



1600 Burrstone Road  
Utica, New York 13502  
Phone - (315) 792-3246  
jbrown@utica.edu

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Dear Current/Former Member of the New York State Police:

You are receiving this email to participate in an important research initiative. On October 23, 1974 the Village of Lake Placid, New York was awarded the honor of hosting the XIII Olympic Winter Games by the International Olympic Committee. In preparation for these games the New York State Police engaged in an effort to bolster their ranks, in part to support this mission. In 1977,

The Attorney General, on behalf of the United States, brought suit against the State of New York and the Superintendent of the New York State Police, alleging a pattern or practice of discrimination in employment with respect to blacks, Spanish-surnamed Americans and women. (*U.S. v. State of N.Y.*, 475 F.Supp. 1103, 1979)

On September 7, 1979 the United States District Court for the Northern District of New York issued an opinion directing the New York State Police, among other things, to alter their recruitment and selection process, in part,

...to include in their future appointments to the position of trooper qualified Negroes and Spanish-surnamed Americans totalling approximately 40% Of each class until the total representation of such group of individuals approximately reflects their composition in the relevant labor market, which is 10.80% And 3.36% Respectively. The state defendants are ordered to include in their future appointments to trooper qualified women totalling approximately 10% Of each class over the next two years. (*U.S. v. State of N.Y.*, 475 F.Supp. 1103, 1979)

Whether the New York State Police, or any law enforcement agency, the identification and prompt remediation of alleged discriminatory practices should be at the forefront of any recruitment, selection, training and promotion strategy. The mere presence, however, of the achievement of, or lack thereof, of numerical benchmarks does not on its face mean that an agency or organization has truly embraced a sustained culture of adequate recruitment, selection, training and promotional practices.

This Recruitment, Selection & Career Trajectory Assessment (RSCTA) has been designed to better inform policy makers within criminal justice and other public administration organizations as they assess their future recruitment, selection, training, and promotional practices. By measuring targeted self-reported current and retired personnel observations and perceptions of current and former

members of the New York State Police across a two-decade window before and after a landmark court case, criminal justice and other public administration policy makers will be better equipped to prepare their organizations to more effectively identify and navigate these mission critical, but heretofore seemingly ministerial hiring practices within their organizations.

The research study is **voluntary** and will take you only approximately 10-15 minutes to complete; using a SurveyMonkey® electronic platform to collect the data. You can be assured that if you respond to this research study that your response will remain confidential and anonymous. There is no place on the questionnaire for your name or other data to link you to the questionnaire you return. The only identifying information in the study will be aggregate demographic data that cannot be tied to you. Your name cannot be associated with your returned questionnaire.

Refusal to participate will involve no known penalty to you or loss of benefits to which you may enjoy as a current/former member of the New York State Police. You may discontinue participation at any time without any known penalty or loss of benefits, to which you may enjoy as a current/former member of the New York State Police. The only risk foreseen is the potential that the questions asked to you may cause positive and/or negative memories of current or former experiences to rise to the forefront of thought. Some of the questions asked in this survey may illicit a passionate qualitative response, as they do cover issues of race/ethnicity and gender treatment in your current or former workplace. The questions are necessary to properly gauge accurate observations, perceptions and experiences that go beyond the mere numerical orders handed down by the Federal Court(s).

The data collected from this research study will be aggregated and shared with the larger criminal justice and public administration community through various professional outlets such as journals and conferences. The raw data itself will be secured by the principal investigator in an encrypted, password protected file. By submitting your survey you provide your informed consent and you waive no legal rights.

This research study has received approval from the Utica College Institutional Review Board (Dr. Robert Halliday, Chairman; 315-792-3122).

I would be pleased to answer any questions that you may have at this time regarding the research study. Please feel free to contact the principal investigator, Dr. James C. Brown, at any time should you have any questions or require any additional information. [To begin the study, click here.](https://www.surveymonkey.com/r/NYSP2022) If the link does not work, you may type in this address to your computer's browser:

<https://www.surveymonkey.com/r/NYSP2022>. **Please look to complete the survey as soon as possible, but no later than Friday, March 4.**

Thank you in advance for your support of this important research study. All the best!

Sincerely,



**Dr. James C. Brown, Principal Investigator**  
**Associate Professor of Criminal Justice**