Police Staffing Observatory
MICHIGAN STATE UNIVERSITY

The Police Staffing Observatory Offers Guidance and Collaboration on Building Effective Workforces

Police agencies around the world have been battling shortfalls of staff for a variety of reasons. The staffing challenge is complex, and involves issues of workload, performance objectives, allocation of resources, recruitment, selection, training, deployment, and still others.

Meeting this challenge will require an equally multifaceted response. To foster collaboration on these issues, the School of Criminal Justice at Michigan State University has launched the Police Staffing Observatory (PSO). The PSO is a global collaborative of academics, scholars, practitioners, and students working to promote evidence-based police workforce research, strategy, and operations. The PSO seeks to

- Coordinate timely and innovative research on police staffing issues
- Serve as a repository and dissemination vehicle for the research of collaborators
- Enable staffing scholars and practitioners to share opportunities and ideas
- Facilitate collaborative partnerships

With regular updates, the PSO offers more than 100 staffing articles, guidebooks, reports, commentaries, and professional publications on its resource page.

Three-Dozen Global PSO Partners Are Leading Field-Research Across the Staffing Spectrum

- Allocation and deployment
- Analytics and performance assessment
- Attrition and retention
- Cohort management
- Differential response
- Diversity and community representation
- Evidence-based planning
- Innovation and technology
- Recruitment
- Performance objectives
- Program building
- Resource optimization and ROI
- Selection and hiring
- Standards and certification
- Succession planning
- Systems approaches
- Training
- Workload demand and supply

Reach Out to Learn More

See our webpage at https://cj.msu.edu/research-excellence/pso/pso-home.html or scan the QR code.

Visit and follow our LinkedIn page: https://www.linkedin.com/company/90461275/

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