Online Shift-Management Program with and without Motivational Coaching. Submitted to the National Institute of Occupational Safety and Health (NIOSH), \$411,945.00 (Project PI: Lois James).

Police Fatigue Risk-Management: Baselineing the Problem and Investigating Solutions. Submitted to the National Institute of Justice (NIJ), \$519,362.00 (Project PI: Lois James).

The Employee Wellness Battery - Law Enforcement (EWB-LE): A road-map to wellness in the age of professional policing. Sponsored by DOJ, Non-Federal, \$103,168.00 (Project PI: Lois James).

Resilience: Exploring individual trait differences in response to circadian disruption as a moderator of stress related disorders. Submitted to the National Institute of Justice (NIJ), \$799,002 (Project PI: Stephen James).

B. Scholarly Communications / Electronic Publications

Peer-Reviewed Papers

1. James, L., **James, S.M.**, Wilson, M., Brown, N., Dotson, E., Edwards, C., Butterfield, P. (In Press) Sleep health and predicted cognitive effectiveness of nurses working 12-hour shifts: an observational study. *International Journal of Nursing Studies*.
2. **James, S.M.**, James, L., Dotson, L. (2020) Evaluating the Effectiveness of a Police Department's Early Intervention System. *Journal of Experimental Criminology*. [doi:10.1007/s11292-019-09397-8](https://doi.org/10.1007/s11292-019-09397-8)
3. James, L., **James, S. M.**, & Dotson, E. (2019). Using Interval-Level Metrics to Investigate Situational, Suspect, and Officer-Level Predictors of Police Performance During Encounters with the Public. *Police Quarterly*. [doi:10.1177/1098611119857559](https://doi.org/10.1177/1098611119857559)
4. James, L., **James, S.** The Development and Testing of a Simulation-Based Implicit Bias Training Platform. *Police Chief*, November 2019.
5. Gunzelmann, G., **James, S. M.**, & Caldwell, J. (2019). Basic and applied science interactions in fatigue understanding and risk mitigation. In H. P. Van Dongen, P. Whitney, J. M. Hinson, K. A. Honn, & M. W. Chee (Eds.), *Progress in Brain Research Volume 246: Sleep Deprivation and Cognition* (pp. 177-204). Cambridge, MA: Academic Press. [doi:10.1016/bs.pbr.2019.03.022](https://doi.org/10.1016/bs.pbr.2019.03.022)
6. James, L., **James, S. M.**, & Vila, B. (2018). Testing the impact of citizen characteristics and demeanor on police officer behavior in potentially violent encounters. *Policing: An International Journal of Police Strategies & Management*, 41(1), 24-40. [doi:10.1108/PIJPSM-11-2016-0159](https://doi.org/10.1108/PIJPSM-11-2016-0159)
7. James, L., **James, S. M.**, & Vila, B. (2018). The Impact of Work Shift and Fatigue on Police Officer Response in Simulated Interactions with Citizens. *Journal of Experimental Criminology*, 11, 111-120. [doi:10.1007/s11292-017-9294-2](https://doi.org/10.1007/s11292-017-9294-2)
8. Vila, B., **James, S. M.**, & James, L. (2018). How Police Officers Perform in Encounters with the Public: Measuring What Matters at the Individual Level. *Policing: An International Journal of Police Strategies & Management*, 41(2), 215-232. [doi:10.1108/PIJPSM-11-2016-0166](https://doi.org/10.1108/PIJPSM-11-2016-0166)
9. James, L., & **James, S. M.** (2017). Crisis Intervention Team (CIT) metrics: a novel method of measuring police performance during encounters with people in crisis. *Mental Health Addiction Research*, 2(4), 2-4. [doi:10.15761/MHAR.1000143](https://doi.org/10.15761/MHAR.1000143)
10. James, L., **James, S. M.**, & Vila, B. (2017). Does the "reverse racism effect" withstand the test of police officer fatigue? *Policing: An International Journal of Police Strategies & Management*, 40(2), 184-196. [doi:10.1108/PIJPSM-01-2016-0006](https://doi.org/10.1108/PIJPSM-01-2016-0006)
11. **James, S. M.**, Honn, K., Gaddameedhi, S., & Van Dongen, H. P. (2017). Shift Work: Disrupted Circadian Rhythms and Sleep - Implications for Health and Well-Being. *Current Sleep Medicine Reports*, 3(2), 104-112. [doi:10.1007/s40675-017-0071-6](https://doi.org/10.1007/s40675-017-0071-6)

12. Lynch, G. T., **James, S. M.**, & VanDam, M. (2017). Pupillary Response and Phenotype in ASD: Latency to Constriction Discriminates ASD from Typically Developing Adolescents. *Autism Research*, Early Access. [doi:10.1002/aur.1888](https://doi.org/10.1002/aur.1888)
13. James, L., **James, S. M.**, & Vila, B. (2016). The reverse racism effect: are cops more hesitant to shoot black suspects? *Criminology and Public Policy*, 15(2), 457-479. [doi:10.1111/1745-9133.12187](https://doi.org/10.1111/1745-9133.12187) & [doi:10.1111/1745-9133.12483](https://doi.org/10.1111/1745-9133.12483)
14. **James, S. M.** (2015). Distracted Driving Impairs Police Patrol Officer Driving Performance. *Policing: An International Journal of Police Strategies & Management*, 38(3), 505-516. [doi:10.1108/PIJPSM-03-2015-0030](https://doi.org/10.1108/PIJPSM-03-2015-0030)
15. **James, S. M.**, & Vila, B. (2015). Police Drowsy Driving: Predicting Fatigue-Related Performance Decay. *Policing: An International Journal of Police Strategies & Management*, 38(3), 517-538. [doi:10.1108/PIJPSM-03-2015-0033](https://doi.org/10.1108/PIJPSM-03-2015-0033)
16. Wolfe, S. E., Rojek, J., Alpert, G., Tiesman, H., & **James, S. M.** (2015). Characteristics of Officer-Involved Vehicle Collisions in California. *Policing: An International Journal of Police Strategies & Management*, 38(3), 458-477. [doi:10.1108/PIJPSM-03-2015-0029](https://doi.org/10.1108/PIJPSM-03-2015-0029)
17. Johnson, R. R., Stone, B. T., Miranda, C. M., Vila, B., James, L., **James, S. M.**, . . . Berka, C. (2014). Identifying psychophysiological indices of expert versus novice performance in deadly force judgment and decision making. *Frontiers in Human Neuroscience*, 8(512). [doi:10.3389/fnhum.2014.00512](https://doi.org/10.3389/fnhum.2014.00512)
18. Winsler, M. A., Hinson, J. M., **James, S. M.**, Vila, B., Whitney, P., & Van Dongen, H. P. (2014). Fatigue During Deadly Force Decision-Making: Measuring Skin Conductance Response During Simulations. *Sleep-Wake Research in The Netherlands*, 25, 81-84.
19. **James, S. M.**, & Vila, B. (2012). Driven to Distraction. *The Journal Of California Law Enforcement*, 46(2), 14-18.

Peer-Reviewed Government Reports and Conference Proceedings

1. Van Dongen, H., **James, S.M.**, Paech, G.M., Hinson, J.M., Whitney, P., Vila, B. (2017) 0154 Impaired Cognitive Flexibility Due to Sleep Deprivation Predicts Degraded Deadly Force Decision-Making in High-Fidelity Law Enforcement Simulations. *Sleep* 2017; 40 (suppl_1): A57-A58. doi: 10.1093/sleepj/zsx050.153
2. Vila, B., **James, S.M.**, James, L. (2016) Novel Process for Developing Metrics That Measure What Police Do. Interservice/Industry Training Simulation and Education Conference, *IITSEC Proceedings 2016*. (Conference Best Paper & Best Paper Award in Human Performance Analysis and Engineering)

Technical Reports

1. **James, S.M.**, James, L. Using interval-level police performance metrics to test the effectiveness of Seattle Police Department's Early Intervention System. Final Report for the Seattle Police Department. Washington State University, Spokane, Washington, May 2018.
2. **James, S.M.**, Analysis of the Impact of Work-Shift Related Fatigue on Deadly Force Judgment and Decision Making, Driving, Cognition, and Tactical Social Interaction Performance. Final Report for the Office of Naval Research. Washington State University, Spokane, Washington, July 2017.
3. **James, S.M.**, James, L. Vila, B. Study on the Impact of Shift-Work Related Fatigue on Deadly Force Judgment and Decision Making. Final Report for the Domestic Preparedness Support Initiative (DPSI) via Renaissance Science Corporation (NAVAIR). Washington State University, Spokane, Washington, July 2017.
4. Vila, B., **James, S.M.**, James, L. Expanding Assessment of the Impact of Work-Shift Related Fatigue on Deadly Force Judgment and Decision Making, Driving, Cognition, and Tactical Social Interaction Performance. Final Report for the Office of Naval Research. Washington State University, Spokane, Washington, March 2015.
5. James, L. and **James, S.M.** Using High-Fidelity Video Simulation to Validate Crisis Intervention Team (CIT) Training. Final Report for the Spokane Police Department. Washington State University, Spokane, Washington, February 2014.
6. Vila, B., James, L., **James, S.M.**, Waggoner, L. Developing a common metric for evaluating police performance in deadly force situations. National Institute of Justice Technical Report. Washington State University, Spokane, Washington, September 2011.
7. Vila, B., James, L., **James, S.M.**, Waggoner, L. School Safety Technology Evaluations. *Subcontracted by the Sheriffs Association of Texas for National Institute of Justice Technical Report.* Washington State University, Spokane, Washington, August 2011.

Magazine Articles

1. Vila, B., **James, S.M.**, James, L. "From A to Zzzzzzz...: Tired Cops and Distracted Driving." *FLETC Journal*, 15: Fall-Winter, 33-37, 2015

C. Podium / Poster Presentations***Peer Reviewed / Invited***

- 2020 The Law Enforcement Survival Institute, Warrior's Rest, & How2LoveOurCops.org, 9th May 2020, online, "Live Online Law Enforcement Wellness Forum"
- 2020 The Law Enforcement Survival Institute, 23rd April 2020, online, "Saving the Lives of the People Who Save Lives"
- 2020 Cumberland County Sheriff's Office, Workshop (2 x 4 hours) 13th February 2020, Portland, ME. "Sleep Deprivation for Criminal Justice"
- 2019 California Commission on Peace Officers Standards and Training De-escalation Workshop, Keynote, 18th October 2019, San Diego, CA. "Measure What Matters"
- 2019 California Commission on Peace Officers Standards and Training Leadership Seminar, 19th September 2019, Sacramento, CA. "Development of Interval Level Metrics"
- 2019 International Crisis Invention Team Conference, Keynote, 28th August 2019, Seattle, WA. "The Alertness Edge."
- 2019 14th International Naturalistic Decision Making Conference 18th-21st June 2019, San Francisco, CA. "You Need Sleep, and Sleep Needs You!"
- 2018 Washington State Psychological Association, 10th September 2018, Spokane, WA. "Interaction Between Physical Stressors and Performance in Law Enforcement and Military Settings."
- 2018 9th International Conference on Applied Human Factors and Ergonomics (AHFE 2018) and the Affiliated Conferences, Army Research Labs Panel, 25th July 2018, Orlando, FL. "Effects of fatigue and distraction on simulated driving performance in police officers."
- 2018 Royal Canadian Mounted Police, Academy Graduation Guest Speaker, 22nd January 2018, RCMP Depot Division, Regina, SK.
- 2017 American Psychological Association, the National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology. 12th International Conference on Occupational Stress and Health. 7th-10th June 2017, Minneapolis, MN. "The impact of fatigue and night shift-work on police officer use of force, social interaction, and post-shift driving performance."
- 2017 Association of Washington Cities 30th Annual Healthy Worksite Summit, 22nd-23rd March 2017, Lynnwood, WA. "Sleep Issues for Shift Workers."
- 2017 Whitman County 911 Center Annual Training, 10th March 2017, Pullman, WA. "Managing Officer Fatigue at the Individual and Organizational Levels."
- 2017 48th Annual Northwest Leadership Seminar, 1st March 2017, Portland, OR. "Managing Officer Fatigue at the Individual and Organizational Levels."

- 2017 Justice Reinvestment Summit and What Works in Public Safety Conference, 16th–17th February 2017, Salem, OR. “Enhanced CIT: The Evolution of Crisis Intervention Training.”
- 2016 Interservice/Industry Training Simulation and Education Conference (IITSEC), 28th November – 2nd December 2016. Orland, FL. “Novel Process for Developing Metrics That Measure What Police Do.”
- 2016 Washington Association of Sheriffs and Police Chiefs (WASPC) Winter Meeting 2016, 15th November 2016, Chelan, WA. “Novel Process for Developing Metrics That Measure What Police Do.”
- 2016 National Conference on Officer Wellness and Trauma, Concerns of Police Survivors, 11th – 13th November 2016, Grapevine, TX. “The Alertness Edge: Managing the Effects of Sleep Loss and Shift Work on Officer Performance, Health, and Safety.”
- 2016 International Association of Chief of Police (IACP) Annual Conference, 15th October 2016, San Diego, CA. “The Alertness Edge: Managing the Effects of Sleep Loss and Shift Work on Officer Driving Performance.”
- 2016 Federal Law Enforcement Training Centers (FLETC) Summit on Trending Issues in Policing, 27th-29th September 2016, Glynco, GA. “Novel Process for Developing Metrics That Measure What Police Do.”
- 2016 CIT Regional Conference, Washington State Criminal Justice Training Commission, 21st September 2016, Tacoma, WA. “Resilience: 1st Responders and their Agencies”
- 2016 MoDOT Traffic and Highway Safety Division, 2016 Law Enforcement Traffic Safety Advisory Council (LETSAC) Conference, 12th July 2016, Lake Ozark, MO. “The Alertness Edge: Managing the Effects of Sleep Loss and Shift Work on Officer Performance, Health, and Safety.”
- 2016 U.S. Department of Defense Human Factors Engineering Technical Advisory Group (DoD HFETAG) Meeting 70, May 2016, NASA Langley Research Center, VA. “Rapid Development of Precise Metrics for Human Performance Assessment.”
- 2016 Crisis Intervention Team International, April 2016, Chicago, IL. “Enhanced CIT: The Evolution of Crisis Intervention Training.”
- 2016 Major City Chiefs Association Winter meeting, February 2016, San Antonio, TX. “The Human Element in 21st Century Policing: Managing the Effects of Sleep Loss and Shift Work on Officer Performance, Health, and Safety.”
- 2015 International Association of Chief of Police (IACP) Annual Conference, 27th October 2015, Chicago, IL. “Reducing Force and Building Community Trust by Adopting Crisis Intervention and Social Interaction Training”
- 2015 Oregon CJIS Users Workshop, 19th October 2015, Seaside, OR. “The Alertness Edge: Managing the Effects of Sleep Loss Personnel Performance, Health, and Safety”
- 2015 U.S. Department of Homeland Security, Science & Technology Division, Human Systems Integration, Community of Practice briefing, 29th September 2015, Washington, D.C (remote). “Fatigue and Operational Performance: Results from

- Novel Experiments with Police Subjects.”
- 2015 U.S. Department of Homeland Security, Science & Technology Division briefing, 5th August 2015, Washington, D.C. “Translating Novel Research Tools into Better Police Critical Operational Task Training.”
- 2015 U.S. Department of Defense, Office of the Assistant Secretary of Defense for Homeland Defense and Global Security, Domestic Preparedness Support Initiative (DPSI) briefing, 3rd August 2015, The Pentagon. “Impact of Operational Fatigue and Shift Work on Police Critical Job Task Performance.”
- 2015 Spokane Police – All Officers, March 2015, Spokane, WA., “Officer Health & Wellness.”
- 2014 California Highway Patrol - All Commanders Workshop, September 2014, Sacramento CA. “Managing Officer Fatigue” (delivered a two day workshop)
- 2014 Orange County Peace Officer's Association, February 2014, Irvine CA. “The Impact of Sleep and Other Stressors on Law Enforcement Health and Safety.” (delivered a three-day workshop)
- 2013 ONR Biomedical Program Review, August 2013, Arlington VA. “Impact of Operational Fatigue on Deadly Force Decision Making, Driving, Cognition and Tactical Social Interaction.”
- 2013 Sleep, June 2013, Baltimore, MD. Interactions Between Police Officer Deadly Force Judgment and Decision Making, Work Shift and Fatigue (Abstract#0158, with Vila, B. and James, L.)
- 2013 PORAC Symposium, April 2013, Reno, NV. “TIRED COPS: What Research Tells Us About Managing Fatigue.” (plenary workshop)
- 2013 ACJS, March 2013, Dallas, TX. “Impact of Fatigue and Distraction on Police Operational Driving Preliminary Findings.”
- 2012 CA POST SAFE Driving Symposium, October 2012, San Diego, CA. “Fatigue and the Effects on Performance.” International Association of Chief of Police (IACP) Annual Conference, October 2012, San Diego, CA. “Tired and Distracted Police Drivers: 5 Things to Remember.”
- 2011 ASC, November 2011, Washington, D.C. 1) “Driving Training, Law Enforcement Collisions and Simulation;” 2) “Terminal: An Analysis of Fatal Police Vehicle Accidents Related to Departmental Policy for Use of Mobile Data Terminals;” 3) “The Relevance of the Psychology of Terrorist Organizations on Community Oriented Policing Strategies.”
- 2011 Spokane County Sheriff’s Office Workshop, July 2011, Spokane, WA. “Policing Terrorism: Bridging the Gap between Theory and Practice.”
- 2010 ASC, November 2010, San Francisco, CA. “Beyond Our Boundaries: The Inclusivity of Criminal Justice Sciences.”

III. Honors and Awards

- 2019 Outstanding Paper in the 2019 Emerald Literati Awards Winner for: Vila, B., James, S. M., & James, L. (2018). How Police Officers Perform in Encounters with the Public: Measuring What Matters at the Individual Level. *Policing: An International Journal*.
- 2018 Outstanding Paper in the 2018 Emerald Literati Awards Highly Commended for: James, L. James, S.M., & Vila, B. (2017) "Does the "reverse racism effect" withstand the test of police officer fatigue?" *Policing: An International Journal*.
- 2016 Interservice/Industry Training, Simulation and Education Conference (I/ITSEC), Conference Best Paper & Best Paper in Human Performance Analysis and Engineering, 2016.
- 2016 Washington State University Health Sciences Spokane Commencement Student Spotlight Award, 2016.
- 2016 Emerald Publishing 2016 Outstanding Paper of the Year Award for Excellence for: James, S. M., & Vila, B. (2015). Police Drowsy Driving: Predicting Fatigue-Related Performance Decay. *Policing: An International Journal of Police Strategies & Management*, 38(3).
- 2012 Member of CA POST SAFE Driving Research Team awarded the International Association of Chiefs of Police (IACP)/Sprint 2012 Excellence in Law Enforcement Research Award
- 2012 Washington State University Burgess Brothers Memorial Scholarship
- 2010 Washington State University Outstanding Masters Student in Criminal Justice

IV. Professional or Community Service

A. Editorial Review Boards and Manuscript Review

Guest Editor:

Policing: An International Journal: Special Edition “Police Training: What Works?” 2020

Manuscripts reviewed for:

American Journal of Criminal Justice

Journal of Experimental Criminology

Journal of Experimental Psychology: Applied

Nature Human Behaviour

Police Practice and Research: An International Journal

Policing: An International Journal

Policing: An International Journal of Police Strategies & Management

Psychological Science

The Social Science Journal

Grants reviewed for:

CDC NIOSH Intramural Grant

B. Committee Work

California Commission on Peace Officer Standards and Training Research Advisory Group,
January 2010 to June 2015.

Chicago Police Department Early Intervention System (EIS) National Advisory Committee,
April 2017 to present.

City of Spokane Police Department, Critical Incident Civilian Oversight Team, April 2020 to
present

City of Spokane Behavioural Health Steering Committee, June 2013 to present.

U.S. Department of Defense Human Factors Engineering Technical Advisory Group (DoD
HFETAG), May 2016 to present.

U.S. Department of Homeland Security Science & Technology Human Systems Integration
Community of Practice (DHS S&T HIS), August 2015 to present.

C. Consultation and Advisement

Force Science Institute (January 2020 to Present)

California Commission on Peace Officers Standards and Training (October 2019)

National Police Foundation (May 2019 – Present)

Chicago Police Department (April 2017 – Present)

Expert testimony for criminal and civil cases. (2014; 2019)

D. College of Nursing Activities

College of Nursing Active Shooter Training review, 2018

College of Nursing National Guard Medical Training Simulation, 2014

IV. Education and Teaching

2013 Criminal Justice 421 "Terrorism: Crime or Politics"

2012 Criminal Justice 421 "Terrorism: Crime or Politics"

VI. Media (Selected)

USA Today, 06/22/2020, Fractured skulls, lost eyes: Police break their own rules when shooting protesters with 'rubber bullets' <https://www.usatoday.com/in-depth/news/nation/2020/06/19/police-break-rules-shooting-protesters-rubber-bullets-less-lethal-projectiles/3211421001/>

The Spokesman-Review, 06/21/2020, Spokane County undersheriff received suspension for saying 'ex-wives should be killed', <https://www.spokesman.com/stories/2020/jun/21/spokane-county-undersheriff-received-suspension-fo/>

The Spokesman-Review, 06/09/2020, Rules of engagement: Spokane leader wants clear guidelines for protests, <https://www.spokesman.com/stories/2020/jun/09/rules-of-engagement-spokane-leader-wants-clear-gui>

The Spokesman-Review, 06/04/2020, Make space for protest but stay in control: Experts say police must balance both in situations like the one that erupted Sunday in Spokane, <https://www.spokesman.com/stories/2020/jun/04/make-space-for-protest-but-stay-in-control-experts>

Behind the Shield podcast <http://www.jamesgeering.com/podcast/2020/2/1/episode-275-steve-james>

Excellence in Training Academy, Creating Metrics for Objectively Measuring Police Officer Performance, [Excellence in Training Academy](#)

The Daily Herald, Cops are the most sleep deprived workers in America that's bad news in the suburbs too 10/11/2019 <https://www.dailyherald.com/news/20191011/cops-are-the-most-sleep-deprived-workers-in-america-thats-bad-news-in-the-suburbs-too>

Police Shootings: The Data and the Damage Done, Science Vs, Gimlet, 11/21/2019 <https://gimletmedia.com/shows/science-vs/kwh2g9/police-shootings-the-data-and-the-damage>

Bias, A Finish Line Features, LLC and Unleashed Productions, Inc Film <https://www.biasfilm.com/>

Daily Herald, 01/12/2018, Are police behind the wheel as distracted as the rest of us? <http://www.dailyherald.com/news/20180112/are-police-behind-the-wheel-as-distracted-as-the-rest-of-us>

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