

**Lois James, Ph.D.**

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**I. Academic and Professional Preparation****A. Education**

Ph.D., Criminal Justice, 2011. Department of Criminal Justice and Criminology, Washington State University

*Dissertation: The Influence of Suspect Race and Ethnicity on Decisions to Shoot in a Deadly Force Judgment and Decision-Making Simulator*

M.A., Criminal Justice, 2009. Department of Criminal Justice, Washington State University

*Thesis: The Balance Between Aggression and Restraint: Working Towards a Strategic Dynamic for Handling Conflict*

B.A., Psychology, 2007. Department of Psychology, Trinity College, Dublin University (Ireland)

**B. Professional Experience**

Assistant Dean for Research, College of Nursing, Washington State University, August 2019 – Present.

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

Assistant Professor (tenure track), College of Nursing, Washington State University, January 2016 – Present.

Core Faculty Member, Sleep and Performance Research Center, Washington State University, September 2012 – Present.

Research Assistant Professor, Spokane Campus, Washington State University, September 2012 – December 2015.

Adjunct Professor, Department of Criminal Justice and Criminology, Washington State University, August 2012 – December 2014.

Post-Doctoral Research Fellow, Sleep and Performance Research Center, Washington State University, September 2011 – August 2012.

Graduate Research Assistant, Sleep and Performance Research Center, Washington State University, June 2009 – August 2011.

Research Assistant, Sleep and Performance Research Center, Washington State University, August 2008 – May 2009.

Statistics and Research Methods tutor, Washington State University, January 2008 – 2011.

## **II. Scholarly Activities**

### **A. Research, Grants and Contracts**

\$5,875,563.00 in grant funding as PI or Co-PI (\$2,819,496 during tenure track, with further \$1,200,000 pending).

#### ***Awarded (In Progress)***

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. Training delivery 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 PI: 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.

Effects of sleep deficiency on National Guard personnel responding to disasters. Funded by TSNRP. \$361,296. (Project PI: Denise Smart). December 2015 – 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.

RCMP "F" Division Fatigue Risk-Management Pilot Study. Funded by the Royal Canadian Mounted Police. \$73,570. (Project PI: Lois James), May 2015 – May 2017.

Counter Bias Training to Repair Damaged Police Community Relationships. Commercialization gap funded by the WSU Office of Commercialization. \$12,500. (Project PI: Lois James). December 2015 – December 2016.

Nursing students' 1st entrée into clinical rotations: Initial behaviors addressing shift work, sleep, and safe practice. Funded by the Oregon Healthy Workforce Center. \$25,000. (Project PI: Patricia Butterfield), June 2015 – December 2016.

Annual Sleep, Recovery, and Human Performance Initiative. Funded by Own the Podium. \$225,000. (Project PI: Charles Samuels), September 2013 – 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. Contract with NTI. \$30,000. (Project PI: Stephen James & Lois James), May 2014 – November 2014.

Investigating the Health, Wellness, and Safety of Prison Employees. Contract with Teamsters Local 117. \$10,000. (Project PI: Lois James), May 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.

Duration of Restart Period Needed to Recycle with Optimal Performance. Funded by Federal Motor Carrier Safety Administration. \$510,300. (Project PI: Hans Van Dongen), September 2008 – May 2009.

***Denied (PI only listed)***

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).

A Multi-State Mixed-Method Study of Correctional Officer Health, Safety, and Wellness. Sponsored by DOJ, Non-Federal, \$245,081.00. (Project PI: Lois James).

## B. Scholarly Communications / Electronic Publications

### *Peer-Reviewed Papers*

1. **James, L.**, James, S., Wilson, M., Brown, N., Dotson, E., Edwards, C., Butterfield, P. Sleep health and predicted cognitive effectiveness of nurses working 12-hour shifts: an observational study. *International Journal of Nursing Studies*, in press.
2. **James, L.** Evolutionary Psychology and Policing: The Balance Between Aggression and Restraint. *Sage Handbook of Evolutionary Psychology*, in press.
3. Bigand, T., Bindler, R., **James, L.**, Daratha, K., Wilson, M. BMI influences relationships among health factors for adults with persistent pain who use prescription opioids. *Nursing Outlook*, pp: S0029-6554(19)30607-4. doi: 10.1016/j.outlook.2020.03.005 (2020).
4. Smart, D., **James, L.**, Odom-Maryon, T., Rowen, S. Impact of Subjective Sleepiness on Critical Skills Performance in National Guard Medical Personnel during Extensive Disaster Training. *Health Emergency and Disaster Nursing*, 7;17-26 (2020).
5. James, S., **James, L.**, Dotson, E. Evaluating the Effectiveness of a Police Department's Early Intervention System. *Journal of Experimental Criminology*, (2020). <https://doi.org/10.1007/s11292-019-09397-8>
6. **James, L.**, James, S. The Development and Testing of a Simulation-Based Implicit Bias Training Platform. *Police Chief*, November (2019).
7. **James, L.**, Butterfield, P., Tuell, E. Nursing Students' Sleep Patterns and Perceptions of Safe Practice During Their Entrée to Shift Work. *Workplace Health and Safety*, 67;11 (2019).
8. **James, L.**, James, S., Dotson, E., Davis, R. Using Interval-Level Metrics to Investigate Situational, Suspect, and Officer-Level Predictors of Police Performance During Encounters with the Public. *Police Quarterly*, 1098611119857559 (2019).
9. **James, L.**, Smart, D., Odom-Maryon, T., Roby, S. Sleep Deprivation in Air National Guard Medical Personnel Responding to Simulated Disaster-training Exercises. *Military Psychology*, 1-9 (2019).
10. Mitchell, R., **James, L.** Addressing the Elephant in the Room: The Need to Evaluate Implicit Bias Training Effectiveness for Improving Fairness in Police Officer Decision making. *The Police Chief* (2018).
11. Todak, N., **James, L.** A Systematic Social Observation Study of Police De-Escalation Tactics. *Police Quarterly* (2018).
12. **James, L.**, Todak, N. Prison work and Post-Traumatic Stress Disorder: Risk and protective factors. *American Journal of Industrial Medicine*, 61 (9) 725-732 (2018).
13. **James, L.**, Todak, N., Savage, J. Unnecessary Force by Police: Insights from Evolutionary Psychology. *Policing: A Journal of Policy and Practice*, doi:10.1093/police/pay025 (2018).
14. Vila, B., Stephen J., **James, L.** 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 (2018).
15. Smart, D., **James, L.**, Odom-Maryon, T., Rowan, S. Using technology to advance the science of nursing research. *International Journal of Social Science and Technology*, Vol. 3, No. 2 (2018).
16. Todak, N., Huff, J., & **James, L.** Investigating perceptions of race and ethnic diversity among prospective police officers. *Police Practice and Research*, 1-15. (2018).
17. **James, L.** James, S. Vila, B. Testing the impact of citizen characteristics and demeanor on police

- officer behavior in potentially violent encounters. *Policing: An International Journal of Police Strategies & Management*, Vol. 41 Issue: 1, pp.24-40, <https://doi.org/10.1108/PIJPSM-11-2016-0159> (2018).
18. Smart, D., Odom-Maryon, T., **James, L.**, Rowen, S., Roby, A. Development of a Critical Skills Assessment for Military Medical Field Settings. *Nursing Practice & Research*, 1(4):1-8 (2017).
  19. **James, L.**, James, S. Crisis Intervention Team (CIT) Metrics: A Novel Method of Measuring Police Performance During Encounters with People in Crisis. *Mental Health and Addiction Research*, doi: 10.15761/MHAR.1000143 (2017).
  20. **James, L.**, Samuels, C., Vincent, F. Evaluating the effectiveness of fatigue management training to improve police sleep health and wellness: A pilot study. *Journal of Occupational and Environmental Medicine*, 10.1097/JOM.0000000000001174 (2017).
  21. **James, L.** The stability of implicit racial bias in police officers. *Police Quarterly*, DOI: 10.1177/1098611117732974 (2017).
  22. Postma, J., Tuell, E., **James, L.**, Graves, J. M., & Butterfield, P. Nursing Students' Perceptions of the Transition to Shift Work: A Total Worker Health Perspective. *Workplace Health & Safety*, 2165079917719713. (2017).
  23. **James, L.**, Bindler, R., Todak, N., Daratha, K. BMI and daytime sleepiness: The impact of weight status on subjective daytime sleepiness in a sample of school-aged children. *Health Behavior and Policy Review*, 4(5):446-453 (2017).
  24. **James, L.**, James, S., Vila, B. The Impact of Work Shift and Fatigue on Police Officer Response in Simulated Interactions with Citizens. *Journal of Experimental Criminology* doi:10.1007/s11292-017-9294-2 (2017).
  25. **James, L.**, Todak, N, Best, S. The negative impact of prison work on sleep health. *American Journal of Industrial Medicine*, 60(5):449-456 (2017).
  26. **James, L.**, James, S., Vila, B. Does the "reverse racism effect" withstand the test of police officer fatigue? *Policing: an International Journal of Police Strategies & Management*, Vol 40; Issue 2 (2017).
  27. Vila, B., Stephen **J., James, L.** Novel Process for Developing Metrics That Measure What Police Do. Interservice/Industry Training Simulation and Education Conference, *I/ITSEC Proceedings* (2016).
  28. **James, L.**, Fridell, L., & Straub, F. Psychosocial factors impacting on officers' decisions to use deadly force: The Implicit Bias v. "Ferguson" Effects. *The Police Chief*. (2016).
  29. **James, L.**, James, S., Vila, B. The reverse racism effect: are cops more hesitant to shoot black suspects? *Criminology and Public Policy*, 15(2), 457-479 (2016)
  30. Samuels, C., **James, L.**, Lawson, D., Meeuwisse, W. The athlete sleep screening questionnaire: A new tool for assessing and managing sleep in elite athletes. *Br J Sports Med* doi:10.1136/bjsports-2014-094332, (2015).
  31. **James, L.**, Vila, B., Klinger, D. Racial and ethnic in decisions to shoot seen through a stronger lens: Experimental results from high-fidelity laboratory simulations. *Experimental Criminology*, Vol. 10, Issue 3, pp 323-340, (2014).
  32. Johnson, R., Stone, B., Miranda, C., Vila, B., **James, L.**, James, S., Rubio, R., Berka, C. Identifying psychophysiological indices of expert vs. novice performance in deadly force judgment and decision making. *Frontiers in Human Neuroscience*, 2014, doi: 10.3389/fnhum.2014.00512.

(2014).

33. **James, L.**, Vila, B., Daratha, K. The influence of suspect race and ethnicity on decisions to shoot in a deadly force judgment and decision-making simulator. *Experimental Criminology*, Vol. 9, Issue 2, pp 189-212, (2013).
34. **James, L.**, Brody, D., Hamilton, Z. Risk factors for domestic violence during pregnancy: A meta-analytic review. *Violence and Victims*, Vol. 28, No. 3, pp 359-380, (2013).

### **Letters to the Editor**

1. **James, L.**, Todak, N., Best, S. A response to the letter "Sleep Problems in Prison Employees" submitted to the American Journal of Industrial Medicine. *The American Journal of Industrial Medicine*, DOI: 10.1002/ajim.22778, (2017).

### **Technical Reports**

1. Smart, D., **James, L.**, Odom-Maryon, T., & Rowan, S. Effects of sleep deficiency on National Guard personnel responding to disasters. Final report for the Tri-Service Nursing Research Programs (TSNRP), Cumulative Index to Nursing & Allied Health Literature (CINAHL) database., accession Number: PB2018-101079. November 2018.
2. James, S., **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.
3. James, S., **James, L.** Vila, B. Study on the Impact of Shift-Work Related Fatigue on Deadly Force Judgement 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. **James, L.**, Vila, B. RCMP "F" Division Fatigue Risk-Management Pilot Study. Final Report for the Royal Canadian Mounted Police (RCMP). Washington State University, Spokane, Washington, May 2017.
5. Vila, B., James, S., **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.
6. **James, L.** and James, S. 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.
7. Vila, B. and **James, L.** Empowering the strategic corporal: Training young warfighters to be adept with strangers in any culture. DARPA Technical Report. Washington State University, Spokane, Washington, October 2013.
8. Vila, B., **James, L.**, James, S., 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.

9. Vila, B., **James, L.**, James, S., 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. **James, L.** & Vincent, F. "Fatigue Management Training" Officer Safety Corner, The Police Chief, June 2018.
2. **James, L.** "The Impact of Implicit Racial Bias on Police Decisions to Shoot: Research Findings and Training Implications" *FLETC Journal*, 18: Spring-Summer, 31-36, 2017
3. Vila, B., James, S., & **James, L.** "From A to Zzzzzzz...: Tired Cops and Distracted Driving." *FLETC Journal*, 15: Fall-Winter, 33-37, 2015
4. Samuels, C. & **James, L.** Wake-Up Call for Proper Sleep, *STRIVE Magazine*, Alberta Sport Development Centre – Southeast, January, 2014.
5. Samuels, C. & **James, L.** Sleep as a Recovery Tool for Elite Athletes, *Aspetar Sports Science Journal*, October, 2014.

### **C. Podium / Poster Presentations**

#### ***Peer Reviewed***

- 2020 **James, L.** Wearable technology for promoting police performance and health. International Association of Chiefs of Police (IACP) Officer Safety and Wellness Symposium, Miami, FL.
- 2019 **James, L.** The Impact of 12 Hour Day vs. Night Shifts on Nursing Critical Skills. Shiftwork and Working Time Symposium, Coeur D'Alene, ID.
- 2019 **James, L.** Evaluating the Effectiveness of an Early Intervention System for Flagging Problem Officers. American Society of Evidence Based Policing, Cincinnati, OH.
- 2019 **James, L.** The Impact of Fatigue, Sleep Restriction, and Shift Work on Police Officer Safety, Health, and Wellness. International Association of Chiefs of Police (IACP) Officer Safety and Wellness Conference, San Antonio, TX.
- 2018 **James, L.** Nursing Students' Sleep Patterns and Perceptions of Safe Practice during Entrée into Clinical Rotation. Advanced Nursing Research Conference, Dublin, IRE.
- 2018 **James, L.** Racially Motivated Policing? A Summary of Evidence & Training Implications. The Society for Evidence Based Policing Conference, Philadelphia, PA.
- 2018 **James, L.** The Effects of Fatigue Management Training on Police Officer Sleep, Health, and Wellness: Results from a Pilot Study. The Society for Evidence Based Policing Conference, Philadelphia, PA.



- 2018 **James, L.** Sleep Deprivation in Air National Guard Medical Personnel Responding to a Simulated Disaster Training Exercise. Western Institute of Nursing (WIN) Conference, Spokane, WA.
- 2018 **James, L.** Nursing Students' Sleep Patterns and Perceptions of Safe Practice during Entrée into Clinical Rotation. Western Institute of Nursing (WIN) Conference, Spokane, WA.
- 2017 **James, L.** Counter Bias Training Simulation (CBTsim). Innovations in Bias Training Session, International Association of Chiefs of Police (IACP) Annual Conference. Philadelphia, Pennsylvania.
- 2017 **James, L.** Counter Bias Training Simulation (CBTsim): A Novel Approach to Overcoming Implicit Bias in the Military. Defense Innovation Summit (DITAC), Tampa, Florida.
- 2017 **James, L.** The Effects of Fatigue Management Training on Police Officer Sleep, Health, and Wellness: Results from a Pilot Study. 12th International Conference on Occupational Stress and Health. Minneapolis, Minnesota.
- 2016 **James, L.** Tired Cops: The Impact of Police Fatigue on Routine Encounters. National Institute of Justice (NIJ) "Your Brain on Stress" Panel at the International Association of Chiefs of Police (IACP) 2016 annual conference. San Diego, CA.
- 2016 **James, L.** The Impact of Implicit Bias vs. Counter Bias on Police Decisions to Shoot. Federal Law Enforcement Training Center (FLETC) Trending Issues in Policing Summit. Glenco, GA.
- 2016 **James, L.** Differences between Implicit and Explicit Bias in Police Decisions to Shoot. Association of Psychological Science, Annual Conference, Chicago, IL.
- 2013 **James, L.** Sleep screening for elite athletes: the impact of sleep on performance. Sports Science and Innovation Conference (SPIN Summit), Calgary, Canada.
- 2011 **James, L.** The influence of suspect race and ethnicity on participant decisions to shoot in a deadly force judgment and decision-making simulator. American Society of Criminology Annual Conference, Washington D.C.
- 2010 **James, L.** Development of high fidelity video scenarios for use in deadly force judgment and decision-making simulator. American Society of Criminology Annual Conference, San Francisco.
- 2010 **James, L.** The results of a meta-analysis on the risk factors for domestic violence against pregnant women. American Society of Criminology Annual Conference, San Francisco.

2009 **James, L.** Simulated deadly force scenarios: A novel method for measuring racial and ethnic bias in police use of deadly force. Poster presented at the Annual American Society of Criminology Conference, Philadelphia.

***Invited***

2019 **James, L.** The Impact of 12-hour Shifts on Day and Night Shift Nurses. SPRC Faculty Retreat, Coeur D'Alene, ID.

2019 **James, L.** Fatigue Risk Management and Sleep Hygiene for Airline Pilots. Schwitzer Engineering Laboratories, Pullman, WA.

2019 **James, L.** Examining the Extent and Impact of Racial Bias in Policing. Georgia State University, Atlanta, GA.

2018 **James, L.** Napa Valley Film Festival. "*bias*" documentary panelist, Napa CA.

2018 **James, L.** Bias in Police Use of Force: Fact or Fiction? Bill Lewinski Lecture Series, Minnesota State U.-Mankato

2018 **James, L.** Split Second Decisions: How Bias Impacts Police Shootings. "Women's Night," Touchmark Retirement Home, Spokane, WA.

2018 **James, L.** Bentonville Film Festival. "*bias*" documentary panelist, Bentonville AK.

2018 **James, L.** Split Second Decisions: How Bias Impacts Police Shootings. "Men's Night," Touchmark Retirement Home, Spokane, WA.

2018 **James, L.** Innovations in Implicit Bias Training. Spokane County Sheriff's Office Research and Training Forum, Spokane, WA.

2018 **James, L.** Innovations in Implicit Bias Training. Guest speaker by invitation. Maryland University.

2017 **James, L.** Results of Air National Guard Sleep Study Sleep, Health, and Wellness: How to Manage the Effects of Shift Work, Fatigue, and Extended Training / Real-World Demands. Lackland Air Force Base, San Antonio, TX.

2017 **James, L.** The Alertness Edge: Managing the Effects of Sleep Loss and Shift Work on Emergency Service Personnel. 7<sup>th</sup> Annual Western Canada Emergency Services Leadership Seminar (keynote speaker). Leduc, Canada.

2017 **James, L.** Counter Bias Training Simulation (CBTsim): A Novel and Interdisciplinary Approach to Overcoming Implicit Bias. Sleep and Performance Research Center Retreat. Coeur D'Alene, ID.

- 2017 **James, L.** Final Results from the RCMP Fatigue Management Training Pilot Study. Royal Canadian Mounted Police (RCMP) Depot Training Academy. Regina, Canada.
- 2017 **James, L.** Implicit Racial Bias: Evidence and Training Implications. Oregon Association of Chiefs of Police Annual Conference (keynote speaker). Seaside, OR.
- 2016 **James, L.** Does Implicit Racial Bias Influence Police Decisions to Shoot? Evidence and Implications. Oregon District Attorney's Association (ODAA) annual conference. Bend, OR.
- 2016 **James, L.** Tactical Social Interaction (TSI): Promoting Cultural Humility and Social Competence across a Range of Disciplines. Washington State University Elson S. Floyd College of Medicine Brown Bag Series. Spokane, WA.
- 2016 **James, L.** Implicit Bias vs. Ferguson Effects: Findings and Implications to Date. "Can Psychology Improve Policing?" Workshop. Harvard University, Cambridge, MA.
- 2016 **James, L.** Using Multi-Level-Modeling (MLM) for Repeated Measures Designs. Washington State University College of Nursing Analytical Brown Bag Series. Spokane, WA.
- 2016 **James, L.** Fatigue, Distraction, and Bias: What they mean for Law Enforcement and the Communities they Serve. Washington State University Common Reading Series. Pullman, WA.
- 2016 **James, L.** Royal Canadian Mounted Police (RCMP) F-Division Fatigue Management Training Pilot Study: Executive and Managers' Forum. Regina, Canada
- 2016 **James, L.** Royal Canadian Mounted Police (RCMP) F-Division Fatigue Management Training Pilot Study: Members and Spouses' Workshop. Regina, Canada
- 2015 **James, L.** Promoting sleep, health and wellness within law enforcement: working at the individual level. Moose Jaw Inaugural Health and Wellness Conference. Saskatchewan, Canada.
- 2015 **James, L.** The Athlete Sleep Screening Questionnaire (ASSQ): Results to Date. Sleep and Performance Research Center (SPRC) Inaugural Retreat. Spokane, Washington.
- 2015 **James, L.** The "Reverse Racism" Effect: Are Cops More Hesitant to Shoot Black than White Suspects? International Association of Chiefs of Police (IACP) Research Advisory Committee Mid-Annual Meeting. Alexandria, Virginia.
- 2014 **James, L.** The impact of nutrition and exercise on law enforcement health, wellness, and safety. Law Enforcement Officer Safety and Health (LEOSH). Victoria, BC.
- 2014 **James, L.** & James, S. The impact of sleep and other stressors on law enforcement

health and safety. Orange County Peace Officer Training Commission. California.

2012 **James, L.** The influence of suspect race and ethnicity on participant decisions to shoot in a deadly force judgment and decision-making simulator. WSU Spokane, Sleep Seminar Series.

2010 Vila, B., **James, L.** Accelerating Realistic Deadly-Force Judgment and Decision-Making Training – Phase II: Analysis and Results. DARPA PI conference, St. Michaels, M.D.

### **III. Honors and Awards**

College of Nursing Research Excellence Award 2020

Top downloaded paper 2018-2019, American Journal of Industrial Medicine

Emerald Literati 2019 Outstanding Paper Award for the paper “How police officers perform in encounters with the public: measuring what matters at the individual level” authored by Bryan Vila, Stephen James, and Lois James, published in Policing: An International Journal.

Emerald Literati 2018 Highly Commended Award for the paper “Does the “reverse racism effect” withstand the test of police officer fatigue?” authored by Lois James, Stephen James, Bryan Vila, published in Policing: An International Journal.

Recipient of the 2018 “Lewinski Lecture” series award sponsored by Minnesota State U.-Mankato in honor of the long-time faculty service in its law enforcement department of Dr. Bill Lewinski, executive director of the Force Science Institute.

Winner of the 2018 YWCA Spokane Women of Achievement Award for Science, Technology, & Environment.

Counter Bias Training Simulation (CBTsim) was recognized with a 2017 TechConnect Defense Innovation Award because it placed in the top 15% of all submitted technologies as ranked by the Program Committee at the Defense Innovation Summit (DITAC), Tampa, Florida.

Counter Bias Training Simulation (CBTsim) was awarded the Seal of Excellence by the International Association of Directors of Law Enforcement Standards and Training (IADLEST).

Awarded Best Paper (out of a selected pool of 171) for “Novel Process for Developing Metrics That Measure What Police Do” at the 2016 Interservice/Industry Training Simulation and Education Conference, the premier international conference in this area funded by the National Defense Industrial Association’s affiliate, the National Training and Simulation Association. (2016)

Best Violence Research of 2013

<http://www.gmw.rug.nl/~veenstra/CV/PsychologyOfViolence13.pdf>

James, L., Brody, D., Hamilton, Z. Risk factors for domestic violence during pregnancy: A meta-analytic review. (*Violence and Victims*, Vol. 28, No. 3, 00 359-380, 2013) was selected as one of the top 10 research articles on violence in 2013

Thomas S. Foley Graduate Fellowship, Foley Institute, Washington State University, June 2010.

Trinity College Dublin Scholarship for Academic Achievement (awarded for receiving a first-class honors in the second-year Scholarship exams), March 2005.

Trinity College Dublin Entry Award (awarded for being in the top 1 percent of Ireland's high-school leaving certificate receivers), September 2003.

#### **IV. Professional or Community Service**

##### **A. Editorial Review Boards and Manuscript Review**

Manuscripts reviewed for:

*Nature*

*Criminology*

*Criminology and Public Policy*

*Justice Quarterly*

*Police Quarterly*

*Race and Social Problems*

*Policing: A Journal of Policy and Practice*

*Journal of Experimental Criminology*

*Journal of Social Issues*

*Homicide Studies*

*Psychology of Addictive Behaviors*

*American Journal of Industrial Medicine*

*Journal of Environmental Medicine*

*The International Journal of Teaching and Case Studies*

*Military Psychology*

Proposals reviewed for:

*National Science Foundation (2017; 2018)*

##### **B. Committee Work**

*International Association of Chiefs of Police (IACP) Research Advisory Committee (RAC) member (September 2015 – Present).* The IACP RAC drives law enforcement research at the Federal level. They are directly responsible for operationalizing the recommendations made by the President's Task Force on 21<sup>st</sup> Century Policing.

*WSU President's Commission on the Status of Women (CSW)* Elected committee member (May 2020 – Present).

*WSU College of Nursing Graduate Admission and Progression (GAP) Committee* member (August 2018 – Present).

*WSU College of Nursing PhD. Advisory Committee* member (January 2016 – Present).

*WSU College of Nursing Holistic Admission and Progression Committee* member (August 2019 – Present).

*Association of Faculty Women (AFW)* member (January 2016 – January 2018).

*Sleep and Performance Research Center (SPRC) inaugural faculty retreat planning committee* (January 2015 – September 2015).

*Spokane Mental Health Steering Committee* member (January 2013 – January 2015).

### **C. Consultation and Advisement**

*Consulting on sleep and jet lag management:*

GU men's basketball (June 2016 – May 2017)

NFL Detroit Lions (June 2015)

Hockey Canada (January 2014 – Sochi Winter Olympics)

Curling Canada (January 2014 – Sochi Winter Olympics)

*Expert testimony for criminal and civil cases. (2014; 2018)*

### **D. College of Nursing Activities**

*Sleep and fatigue management education* (ongoing). I provide sleep and fatigue management workshops to WSU nursing students, in order to prepare them for coping with shift-work and related sleep restriction.

*College of Nursing Scholarly Review* (January 2015 – September 2015). I wrote the monthly research E-Newsletter for the College of Nursing.

## **IV. Education and Teaching**

Nursing 526 "Analytical Foundations for Health Science"

Nursing 527 "Association, Group Differences & Regression Techniques"

Criminal Justice 321 "Quantitative Methods"

Criminal Justice 403 "Violence Towards Women"

Criminal Justice 522 “Statistics”

Criminal Justice 555 “Research Methods”

Ph.D. Committee Chair for Dan Edwards, College of Nursing

Ph.D. Committee Member for Bernice Gulek-Bakirci, College of Nursing

Ph.D. Committee Member for Joycelyn Ludlow, College of Nursing

Ph.D. Committee Member for Teresa Brigand, College of Nursing (Successfully completed 2019)

Masters Committee Member for Jennifer Teiji, Department of Criminal Justice and Criminology (Successfully completed 2015)

## **VI. Media (Selected)**

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

*National Geographic*: [National Geographic](#)

*New York Times*: [http://mobile.nytimes.com/2014/08/31/sunday-review/race-and-police-shootings-are-blacks-targeted-more.html?\\_r=0](http://mobile.nytimes.com/2014/08/31/sunday-review/race-and-police-shootings-are-blacks-targeted-more.html?_r=0)

*The Washington Post*: <https://www.washingtonpost.com/news/true-crime/wp/2016/04/27/this-study-found-race-matters-in-police-shootings-but-the-results-may-surprise-you/>

*CNN, Anderson Cooper 360*: [http://ac360.blogs.cnn.com/2014/08/28/preparing-police-for-confrontation/?hpt=ac\\_bn1](http://ac360.blogs.cnn.com/2014/08/28/preparing-police-for-confrontation/?hpt=ac_bn1)

*Fusion TV*: <http://fusion.net/video/55314/study-cops-are-quicker-to-shoot-a-white-suspect-than-a-black-suspect/>

*NPR*: <http://nwpr.org/post/battling-bias-wsu-researchers-develop-new-police-simulator-training>

*NPR LA*: [Southern California Public Radio](#)

*NPR*: <http://www.npr.org/2014/09/25/351373721/police-mental-stamina-metrics-shed-light-on-deadly-force>

Channel 9 News (Australia): [www.facebook.com/video.php?v=10154648446685514](http://www.facebook.com/video.php?v=10154648446685514)

*The Daily Mail, UK:* [http://www.dailymail.co.uk/news/article-2899381/Cops-hesitant-shoot-armed-black-suspects-whites-study-finds.html?ITO=1490&ns\\_campaign=1490&ns\\_mchannel=rss](http://www.dailymail.co.uk/news/article-2899381/Cops-hesitant-shoot-armed-black-suspects-whites-study-finds.html?ITO=1490&ns_campaign=1490&ns_mchannel=rss)

*CBC:* <http://www.cbc.ca/firsthand/features/what-happens-in-a-cops-brain-as-hes-about-to-shoot>

*The Washington Times:* <http://www.washingtontimes.com/news/2015/jan/5/police-officers-more-hesitant-to-shoot-black-suspe/>

*The Seattle Times:* <http://www.seattletimes.com/seattle-news/crime/spokane-police-despite-bias-less-likely-to-shoot-black-suspects-wsu-study-finds/>

*St Louis Post Dispatch:* [http://www.stltoday.com/news/local/crime-and-courts/white-officers-slower-to-shoot-black-suspects-new-study-finds/article\\_b4c9fb58-49eb-5a34-8ab8-d97b7307f667.html](http://www.stltoday.com/news/local/crime-and-courts/white-officers-slower-to-shoot-black-suspects-new-study-finds/article_b4c9fb58-49eb-5a34-8ab8-d97b7307f667.html)

*Denver Post:* <http://www.denverpost.com/2017/01/23/mixed-reviews-denver-police-departments-use-of-force-policy/>

*Portland News Time:* <http://portlandtribune.com/fgnt/36-news/339741-216832-police-department-tackles-brain-mysteries-and-racial-bias>

*KXLY:* <http://www.kxly.com/news/local-news/wsu-spokane-professor-launches-anti-bias-police-training-1/638992487>

*KREM 2:* <http://www.krem.com/news/local/spokane-county/wsu-researchers-partner-with-cleveland-pd-for-implicit-bias-study/480889757>

*KREM 2:* <http://www.krem.com/news/local/spokane-county/wsu-researchers-create-bias-training-simulator-for-officers/360971001>

*King 5 (part 1):* <http://www.king5.com/story/news/2015/04/23/wsu-violence-confrontation-lab-police/26271391/>

*King 5 (part 2):* <http://www.king5.com/story/news/2015/04/24/police-shooting-simulator/26335909/>

*News5 Cleveland:* <http://www.news5cleveland.com/news/local-news/oh-cuyahoga/cleveland-police-to-participate-in-study-aimed-at-decreasing-racial-and-gender-policing-biases>

*KUOW:* <http://kuow.org/post/can-police-officers-be-trained-discard-their-racial-biases>



