

INDIGO KOSLICKI

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CURRICULUM VITAE

July 2025

Department of Criminal Justice & Criminology ♦ Ball State University ♦ Muncie, IN, 47306

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EDUCATION

- 2018 Ph.D., Criminal Justice & Criminology, Washington State University
 Dissertation: *Advertising Underlying Assumptions: A Quantitative Content Analysis of Militarized and Community-Oriented Artifacts in Police Recruitment Videos*
 Committee: David Makin (Chair), Otwin Marenin, Dale Willits, & Aaron Roussell
- 2014 Master of Arts, Criminal Justice, Washington State University
- 2010 Bachelor of Arts, Criminal Justice, Washington State University

PROFESSIONAL EMPLOYMENT

- 2023 – Present Associate Professor, Department of Criminal Justice & Criminology
 Ball State University, Muncie, Indiana
- 2018 – 2023 Assistant Professor, Department of Criminal Justice & Criminology
 Ball State University, Muncie, Indiana

AREAS OF SPECIALIZATION

Police militarization; Police accountability; Body-worn cameras; Police use of force

REFEREED PUBLICATIONS

- Koslicki, I.,** Morczek, A. L., Posey, B. M., & Kennedy, L. (2025). Weapons present, police absent? An analysis of police behaviour during 2020-2021 left- and right-wing demonstrations. *Policing and Society*, DOI: 10.1080/10439463.2025.2532549.
- Gray, A. C., & **Koslicki, I.** (2025). Still ignoring the past: Assessing and addressing open textbook coverage of U.S. slavery and colonialism. *Journal of Criminal Justice Education*. DOI: 10.1080/10511253.2025.2510291.
- Koslicki, W. M.** (2023). Inside the “black box” of 1033 Program military equipment use by local law enforcement. *Policing: An International Journal*, 46(3), 553-566.

- Koslicki, W. M., Willits, D., & Simckes, M. (2023).** The ‘civilizing effect’ and ‘deterrence spectrum’ revisited: Results of a national study of body-worn cameras on fatal police force. *Policing & Society*, 33(8), 908-919.
- Koslicki, W. (2023).** Crucial considerations when using 1033 Program data as a measure of militarization. *Police Practice & Research*, 24 (1), 122-128.
- Koslicki, W. M. (2022).** Criticism does not constrain: Testing for evidence of de-policing following the murder of George Floyd. *Policing: An International Journal*, 45(4), 586-599.
- Koslicki, W. M. (2022).** Recruiting the warrior cop: Assessing predictors of highly militarized recruitment videos. *Journal of Criminal Justice*, 79, 101896.
- Koslicki, W. M., Willits, D. W., & Brooks, R. (2021).** Fatal outcomes of militarization: Re-examining the relationship between the 1033 Program and police deadly force. *Journal of Criminal Justice*, 72, 101781.
- Koslicki, W. M., Lytle, D. J., Willits, D. W., & Brooks, R. (2021).** ‘Rhetoric without reality’ or effective policing strategy? An analysis of community policing and police fatal force. *Journal of Criminal Justice*, 72, 101730.
- Koslicki, W. M. (2021).** Recruiting warriors or guardians? A content analysis of police recruitment videos. *Policing & Society*, 31(6), 702-720.
- ^ Featured in *The Washington Post* (2020): “[Hostage situations and rappelling out of helicopters: How police recruitment ads glamorize the role](#)” by Daron Taylor.
- ^ Featured in WIRED Magazine (2021): “[Struggling to recruit, police turn to targeted ads](#)” by Sydney Fussell.
- Koslicki, W. M., Makin, D. A., & Willits, D. (2020).** When no one is watching: Evaluating the impact of body-worn cameras on use of force incidents. *Policing & Society*, 30(5), 569-582.
- Koslicki, W. M. (2019).** Accountability or efficiency? Body-worn cameras as replicative technology. *Criminal Justice Review*, 44(3), 356-368.
- Makin, D. A., Willits, D. W., **Koslicki, W.**, Brooks, R., Dietrich, B., & Bailey, R. L. (2019). Contextual determinants of observed negative emotional states in police-community interactions. *Criminal Justice and Behavior*, 46(2), 301-318.
- Makin, D. A., Willits, D. W., Wu, G., DuBois, K. O., Lu, R., Stohr, M. K., **Koslicki, W.**, Stanton, D., Hemmens, C., Snyder, J., & Lovrich, N. P. (2019). Marijuana legalization and crime clearance rates: Testing proponent assertions in Colorado and Washington State. *Police Quarterly*, 22(1), 31-55.
- Koslicki, W. M. & Willits, D. (2018).** The iron fist in the velvet glove? Testing the militarization/community policing paradox. *International Journal of Police Science & Management*, 20(2), 143-154.

Koslicki, W. (2017). SWAT mobilization trends: Testing assumptions of police militarization. *Policing: An International Journal of Police Strategies & Management*, 40(4), 733-747.

TEXTBOOKS

Koslicki, I. (2025). *Introduction to criminal justice: Operations, obstacles, and outcomes*. <https://openjusticeproject.weebly.com/introduction-to-criminal-justice.html>.

Koslicki, I., & Gray, A. C. (2024). *Injustice at the intersections: Race, gender, class, and criminal justice*. <https://openjusticeproject.weebly.com/injustice-at-the-intersections.html>.

TECHNICAL REPORTS

Willits, D., Makin, D., & **Koslicki, W.** (2019). *Procedural justice and traffic stops: Analyzing police and community perspectives through survey and recorded observational research*. Olympia, WA: Washington Traffic Safety Commission.

Babin S., **Koslicki, W.**, Vogel, R., Contestabile, J., Kohri, K., Makin D. A. (2017). *Resilient communications project: Body worn camera perception study phase 1*. Washington, DC: United States Department of Homeland Security Science and Technology Directorate.

Hamilton, Z., Hsieh, M., Campagna, M., Abboud, M. & **Koslicki, W.** (2016). *Spokane County Behavioral Adult Felony Therapeutic Drug Court: Process and Outcome Evaluation*. Spokane, WA: Spokane County.

BOOK REVIEWS

Koslicki, I. (2025). Book review: Counterinsurgency strategy – a path to effective policing. *Journal of Criminal Justice Education*, DOI: 10.1080/10511253.2025.2463445

Koslicki, W. M. (2020). Book review: The militarization of the police? Ideology versus reality. *Journal of Criminal Justice Education*, 31 (4), 621-623.

Koslicki, W. (2014). Book review: Policing youth violence: transatlantic connections. *International Criminal Justice Review*, 24 (3), 305-307.

FUNDING FOR RESEARCH & TEACHING

Koslicki, I. (PI) & Gray, A. (Co-PI). (2024). *TABS Initiative*. Ball State University. Amount Requested - \$1,000 – Funded.

- Koslicki, I. (PI) & Gray, A. (Co-PI).** (2023). *Compiling a comprehensive police fatal force database to examine historic and modern police practice*. National Science Foundation Law & Science Program (PD 21-128Y). Amount Requested - \$299,356 –Not Funded.
- Koslicki, W. M. (PI).** (2023). *Tailoring police training to a university setting using the MILO training simulator*. Ball State University Provost Immersive Learning Grant Program. Amount Requested - \$3,087 – Funded.
- Koslicki, W. M. (PI).** (2022). *Military origin, law enforcement use: Determining the contexts and predictors of police use of 1033 Program acquisitions*. National Science Foundation Law & Science Program (PD 21-128Y). Amount Requested - \$201,277 – Not Funded.
- Koslicki, W. M. (PI).** (2020). *Military origin, law enforcement use: Determining the contexts and predictors of police use of 1033 Program acquisitions*. Ball State University ASPIRE Junior Faculty Research Program. Amount Awarded - \$14,764 – Funded.

ACADEMIC & INVITED PRESENTATIONS

- Koslicki, I., Morczek, A., Posey, B., & Kennedy, L.** (2024). Weapons present, police absent: An analysis of police behavior during 2020-2021 left- and right-wing demonstrations. *Annual Meeting of the Midwest Academy of Criminal Justice*, Chicago, IL.
- Koslicki, I., & Makin, D.** (2024). Balancing form and function: Public perceptions of police uniforms across situational contexts. *Annual Meeting of the Midwest Academy of Criminal Justice*, Chicago, IL.
- Koslicki, I., & Durbin, R.** (2024). Recruiting for Retention: Aligning Retention Strategy & Agency Culture. *Invited Presentation at Northwestern University Center for Public Safety*.
- Koslicki, W. M., Willits, D., & Simckes, M.** (2022). The civilizing effect and deterrence spectrum revisited: Results of a national study of body-worn cameras on fatal police force. *Annual Meeting of the Midwest Academy of Criminal Justice*, Chicago, IL.
- Koslicki, W. M., Willits, D., & Simckes, M.** (2022). The effect of body-worn camera policies and degree of deployment on police use of fatal force. *Annual Meeting of the Academy of Criminal Justice Sciences*, Las Vegas, NV
- Koslicki, W. M.** (2021). Military origin, law enforcement use: Examining contextual details of police uses of 1033 Program acquisitions. *Annual Meeting of the Academy of Criminal Justice Sciences*. Virtual.
- Koslicki, W.** (Panel Discussant) (2020). Police body cameras: What have we learned over ten years of deployment? *National Police Foundation*, Washington, DC.
- Koslicki, W., Brooks, R., & Willits, D.** (2019). Fatal Outcomes of Militarization: Re-Examining the Relationship Between the 1033 Program and Police Use of Deadly Force. *Annual Meeting of the Academy of Criminal Justice Sciences*. Baltimore, MD.

- Babin, S., **Koslicki, W.**, Vogel, R., Contestabile, J., Kohri, K., & Makin, D. (2018). Resilient communications project: Body worn camera perception study phase I: Memorandum report. *Department of Homeland Security/John Hopkins University Applied Physics Laboratory Body Worn Camera Summit*. Baltimore, MD.
- Koslicki, W.** & Willits, D. (2018). The iron fist in the velvet glove? Examining the impact of community policing activities on military equipment transfers. *Midwestern Criminal Justice Association*. Chicago, IL.
- Brooks, R., Makin, D. A., **Koslicki, W.**, & Willits, D. (2018). Converting police footage into actionable data: working with police agencies. *Annual Meeting of the Academy of Criminal Justice Sciences*. New Orleans, LA.
- Willits, D., Makin, D. A., Hemmens, C., **Koslicki, W.**, Brooks, R., & Hoff, S. (2018). Citizen, police, and third-party perceptions of procedural justice in traffic stops. *Annual Meeting of the Academy of Criminal Justice Sciences*. New Orleans, LA.
- Koslicki, W.**, Makin, D., Willits, D., Brooks, R., Bailey, R., & Dietrich, B. (2017). Situational and environmental determinants of observed emotional states in police-community interactions. *Annual Meeting of the Western Association of Criminal Justice*. Spokane, WA.
- Brooks, R., Bill, S., Makin, D., Willits, D., Bailey, R., Dietrich, B., & **Koslicki, W.** (2017). Race, emotional states, and police use of force: police interactions as complex social interactions. *Annual Meeting of the Western Association of Criminal Justice*. Spokane, WA.
- Wu, G., Lu, R., Makin, D., Willits, D., DuBois, K., Stohr, M., & **Koslicki, W.** (2017). Marijuana legalization and crime clearance rates in Colorado and Washington. *Annual Meeting of the Western Association of Criminal Justice*. Spokane, WA.
- Koslicki, W.**, Willits, D., & Makin, D. (2017). When no one is watching: evaluating the impact of body-worn cameras on use of force incidents. *Annual Meeting of the Academy of Criminal Justice Sciences*. Kansas City, MO.
- Koslicki, W.** (2016). Variances in police recruitment videos and police department culture. *Annual Meeting of the Academy of Criminal Justice Sciences*. Denver, CO.

RESEARCH EXPERIENCE

2020-Present

Principal Investigator. Ball State University

Project: “Military origin, law enforcement use: Determining the contexts and predictors of police use of 1033 Program acquisitions.” Funded by the Ball State University ASPIRE Junior Faculty Research Program.

Responsibilities: Lead investigator of a national survey project examining law enforcement agencies’ use of the 1033 Program – a military surplus transfer program – and possible

predictors; management of two graduate student research assistants; preparation of summary report of findings and manuscripts for appropriate academic journals.
Continued funding requested through the NSF Law & Science Program to pursue project through 2022-2025.

Project: “Assessing relationships with fatal police encounters.”

Responsibilities: Lead investigator of several completed and ongoing projects exploring relationships between several cultural and accountability measures and police fatal force.

Project: “National outcomes of body-worn camera adoption.”

Responsibilities: Lead investigator of several ongoing projects exploring relationships between body-worn camera adoption across law enforcement agencies in the United States and whether implementation is related to theoretically expected outcomes.

Project: “Exploring militarization and police accountability.”

Responsibilities: Lead investigator of several completed and ongoing projects exploring relationships between multiple dimensions of police militarization and potential predictors and outcomes.

2018-Present

Lab Member. Complex Social Interactions Lab, Washington State University

Project: “Procedural Justice as Observed through Body Camera Footage.”

Responsibilities: Continued collaboration with Lab members at WSU and other participating institutions to analyze police/citizen interactions and police use of procedural justice, using body-worn camera footage.

2016-2018

Senior Research Assistant. Complex Social Interactions Lab, Washington State University

Project: “Procedural Justice in Traffic Safety Stops.” Funded by the Washington State Traffic Safety Commission (WSTSC)

Responsibilities: Assisted in the development of survey instruments associated with police-citizen contacts; analyzed body-worn camera footage; data management

Project: “Body-Worn Cameras and Officer Perceptions.” Funded by the Applied Physics Lab at John Hopkins University

Responsibilities: Partnered with the John Hopkins University’s Applied Physics Laboratory (JHU/APL) to collate and synthesize research data and conduct a gap analysis; coded and managed data

2017

Research Assistant. Department of Criminal Justice & Criminology, Washington State University

Project: “Effects of marijuana legalization on law enforcement and crime.” Funded by the U.S. Department of Justice: National Institute of Justice

Responsibilities: Collected and cleaned data; managed and assembled large datasets to prepare for an interrupted time series analysis design.

2016-2017

Lab Manager. Complex Social Interactions Lab, Washington State University

Project: “Grand Challenge Seed Grant.” Funded by the Office of Research at Washington State University

Responsibilities: Managed the daily operations of the lab, assisted in the development of codebooks and training materials, and coordinated and supervised undergraduate coders

2016

Research Assistant. Washington State Institute for Criminal Justice Research

Project: “Spokane County Behavioral Health Adult Felony Therapeutic Drug Court Evaluation.” Funded by the Spokane County Superior Court

Responsibilities: Interviewed key therapeutic drug court personnel and conducted a secondary research effort to assist in the writing of an official outcome evaluation of the Spokane County Behavioral Health Therapeutic Drug Court

TEACHING EXPERIENCE

2018 - Present

Assistant & Associate Professor. Department of Criminal Justice and Criminology. Ball State University

Instructor of Record:

Race, Gender, and Justice: Spring 2025; Fall 2024; Spring 2024; Fall 2023; Summer 2023; Spring 2023; Summer 2022

Policing in a Free and Diverse Society: Spring 2025; Fall 2024; Spring 2024; Fall 2023; Spring 2023; Fall 2022; Spring 2022; Fall 2021; Spring 2021

Introduction to Policing: Spring 2020; Spring 2019; Fall 2018

Introduction to Criminal Justice: Summer 2025; Summer 2024; Summer 2022; Spring 2022; Fall 2021; Summer 2021; Spring 2021; Fall 2020; Spring 2020; Fall 2019; Spring 2019

Advanced Criminological Theory: Fall 2019

Senior Capstone: Fall 2023 (Immersive Learning)

SERVICE

Professional

Editorial Advisory Board

Journal of Criminal Justice

Journal Reviewer

Criminology
Criminal Justice & Behavior
Criminology & Public Policy
Critical Criminology
Journal of Criminal Justice
Justice Quarterly
Police Practice & Research
Police Quarterly
Policing and Society
Policing: A Journal of Policy & Practice
Policing: An International Journal
Policy Studies Journal
Social Science Research

Research Consulting & Media Interviews

Research/expert consultant regarding police hiring for Massachusetts State Police (Summer 2021)
 Research/expert consultant regarding police hiring for Charleston Police Department (Summer 2021)
 Media Interview – WIRED Magazine (Summer 2021)
 Research/expert consultant regarding inclusive police hiring for Muncie Police Department (Summer 2020)
 Media Interview – Wish-TV (Summer 2020)
 Media Interview – Washington Post (Summer 2020)

Invited Lectures & Panel Discussions

Panel Discussant – *Nowhere to go: Homelessness and its Criminalization*, California State University at Northridge (Spring 2023)
 Invited Lecture – *CRJU 4600 – Senior Seminar*, North Carolina Central University (Fall 2020)

Departmental**Department of Criminal Justice and Criminology, Ball State University**

Member, Departmental Policies & Procedures (Fall 2022 – Present)
 Member, Student Learning Outcomes Assessment Committee (Fall 2019 – Present)
 Advisor, Undergraduate Honors Program (2 undergraduate students) (Summer 2020 – Present)
 Department Website Administrator (Fall 2018 – Present)
 Chair, Promotion and Tenure Committee (Fall 2023 – Spring 2024)
 Member, Academic Freedom of Expression Taskforce (Spring 2023 – Fall 2023)
 Member, Primary Tenure-Track Search Committee (Summer 2021 – December 2021)
 Faculty Advisor, Alpha Phi Sigma – Beta Sigma Upsilon Chapter (Spring 2019 – Spring 2021)
 Secretary and Member, Primary Tenure-Track Search Committee (Summer 2019 – Spring 2020)
 Co-Chair, Ad hoc Course Development Committee (Fall 2018 – Spring 2019)
 Member, Ad hoc Faculty Mentorship Best Practices Committee (Fall 2018 – Spring 2019)

University and College**Ball State University**

Member, CSH Promotion and Tenure Committee (Fall 2023 – Spring 2024)

Member, University Senate (Fall 2022 – Fall 2023)

Member, Public Safety Committee (Fall 2020 – Present)

Community**Mobilizing Muncie – A community coalition working for racial justice in Muncie, Indiana**

Member, Consultant (Summer 2020 – Fall 2022)

Delaware County Civilian Review Board

Chairperson (Spring 2022 – Fall 2024)

Member; Chair of Review Subcommittee (Summer 2020 – Spring 2022)

Ross Community Center Judo Academy

Sensei/Coach (Fall 2021 – Present)

Other Service**Ball State University**

Faculty Advisor & Coach, Ball State University Judo Club (Fall 2019 – Present)

CONTINUING EDUCATION & PROFESSIONAL TRAINING

- 2024 Teaching and Technology Summit (Ball State University)
Managing Classroom Expectations (Ball State University)
Ideological Diversity and Academic Freedom (Ball State University)
- 2023 Mental Health First Aid (National Council for Mental Wellbeing and Ball State University)
- 2022 Workshop: Students in Distress (Ball State University)
Workshop: Practical Tips for Engaging Students in the First Six Weeks (Ball State University)
Excessive Force: The Elements, Solutions, and Victims' Rights (National Crime Victim Bar Association)
Workshop: Using OneDrive and Office 365 (Ball State University)
Workshop: Making Your Canvas Course Accessible (Ball State University)
- 2021 Creating Inclusive Experiences: Level I (Marian University)
Civil Dialogue as a Classroom Management Strategy (Ball State University)
Building Inclusive Pedagogy Online (Ball State University)
- 2020 Preparing for the Election: Managing Yourself and Your Class During Difficult Conversations (Ball State University)
Indiana University Education Conference (Virtual) (Indiana Black Expo)

Bootcamp for Multimodal Teaching and Learning (Ball State University)
Plugged In: Engaging Students Through Technology (Ball State University)
Unplugged: Engaging Students Without Using Technology (Ball State University)

2019 Developing Active Learning Strategies for your CJC Classroom (Ball State University)
Cultural Competency Workshop Series (Ball State University)
safeTALK Training for Suicide Alertness (LivingWorks)

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Alpha Phi Sigma
Midwest Association of Criminal Justice
Academy of Criminal Justice Sciences