

VITAE

Renée J. Mitchell

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EDUCATION

Ph.D.: Criminology, University of Cambridge Dissertation: <i>The Sacramento Hot Spots Police Experiment: An extension and sensitivity analysis</i>	2017
M.B.A.: California State University, Sacramento	2004
J.D.: University of the Pacific, McGeorge School of Law	2003
M.A.: Counseling Psychology, University of San Francisco	1997
B.S.: Psychology, University of California, Davis	1994

ACADEMIC PUBLICATIONS

Mitchell, R.J., Ariel, B. Firpo, M.E., Fraiman, R., & Hyatt, J.M. (2018) Measuring the effect of body-worn cameras on complaints in Latin America: The case of traffic police in Uruguay. *Policing: An International Journal of Police Strategies & Management*.

Huey, L. & **Mitchell, R.J.** (2018) Six Deadly Sins: The Role of Academic Culture in Killing Potential Police-Academic Partnerships. *Journal of Police Science*.

Mitchell, R.J. (2017) The sensitivity of a Crime Harm Index: Analyzing the Sacramento Hot Spot Experiment using the California Crime Harm Index (CA-CHI). *Journal of Experimental Criminology*, 1-11.

Mitchell, R.J. (2017). Frequency versus duration of police patrol visits for reducing crime in hot spots: Non-experimental findings from the Sacramento hot spots experiment. *Cambridge Journal of Evidence-Based Policing*, 1(1).

Hyatt, J., **Mitchell, R.J.**, & Ariel, B., *The effects of mandatory body-worn camera policy on officer perceptions of accountability, oversight, and departmental culture*. 62 *Vill. L. Rev.* 1005 (2017).

Mitchell, R.J. & Lewis, S. (2017) Intention is not method, belief is not evidence, rank is not proof: Ethical policing needs Evidence-Based Decision making. *Journal of Emergency Services*, 6(3), 188 – 199.

Mitchell, R.J. (2016). Procedural Justice Training: The Elixir Vitae or a cure that can harm?. *Journal of Police Science*, 1(2), 22-27.

Huey, L., & **Mitchell, R. J.** (2016). Unearthing hidden keys: Why academics are an invaluable (if underutilized) resource in policing research. *Policing: A Journal of Policy and Practice*, 10(3), 300-307.

Telep, C. W., **Mitchell, R. J.**, & Weisburd, D. (2014). How much time should the police spend at crime hot spots? Answers from a police agency directed randomized field trial in Sacramento, California. *Justice Quarterly*, 31(5), 1-29.

Revise and Resubmit

Ariel, B., **Mitchell, R.J.**, Firpo, M.E., Fraiman, R., & Hyatt, J. Does surveillance of officers necessarily lead to de-policing? A block randomized controlled trial on body-worn cameras in Uruguay. *Journal of Quantitative Criminology*.

Under Review

Bickers, I. **Mitchell, R.J.**, Crewe, B. & Mann, R. Offender supervision, prisoners, and procedural justice. *The Howard Journal of Crime and Justice*.

Tankebe, J., **Mitchell, R.J.**, Hyatt, J.M., Firpo, M.E., & Fraiman, R. Body-Worn Camera effects on citizen's perceptions of police legitimacy: A change in behavior or effects of the technology. *Law and Social Inquiry*.

Nix, J., Pickett, J. & **Mitchell, R.J.** Compliance, noncompliance and the in-between: Causal effects of civilian demeanor on police officer's cognition and emotion. *Journal of Research in Crime & Delinquency*

Mitchell, R. J. & Ratcliffe, J. What do you do when you get there? Further findings from the Sacramento Hot Spots Experiment on visits versus proactivity. *Journal of Experimental Criminology*.

Mitchell, R.J. & James, L. Addressing the elephant in the room: The need to evaluate implicit bias training for improving fairness in police officer decision making. *Police Chief Magazine*

OTHER PUBLICATIONS

Henning, K. Stewart, G., Kahn, K., Peterson, C., Renauer, B., **Mitchell, R.**, Labissiere, Y., & Sothern, S. (2017). Portland's Neighborhood Involvement Locations Project (final report). Portland, Oregon: Criminal Justice Policy & Research Institute, Portland State University.

Mitchell, R.J., Telep, C., & Lum, C. (2017) *The ten-step guide for conducting in-house experimental evaluations*. Fairfax, VA: George Mason University, Center for Evidence-Based Crime Policy.

Mitchell, R.J. (2012) Adapting to Challenges and Change. *Translational Criminology*.

BOOK CHAPTERS

Mitchell, R.J. & Zoller, K. (2016). The link between communicative intelligence and procedural justice: The Path to Police legitimacy. In Normore, A., Javidi, M., & Long, L. (Eds.), *The handbook of research on effective communication, leadership, and conflict resolution*. (464-487). Hershey, PA: IGI Global

Mitchell, R. J. (forthcoming) Hot spots policing made easy. In Mitchell, R.J. & Huey, L. (Eds.), *Evidence-Based Policing: An Introduction*.

Mitchell, R.J. (forthcoming) A light introduction to evidence-based policing. In Mitchell, R.J. & Huey, L. (Eds.), *Evidence-Based Policing: An Introduction*.

BOOKS

Mitchell, R.J. & Huey, L. (Eds., Estimated publish date December 2018). *Evidence-Based Policing: An Introduction to Key Ideas*. Under contract at Policy Press, University of Bristol.

WORKS IN PROGRESS

Mitchell, R.J., Farrington, D., & Ariel, B., Electronic monitoring of offenders: A systematic review of its effects on recidivism in the criminal justice system.

Mitchell R.J., Henning, K., Stewart, G., Peterson, C., Kahn, K., Renauer, B., Labissiere, Y., & Sothorn, S. The Portland Community Engagement Experiment: A randomized controlled trial of the dosing effects of community engagement patrols

Ratcliffe, J. & **Mitchell, R.J.** On evidence-based policing, experimentation and police experience.

Today, N., **Mitchell, R.J.** & Tolber, R. Police Unicorns: A profile of women in elite specialty units

ACADEMIC PRESENTATIONS

“Directed community engagement patrols in high crime areas of Portland, OR Does dosage matter?” Paper presented at the Annual Meeting of the American Society of Criminology, New Orleans, LA November, 2016.

“The Sacramento Hot Spot Study: An extension and sensitivity analysis.” Paper presented at the Cambridge Evidence-Based Policing Symposium, Cambridge, U.K. July 2016.

“The tale of two cities: challenges to implementing RCT’s in a police agency.” Paper presented at the Annual Meeting of the American Society of Criminology, Washington, DC November, 2015.

“Operationalizing procedural justice for street cops.” Paper presented at the Scottish Institute of Police Research/George Mason University Research Symposium, Scotland, U.K. October, 2014.

“Crime analysis and evidence based policing: The fundamentals” A Paper presents at the George Mason Evidence Based Policing Symposium, Fairfax, VA August, 2014.

“Conducting High-Quality Evaluations in Police Agencies.” A paper presented at the Campbell Collaboration Joint Symposium on Evidence-Based Policy, Fairfax, VA August, 2012

“Incorporating Science into Policing” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, New York, NY March, 2012

“Police-led experiments and evaluations.” Paper presented at the George Mason Evidence-based Policing Symposium, Fairfax, VA August, 2012.

“Hot spot policing: An RCT in Sacramento, CA.” Paper presented at the George Mason Evidence-based Policing Symposium, Fairfax, VA August, 2012.

OTHER PRESENTATIONS

"Why evidence-based policing is important for executive management" FBI National Academy Alumni Association conference, Truckee, CA September 2018

“American College of Policing and the American Society of Evidence-Based Policing” International Association of Chiefs of Police conference, Philadelphia, PA October, 2017.

"Evidence-Based Policing workshop” International Association of Chiefs of Police conference, Philadelphia, PA October, 2017

“Everything you ever wanted to know about Procedural Justice and Police Legitimacy.....and then some.” Presented at Durham Regional Police Evidence-Based Policing Symposium, Durham, Canada January, 2017

“Evidence-based policing: What is it? Where are we at? And where do we go from here?” Presented at Mexico National Security Commissioner Evidence-Based Policing symposium, Mexico City, Mexico December, 2015.

“Implicit bias and evidence-based policing.” Presented at Federal Law Enforcement Training Center Evidence-Based Policing symposium, Glynco, GA September, 2016.

“The Sacramento hot spots experiment.” Presented at International Association of Chiefs of Police Conference, San Diego, CA October, 2016.

“Training Police Officers in Procedural Justice.” International Association of Chiefs of Police conference, Chicago, IL October, 2015.

“Research not riots.” TEDxSacramento Sacramento, CA July, 2015.

“The importance of research and crime analysis in policing.” Scottish Parliament, Scotland U.K. 2014.

“Gaining support from your management.” International Association of Crime Analyst Conference, Bellevue, WA March 2014.

“Hot spot policing across the U.S.” International Association of Chiefs of Police conference, Philadelphia, PA October, 2013.

“Policing with Compassion.” TEDxOxbridge, Oxford, U.K. February, 2013.

“Sacramento Hot Spot study.” International Association of Chiefs of Police conference San Diego, CA October, 2012.

RESEARCH EXPERIENCE

National Institute of Justice - An Evaluation of Simulation vs. Classroom-Based Implicit Bias Training to Improve Police Decision Making and Enhance the Outcomes of Police-Citizen Encounters (January 2018)

This study, supported by the National Institute of Justice, Grant No. NIJ -2017 -11500, is randomized controlled trial (RCT) evaluating the comparative effectiveness (both with regards to impact and persistence of training effects) of two modalities of implicit bias training—classroom- and simulation-based. This study will examine the effectiveness of training on officer behavior surrounding police legitimacy. My participation in this study includes assistance with research design, field implementation, training, and analysis.

Post-Doctoral Researcher at The Hebrew University, Jerusalem Institute of Criminology, Faculty of Law 2017

Assisted with the Uruguay body worn camera study examining the perceptions of the police officers, citizens and the effects of the cameras on de-policing.

Smart Policing Initiative Researcher - Portland Police Bureau Ni-Loc (Neighborhood Involvement Locations): A hot spot randomized control trial (2014-2017).

This study, supported by Bureau of Justice Assistance (BJA), Grant No. 2014-WY-BX-0004, examines multiple facets of the relationship between hot spot patrols and crime. My participation in this study included assisting with the research design, implementing the study in the field, and running the focus group aspect of the research.

Principal investigator/instructor - Communicative Intelligence training for police (2014).

I conducted a randomized control trial testing the effects of Communicative Intelligence training for street cops on citizen’s perception of procedural justice and police legitimacy. I co-created the course using communicative intelligence theory and adult learning concepts. I administered

surveys and analyzed officer responses. Officer surveys, use of force reports and complaints were used as outcomes measures. This study was funded by the Portland Police Bureau.

Principal Investigator – Hot Spot Policing: A randomized control trial (2011).

I designed a 90-day randomized control trial to test the effects of random 15-minute patrols in crime hot spots. This study was the first police-led randomized control trial in the nation. Trained 100 officers on randomized control trials, hot spot policing, and the study guidelines. Monitored data collection and worked with outside researchers to analyze the data. This study created a framework for additional data collection which was later used for my dissertation.

TEACHING EXPERIENCE

Drug Abuse and Criminal Behavior at California State University, Sacramento Fall 2017.

Police and Society at California State University, Sacramento, Fall 2016.

Procedural Justice Instructor at the Sacramento Police and Sheriff Department 8-hour course on the components of procedural justice and police legitimacy, 2015 and 2016.

Communicative Intelligence for Procedural Justice at the Portland Police Bureau. Developed and taught a 40-hour course linking the theory of communicative intelligence to procedural justice and police legitimacy, 2014.

Persons with disabilities Instructed at the Sacramento Police Academy. The state of California requires all police officers to be trained in techniques for dealing with mentally ill citizens. I trained officers from 2002 – 2007.

COURSE DEVELOPMENT EXPERIENCE

CJUS 801 Criminal Justice Program Evaluation for Liberty University. Designed and developed course curriculum for an online criminal justice program evaluation class that emphasizes evidence-based policing and experimental methodology.

GRANTS AND CONTRACTS

2018 National Institute of Justice - An Evaluation of Simulation vs. Classroom-Based Implicit Bias Training to Improve Police Decision Making and Enhance the Outcomes of Police-Citizen Encounters (**Research consultant, Principal Investigator Lois James, \$749,000**)

2014 Bureau of Justice Assistance Smart Policing Initiative Grant for testing the effects of community engagement in high crime hot spots (**Research consultant, Principal Investigator Kris Henning, \$699,464**).

2014 Contract with the City of Portland to create and evaluate a communication course based on communicative intelligence (**Principal Investigator, \$97,600**)

ACADEMIC AWARDS AND HONORS

Police Practitioner of the year from the American Society of Criminology Division of Policing 2018

Donal MacNamara Outstanding Article Award from the Academy for Criminal Justice Science for *How much time should the police spend at crime hot spots? Answers from a police agency directed randomized field trial in Sacramento, CA* in Justice Quarterly 2016

Jerry Lee Scholar, Institute of Criminology, University of Cambridge full scholarship 2012

Fulbright research scholar 2010

OTHER AWARDS AND HONORS

IACP/Sprint Excellence in Law Enforcement Research Silver Award 2012

State Juvenile Officers Distinguished Program Award for the Northern Region for the Sacramento Police Department's Criminal Justice and Public Service Magnet Academy 2010

Unit Citation – Criminal Justice Magnet Academy 2010

Distinguished Service Award – Recruiting 2010

GRANT AND JOURNAL PEER REVIEWER

BJA FY18 School Violence Prevention and Mental Health Training Program

BJA FY18 Strategies for Policing Innovation Purpose

FY 2018 Local Law Enforcement Crime Gun Intelligence Center Integration Initiative

NIJ FY17 New Investigator/ Early Career Program in the Social and Behavioral Sciences and Science, Technology, Engineering, and Mathematics (STEM)

BJA FY 16 W.E.B. Du Bois Program of Research on Race and Crime

BJA FY 15 Justice and Mental Health Collaboration Program- Category 1: Collaborative County Approaches to Reducing the Prevalence of Individuals with Mental Disorders in Jail.

BJA FY 15 Body Worn Camera Pilot Implementation Program

European Journal of Policing Studies

Policing: An International Journal

Policing: A Journal of Policy and Practice

Homicide Studies

POLICE EXPERIENCE – Sacramento Police Department Officer and Sergeant

2012 - Present	Regional Transit Sergeant
2011 – 2012	Court Liaison Sergeant
2010 – 2011	Crime Analysis Sergeant
2006 – 2010	Criminal Justice Magnet Academy Sergeant/ School Resource Sergeant
2005 – 2006	Patrol Sergeant
2004 – 2005	Officer – Recruiting
2002 – 2004	Detective – Sexual Assaults/Child Assaults
1998 – 2002	Patrol Officer

ACTIVITIES / ACADEMIC INVOLVEMENT

President/Founder of the American Society of Evidence-Based Policing

Editorial Advisory Board Member of the Cambridge Journal of Evidence-Based Policing

Advisory member to the California Police Chiefs Association think tank on Evidence-Based Policing