

Curriculum Vitae

Ethan M. Humphrey

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Michigan State University, School of Criminal Justice
Baker Hall Room 441

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[ResearchGate](#)

EDUCATION

Doctor of Philosophy (Ph.D.), Criminal Justice

Michigan State University 2024 - 2028

Research Foci: Police Staffing, Community Policing, Crime Reduction

Ph.D. Advisory Committee: Dr. Jeremy Wilson (Chair), Dr. Scott Wolfe, Dr. Steven Chermak

Master of Science (M.S.), Criminal Justice

Radford University 2023

Portfolio Paper: *Policing Society*

Portfolio Committee: Dr. Roberto Santos (Chair)

Bachelor of Science (B.S.), Criminal Justice

Radford University 2022

Graduated Summa Cum Laude

Minored in Psychology

RESEARCH POSITIONS

Partner, April 2024 - Present

Police Staffing Observatory, Michigan State University

Research Assistant II, May 2024 - Present

Michigan State University, School of Criminal Justice

Supervisor: Dr. Jeremy Wilson

Graduate Research Fellow, August 2022 – May 2023

Center for Police Practice, Policy and Research (CP3R)

Supervisors: Dr. Rachel Santos & Dr. Roberto Santos

Graduate Assistant, August 2022 – May 2023

Radford University, Criminal Justice

Supervisor: Dr. Egan Green

REPORTS

(In progress) Wilson, J., Grammich, C., and **Humphrey, E.** 2025. *Police Recruitment: Prioritizing Tactics to Meet Agency Needs and Community Preferences*. Washington, DC: Office of Community Oriented Policing Services.

(In progress) Wilson, J., Grammich, C., and **Humphrey, E.** 2025. *Police Selection: Field-Based Lessons on Tactic Performance*. Washington, DC: Office of Community Oriented Policing Services.

Wilson, J., Grammich, C., and **Humphrey, E.** 2024. *PSO Perspective: Prioritizing Police Recruitment Tactics Based on Performance and Need*. Michigan State University Police Staffing Observatory. https://cj.msu.edu/research-excellence/ps0/PSO-Perspective_RecruitmentPerformance.pdf

RESEARCH ASSISTANCE

Assisted with background research, literature reviews, attended project meetings for the following research projects:

- U.S. Department of Justice, Bureau of Justice Assistance Grant Project: Implementation of Advanced Intelligence and Analytical Technology to Enhance Communication and Proactive Evidence-Based Response to Shooting Incidents in Kent County, Delaware
- U.S. Department of Justice, Office of Community-Oriented Policing Grant Project: Translating Best Practices: Developing a Framework for Institutionalizing Community Policing by Rank

TEACHING EXPERIENCE

Radford University, Radford, VA

August 2022 to May 2023

Department of Criminal Justice

Faculty: Dr. Egan Green and Dr. Rachel Santos

- **Teaching Assistant Courses**
 - CRJU-460: Crime Analysis Capstone
 - CRJU-405: Tactical Crime Analysis
 - CRJU-370: Crime and Criminal Behavior
 - CRJU-475: Case Studies in Criminology
 - CRJU-384: International Wildlife Crime
 - CRJU-382: Wildlife Crime and Conservation Law Enforcement
- **Teaching Assistant Duties**
 - Graded various undergraduate assignments
 - Created exams for every criminological theory
 - Assisted w/ instruction
 - Advised students on class material and assignments
 - Redesigned PowerPoints for CRJU-370
 - Held office hours for undergraduate students with questions

SELECTED PRESENTATIONS/ WORKSHOPS/WEBINARS/TRAININGS

“Field Lessons for Recruiting and Optimizing Your Workforce”. Michigan Association of Chiefs of Police Conference, Grand Rapids, MI, February 2025.

“Tackling the Recruitment Crisis: Lessons From Field Research” (PRAS Webinar). International Association of Chiefs of Police, Webinar Series, January, 2025.

“Ongoing Research by Partners of the Michigan State University Police Staffing Observatory”, Roundtable on Police Workforce Strategy. American Society of Criminology Conference, San Francisco, CA, November 2024.

“Police Recruitment and Selection Strategies: A Multidimensional Assessment of Form and Function” (COPS Office Panel). American Society of Criminology Conference, San Francisco, CA, November, 2024.

“An Evidence-Based Approach to Building Police Workforces”, Law Enforcement Action Forum, Roscommon, MI, September 2024.

“Semantic Network and Content Analysis – Buffalo Active Shooting” (SMART Lab). Radford University, Radford, VA, June 2022.

“Crime Analysis Presentation”. Radford University, Radford, VA, December 2022.

“Regional and Political Disparities on Gun Control Legislation”. (Winter Card). Radford University, Radford, VA, December 2021.

RESEARCH AWARDS

2. Humphrey, Ethan. (2024). Michigan State University, Huff Travel Scholarship. \$650.

1. Humphrey, Ethan. (2024-2025). Michigan State University, Fellowship. \$5,000.

HONORS AND AWARDS

Dean’s Scholar Nominee 2022

The Honor Society of Phi Kappa Phi 2019-Current
Top 10% of current class

Alpha Phi Sigma 2019-Current
The National Criminal Justice Honor Society

Dean’s List Certificates 2019-2022

Advanced High School Diploma 2015-2019
Additional foreign language requirements and advanced writing courses

PROFESSIONAL TRAINING

Human Research Protection (HRPP/ IRB)

- IRB required certification for research projects involving human subjects.

Ethics and Regulations in Human Research

Certificate in Cybersecurity Awareness, Department of Defense

- The cybersecurity awareness certificate informs individuals of the common threats, the indicators and countermeasures of phishing, malicious code, weak passwords, outdated software security, foreign removable media, and more.

OPSEC Awareness for Military Members, DoD Employees and Contractors, Administered by the DCSA

- The OPSEC Awareness Certificate is centrally focused on informing employees with highly sensitive information of the procedures required to ensure security and reduce the likelihood of victimization or exposure of classified material.

Private Investigator (02E) Certification, Administered by Safeside Tactical and Approved by the state of Virginia

- The private investigator (02E) training is a 60-hour course, with the addition of an exam and several relevant practical exercises. The course instruction covers relevant laws, ethics, terrorism training, standards of professional conduct, general investigative skills, and how to go about different types of investigations.

SKILLS AND APPLICATIONS

Program Proficiency: SPSS, Stata, Qualtrics, Bulletin Wizard, ArcGIS, Microsoft Word, Excel, Excel 3D Mapping, NodeXL, Autopsy – Digital Forensics

Applications: Project Proposals, Statistical Reports, Crime Analysis, Presentations