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# Arthur Niederhoffer's Study on Police Cynicism Among New York Police Department Recruits

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# ARTHUR NIEDERHOFFER'S STUDY ON POLICE CYNICISM: CYNICISM AMONG NEW YORK POLICE DEPARTMENT RECRUITS

by

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Pace University

2005

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# INTRODUCTION

For the past four decades, there has been extensive debate over what the role of police officers should be. While many maintain that law enforcement officials should hold the traditional law and order perspective, believing that the main role of police is to fight crime, others perceive the role to encompass what they call the social service, or professional approach. The first group has the tendency to avoid changes in their crime-fighting compass, either because of deep cynicism or because of fear that changes implemented will ultimately diminish their status. The latter group, seeking to bring attributes such as high standards of admission and a higher level of status and prestige, chart a more clear and realistic path towards a definition of the role of police in our society.[1] The professional approach holds that the police officer's role, beyond simply maintaining law and order, is to fight the underlying causes of crime, acting as a social worker as needed. As with most innovations, the professional approach stemmed from the failures seen in political model of policing seen in the 1920s. Changes began occurring during the Great Depression, when police work became an economic desirable professional to educated members of the middle class. This new group of police officers believed that the occupation could be improved by education requirements, objective measurements in police activities, and other reforms that would take policing into a new age of professionalism. This is not to say the professional approach has no limitations. Critics of this approach have questioned the capability of a police officer, generally in his/her twenties, to confront and resolve such deep sociological problems that are believed to be the root of crime. Ultimately, this ongoing internal struggle has a deep effect on the police department itself, dividing it internally, bringing down morale, and creating cynicism.

[1] Niederhoffer, Arthur, *Behind the Shield: The Police in Urban Society*, (Garden City, N.Y.: Anchor Books, 1969), p. 19.

Cynicism was defined by Niederhoffer as it relates to both idealism and anomie. It was his belief that cynicism acted as an eroding agent to idealism, becoming stronger as the conflict between the police officer and the public intensifies and public respect diminishes. It is important to note that this conflict is not an individualized one, but rather the way that the public balances their own vulnerabilities with the power the police has to deprive them of their freedom. Continuously seeing human beings at their worse, as police officers often do, may lead them to believe that there is nothing they can do to bring about change and to ultimately lose their ability to empathize and become cynical. Idealism was used by Niederhoffer and is used in this study not in the traditional sense of unwavering optimism, but as a strong belief in the ideals of policing as well as in the police department's effectiveness and potential to achieve these goals. Idealism is further tied to the belief that the police department should be committed to the professional/social service approach to policing.

Another central concept that is necessary to understanding police cynicism and its effects is anomie. Anomie, defined by McClosky and Schaar in *Psychologtical Dimensions of Anomy* and quoted by Niederhoffer in *Behind the Shield*, is characterized by "apathy, confusion, frustration, alienation, and despair."[2] Depending on the specific circumstances, anomie can be either a contributing factor or a byproduct of cynicism. Police officers have a role that is unique in its power to deprive citizens of their freedom and far-reaching moral implications. This uniqueness leads them to feelings of both personal and organizational isolation. Personal isolation stems from the loss of personal relationships and disorientation that occurs as an individual becomes a police officer. This individual, in an attempt to rebuild a social network, forms a close bond with other

[2] McClosky, Herbert and Schaar, John H., *Psychological Dimensions of Anomy, American Sociological Review*, Vol. 30 (February 1965), 14-40.

police officers. In forming this bond, the police officer adopts the values of the prevailing police culture, which, in many cases, will be laden with cynicism. The effects of anomie on police performance are devastating, as if a police officer believes people are inherently evil, he/she is unable to fulfill the role of social worker required by the professional approach to policing. Anomie is especially strong in police department recruits, who are becoming increasingly isolated from their familiar role as civilians and are struggling to gain acceptance into the police culture. Behrend provided a more concise definition of cynicism, a "contemptuous distrust of human nature and motives", which is consistent with both Niederhoffer's definition and with current societal standards and helpful in analyzing this study's results. [3]

*Behind the Shield,* Arthur Niederhoffer's classical study in the field of criminology, brought attention to the field of criminal justice and spawned several additional studies that alternatively challenge and complement its findings. Some of the most intensive study originating from *Behind the Shield* was done by Dr. Robert M. Regoli, who empirically tested Niederhoffer's 20-item scale. His findings were that adjustments needed to be made for the different subcategories of police cynicism that are present in Niederhoffer's index, and that cynicism is not an isolated attitude, but rather a reflection of multifaceted occupational forces.[4] Regoli also explored the need for a better understanding of police cynicism and sought to generalize Niederhoffer's results by conducting the study in the Pacific Northwest.[5] Among multiple others, Anson used Niederhoffer's

[3] Behrend, Kenneth R., Police Cynicism: A Cancer in Law Enforcement? *FBI Law Enforcement Bulletin.* August 1980.

[4] Regoli, Robert M., An Empirical Assessment of Niederhoffer's Police Cynicism Scale, *Journal of Criminal Justice,* Vol. 4 (1976), pp. 231-241.

[5] Regoli, Robert M., Police in America, (Washington, D.C.: University Press of America, 1977).

original study to explore cynicism among black police officers[6], and Dorsey and Giacopassi used it to study gender differences among police officers.[7] These studies, using Arthur Niederhoffer's work as a main point of reference, are testament to the impact of his work on the field of criminal justice, which has shaped our knowledge of police sociology today.

Niederhoffer's original study measured cynicism in various basic subgroups within the police department (recruits on their first day in the police academy, recruits in the police academy for 2-3 months, patrol officers for 2-6 years, 7-10 years, 11-14 years, and 15-19 years) and explored possible reasons for the findings. Among those found, four main reasons emerged: socialization, contact with police subculture, occupational anomie, and finally, personality. What is especially intriguing of these findings is that although police recruits in Niederhoffer's study had a mean score of 60.27, which would classify them as cynics; they had not yet been exposed to the main four factors causing cynicism cited in *Behind the Shield*. Niederhoffer attributes this to the disparity between the high ideals of professionalism being taught to the recruit inside the academy and the recruit's prior experiences with the police. "The typical police recruit starts his career without a trace of cynicism, but after a short time at the Academy, the alert student begins to realize that the professional atmosphere that surrounds him is party a sham."[8] In addition, the cynicism demonstrated by police department recruits may also be an attempt to become part the perceived police culture.

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[6] Anson, Richard H., Validating Niederhoffer's Cynicism Scale: The case for black officers, *Journal of comparative and Applied Criminal Justice,* Vol. 7(1) (1983), pp. 35-47.

[7] Dorsey, Rita R., and Giacopassi, David J., Assessing Gender Differences in the Levels of Cynicism Among Police Officers, *American Journal of Police,* Vol. 5(1) (1986), pp. 91-112.

[8] Niederhoffer, Arthur, *Behind the Shield: The Police in Urban Society*, (Garden City, N.Y.: Anchor Books, 1969), p. 46.

Forty-three years later, the face of the New York City Police Department has changed tremendously. Racial minorities have joined the police department in greater numbers and women have been admitted into the profession, both variations that could possibly have a strong effect on the overall cynicism score of police recruits, and in the police culture itself. The other possibility may be that the strength of the police culture is such that in order to become an accepted member of it, people of different backgrounds generally conform to its standards of conduct and belief. Research beginning in the sixties with the advent of the Law Enforcement Education Program and intensifying in the following decades have brought about innovations that have made policing what it is today. The profession itself has also changed significantly over the years with the experiments in team policing, community policing, and specifically in New York City, Compstat. Adding to these significant changes is the current state of the media. Media scrutiny of police conduct is at an unparalleled level, fueled by public distrust stemming from high profile police brutality cases as the Rodney King, Amadou Dialo, and Abner Louima cases. Indeed, information can be disseminated so quickly, as real time video coverage by the media adds a new dimension of pressure that police officers had not experienced before.

This study takes a subsample of Niederhoffer's original interviewees of the police cynicism study (police academy recruits) in order to compare cynicism scores and learn to which extent these population, procedural, and societal changes have affected the overall attitude of police recruits in the New York City Police Department.[9]

[9] Population changes in this context refer to the entrance of women and minorities in the police department since the time Niederhoffer conducted his original study on police cynicism. The importance of these changes cannot be underestimated as they constitute the most significant difference between Niederhoffer's recruit population and the recruit population of the current study.

# DESCRIPTION OF RESEARCH DESIGN AND METHODOLOGY

Arthur Niederhoffer's original study was carried out as his doctoral research in 1962, taking place within the New York City Police Department and Academy. This breakthrough research is especially significant because it was the first time that cynicism was studied in the police department. *Behind the Shield* was written as an adaptation of his dissertation on police cynicism, not published until 1967 due to the lack of interest in books on police sociology until then. This study is a replication of a crucial part of Niederhoffer's research, dealing with police recruits in the very initial stages of their experience as members of the police department. It was conducted using the same instrument used by Niederhoffer, in the same Police Academy, Police Department, as well as using the same methodology and analysis 43 years later. Because this study follows the original in so many respects, these results can be more easily compared to the original results collected by Niederhoffer. The primary, and most significant difference between the two studies is that this study measures the attitudes of a different generation (or population) of police recruits.

This project had as its goal to take a small subsection of the population, police academy recruits, which originally represented approximately 30% of Niederhoffer's original sample. The research was conducted at the Police Academy located in New York City at 235 East 20$^{th}$ Street, with the purpose of obtaining current data on cynicism from police recruits. This particular police academy was chosen due to both its accessibility and location. The proximity of the location minimized the costs involved in effecting this study and being the same department used in the original study, it allowed for a close comparison with Niederhoffer's results. While the results are intended to reflect the attitude of police academy recruits in large urban areas, the possibility that

New York City Police Department recruits may face conditions that are unique and cannot be generalized for the remainder of the country exists. NYPD recruits face conditions that are unique based on the diversity of the population, which according to the U.S. Census Bureau has a current size of 8,104,079.[10] The New York Police Department website currently notes that crime is at a historical low, having decreased from 1988 to 2003.[11] At the same time, New York City police academy recruits also find themselves preparing to launch their career in a city that is still deeply affected by the September 11th, 2001 attacks and by subsequent terror alerts.

This data is intended to be used to both reach a better understanding of the current state of police cynicism present in the police academy and compare the current data with the data from Niederhoffer's original study. The main question being pondered is not whether police academy recruits become cynical or how quickly they do so, but whether their attitudes have changed in the last forty-three years. In order to measure cynicism, Arthur Niederhoffer's original 20 item questionnaire from his 1967 study was used after being modified for gender neutrality. 150 questionnaires were distributed in five classes with an average size of 30 recruits per class. Of the 150 questionnaires, 148 were returned. The specific demographic variables included were racial/ethnic background, gender, marital status, and level of education. The five classes at the above-mentioned Police Academy were randomly selected and recruits were asked to complete 20-item survey. Participation in this study was voluntary and recruits were informed that no personal information was to be disclosed.

[10] http://www.census.gov/popest/counties/CO-EST2004-01.html

[11] http://www.nypd2.org/html/recruit/policeofficer.html

As with the original study, survey responses were assigned a numerical value ranging from 1 for a response A (representing the professional view of law enforcement, 3 for a response B (representing a neutral attitude), and 5 for a response C (indicating a cynical attitude). Each response was then recorded and added in order to obtain a total value for cynicism per respondent. Respondents with a score of 60 or higher were classified as cynics. While the instrument questions do not address every dimension of cynicism, they do cover the major dimensions that can be objectively measured and that are significant to policing. Through the questionnaire, recruits are able to express their opinions towards the police academy, arrests, the police hierarchy, the public, the media, and the judicial system.

Although this study is a close replica of Niederhoffer's original study, there is reason to expect the results to be significantly different. The admission of minorities, compulsory education, presence of Civilian Complaint Review Boards, and other innovations have changed the face of policing since the 1960s. However, despite all the changes that have occurred both in policing and in society in general, the basic values that were known then and are known now have largely remained the same. Among many others, the concept of the blue wall of silence, characterizing police officers as a very loyal group even in the face of misconduct still remains. Recruits, in order to overcome the anomie experienced in the police academy, make a concerted effort to adapt to the values and attitudes that are demonstrated by established police officers.

The hypotheses of the study are as follows:

1. The new results will be similar to those obtained in Niederhoffer's original study.
2. Within the current study population, women will have a higher rate of cynicism than men.

# RESULTS

## DISCUSSION OF RESULTS BY HYPOTHESES

The first finding of this study disproves the initial hypothesis that the new results would be similar to those obtained in Niederhoffer's original study. This hypothesis was based on the police culture's general tendency to resist change, and on previous studies done in other police departments that found similar results. While the mean cynicism score among recruits was of 60.27 in 1962, the score found in police academy recruits in 2005 was of 44.48. Under Niederhoffer's original classification, this score indicates that recruits are not yet cynical. One important consideration is that Niederhoffer believed that in the case of police academy recruits, even if they are classified as cynics, these levels did not constitute true cynicism. Instead, it constituted a form of cynicism called "pseudo-cynicism."[12] Pseudo-cynicism is believed to be attitude adopted by police recruits in order to conform into what they perceive to be the police culture and gain acceptance from fellow police officers. Their idealism remains strong at this point of their careers, as they have only been exposed to the police academy instructors, who traditionally have the professional perspective of policing, and not yet to its harsh realities. The absence of pseudo-cynicism in the current findings may be indicative of an overall change in the New York City Police Department, since the psychological tendency of the recruit to adapt to the organizational culture is not likely to have changed. One explanation may be that the September 11th attacks increased the public's respect towards police officers, who in turn became less cynical as a response to their new perceived role of a hero rather than oppressor.

[12] Niederhoffer, Arthur, *Behind the Shield: The Police in Urban Society*, (Garden City, N.Y.: Anchor Books, 1969), p. 104.

The second hypothesis proposed that women would have a higher rate of cynicism than men. The gender specific results cannot be compared to Niederhoffer's original study, as there were no women in the police department at the time. However, they can be compared among genders in the current study. If the second hypothesis is proven true, the higher cynicism rate would be indicative of women adapting their attitudes in order to become accepted into the police culture. The findings, however, show that both genders had similar results for the vast majority of questions in the 20-item instrument. This result is consistent with the findings in the first hypothesis, showing that cynicism is no longer prevalent among police academy recruits. It important to note that these findings do not rule out the theory that women have had to conform to the beliefs of the majority in order to gain acceptance into the police culture, since their attitudes are congruent with the attitudes of the majority.

## DISCUSSION OF RESULTS BY QUESTIONNAIRE ITEM

Item 1 shows that the overwhelming majority of recruits held an overall positive attitude toward arrests, an essential function in law enforcement, believing that both the average arrest and the ideal (best) arrest is a result of a police officer's dedication to the his/her duty. Since the recruits have not yet had real exposure to an arrest, this attitude can be attributed to the idealism/professionalism inspired by the police academy instructors.

According to Niederhoffer's *Behind the Shield*, in the fifteen years immediately prior to the study, "ninety five per cent had no college training."[13] Because at the time the original study was conducted a college degree was not required for appointment into the police department, Item 5

[13] Niederhoffer, Arthur, *Behind the Shield: The Police in Urban Society*, (Garden City, N.Y.: Anchor Books, 1969), p. 39.

was intended to gauge the attitude of the recruits toward a police department with a stronger ideal of professionalization. The significance of Item 5 changed in the current study, as the police academy requires a two years of college. This item is now intended to measure the attitude of the recruits towards the new requirement.

As with Items 3 and 4, when responding to Item 6 the police recruits have not yet had the opportunity to familiarize themselves with the subject of the question. In this case, they are not familiar with the department from the inside, and their answers are based on the image projected by the police academy instructors and/or beliefs based on prior experience, background, or cultural standard.

Item 7 measured the attitude of the recruits towards their current experience in the police academy. A high number of recruits participating in the study expressed the belief that once they are working in the police department, they expect to have to be retrained in order to perform their duty properly, or that the training received in the academy cannot overcome the contradictions between theory and practice.

Perhaps two of the most important questions when specifically directed towards the police recruits are Items 17 and 18, both of which measure the police recruits' attitude towards the public. The importance of these two items is based on the high likelihood that the recruits' attitude towards the public will influence they way in which they carry out their law enforcement duties. According to item 17, a comparable amount had a favorable attitude towards the public, believing them to be

generally cooperative with law enforcement, and a mildly negative attitude towards the public, believing that while they would cooperate with law enforcement, they would usually only do so if forced.

Item 19 on the questionnaire received an especially high score on the cynicism scale, as the vast majority of respondents expressed the belief that newspapers in general, when reporting the news, "seem to enjoy giving an unfavorable slant to news concerning the police, and prominently play up police misdeeds rather than virtues." However, this distrust toward the media did not have a strong effect of the recruits' attitudes toward the public.

While this study has yielded interesting findings, its heuristic value carries the most significance. A comparison in data collected prior to the September 11, 2001 attacks in New York City could tell us whether the reduction in cynicism is due to differences in public perception brought on by the attacks as discussed. Another valuable research would involve a comparison of data on police academy instructors in Niederhoffer's time (if available) and in 2005. If their demographic data and/or attitudes have changed significantly, it may present the possibility that their influence has reduced cynicism among police academy recruits.

# FIGURES

## OVERALL RESULTS

The following graphs are based on responses to Niederhoffer's 20-item questionnaire as administered to New York City police recruits in February of 2005, with no breakdown by special demographic variable. As with the original study population, the recruits showed a mild to moderate level of cynicism.

**Figure 1**

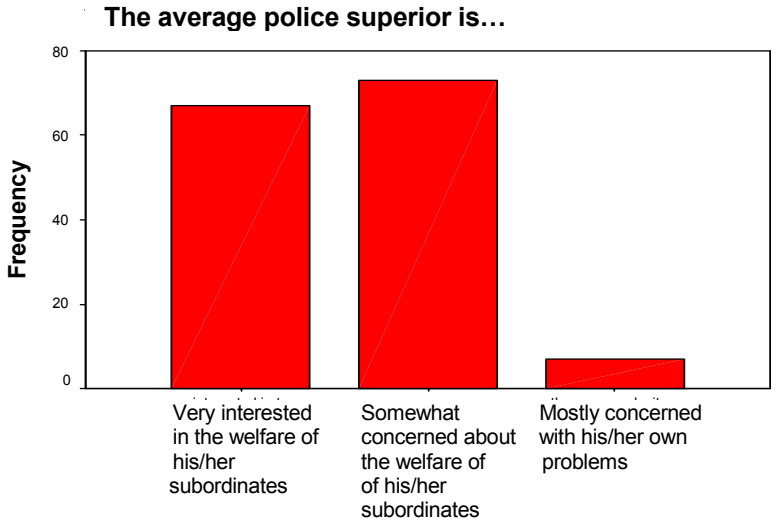



**Figure 2**

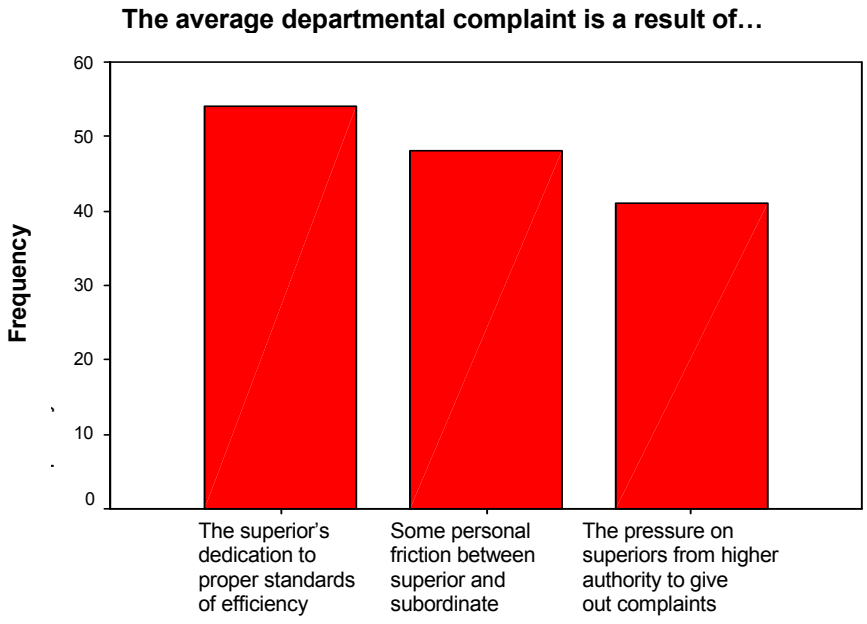
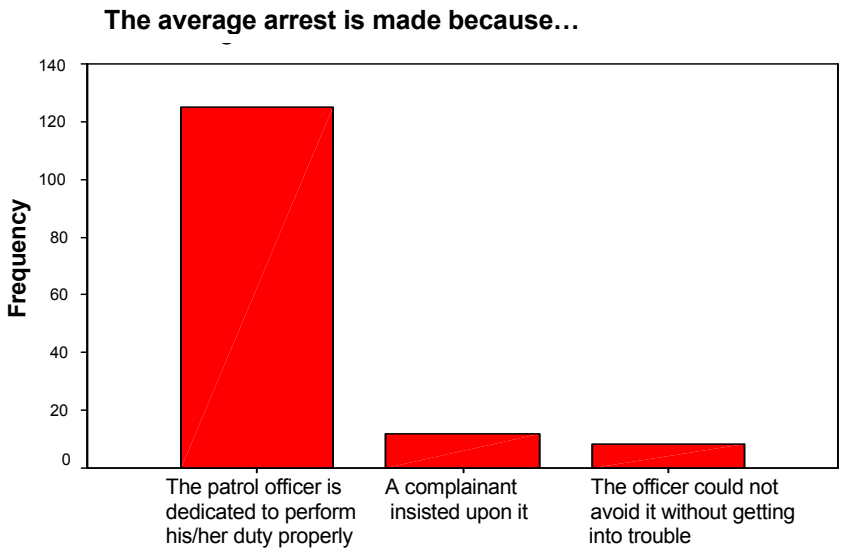


**Figure 3**

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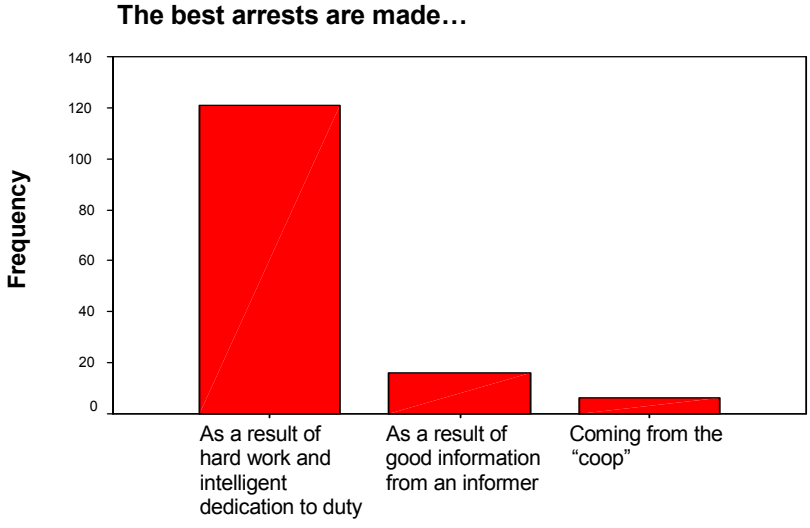

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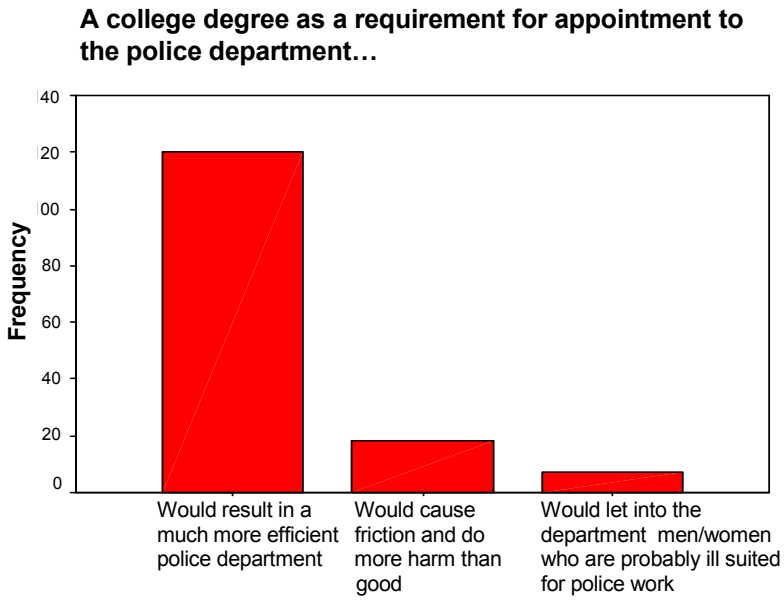


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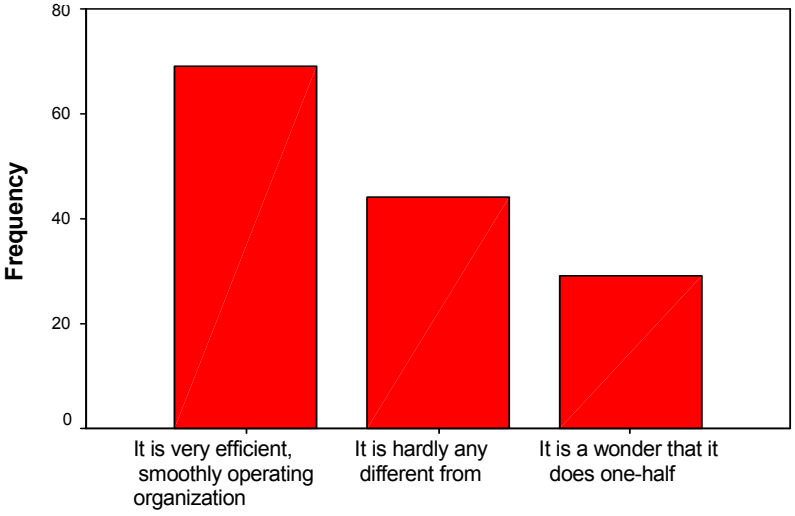

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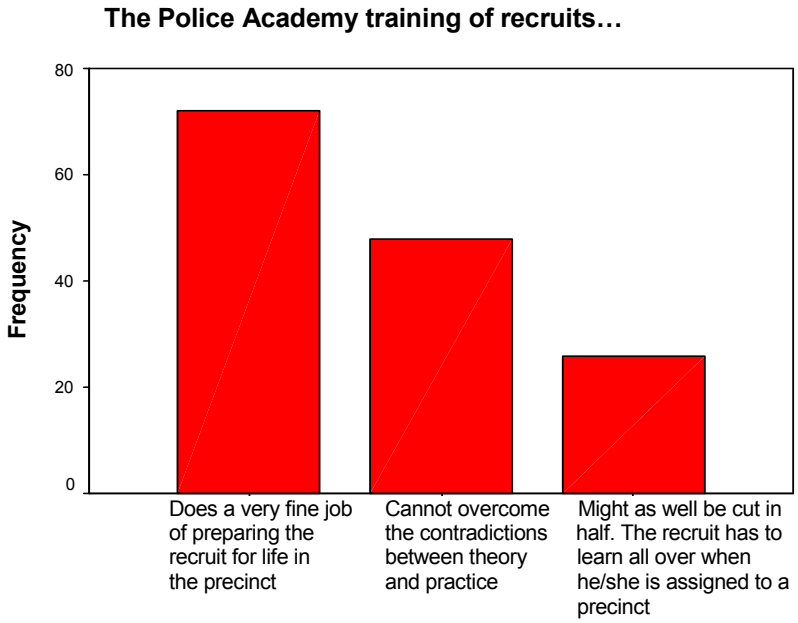


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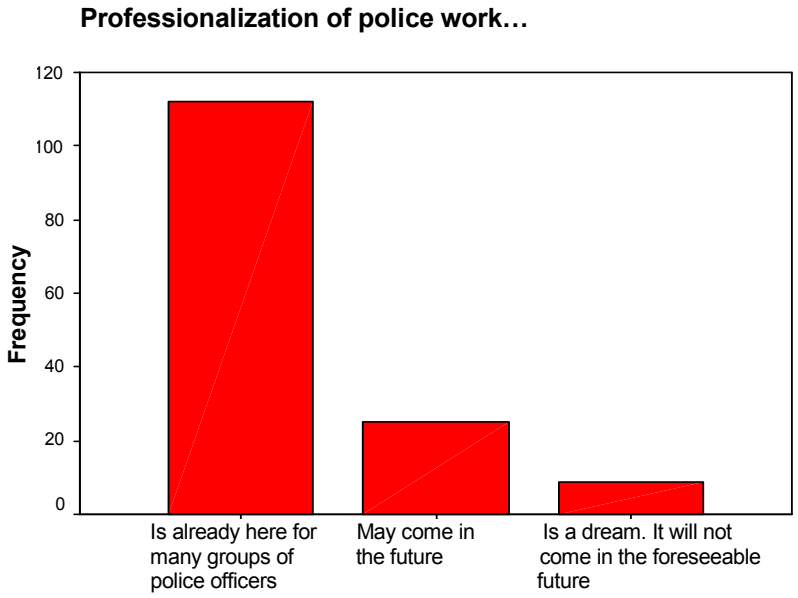

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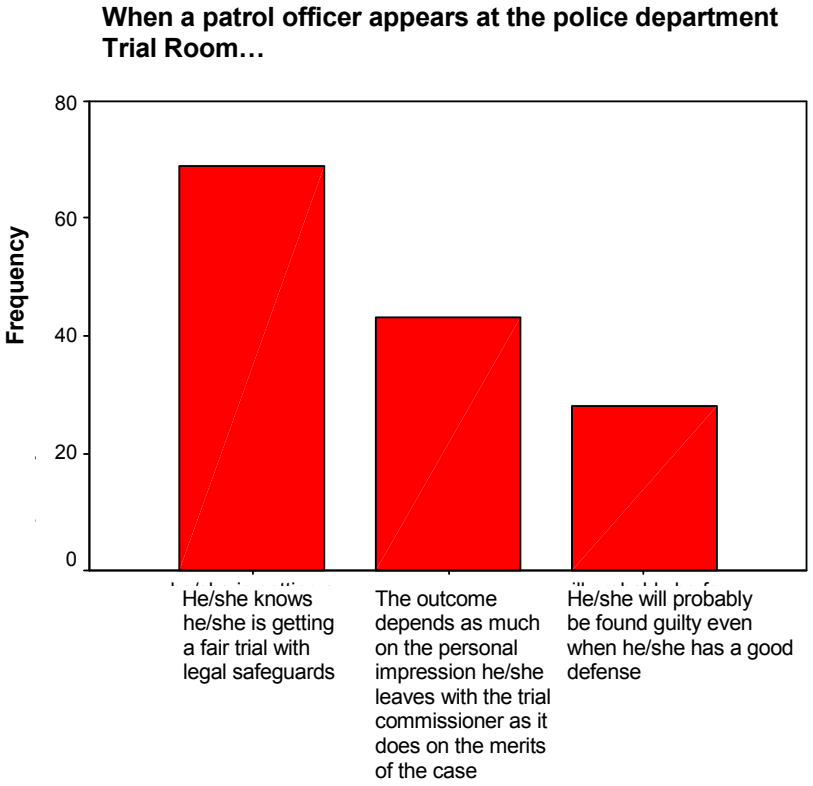


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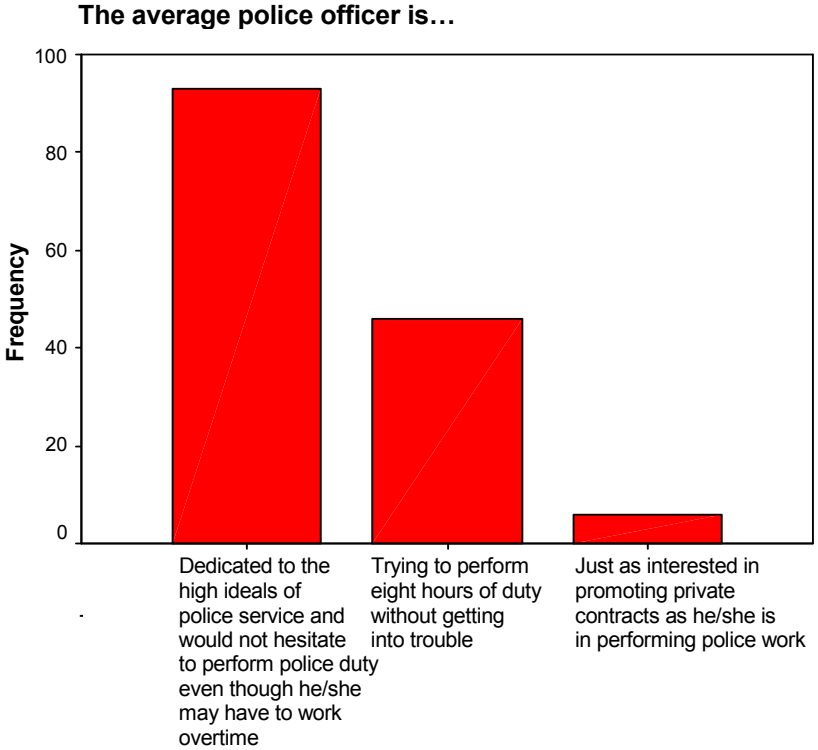

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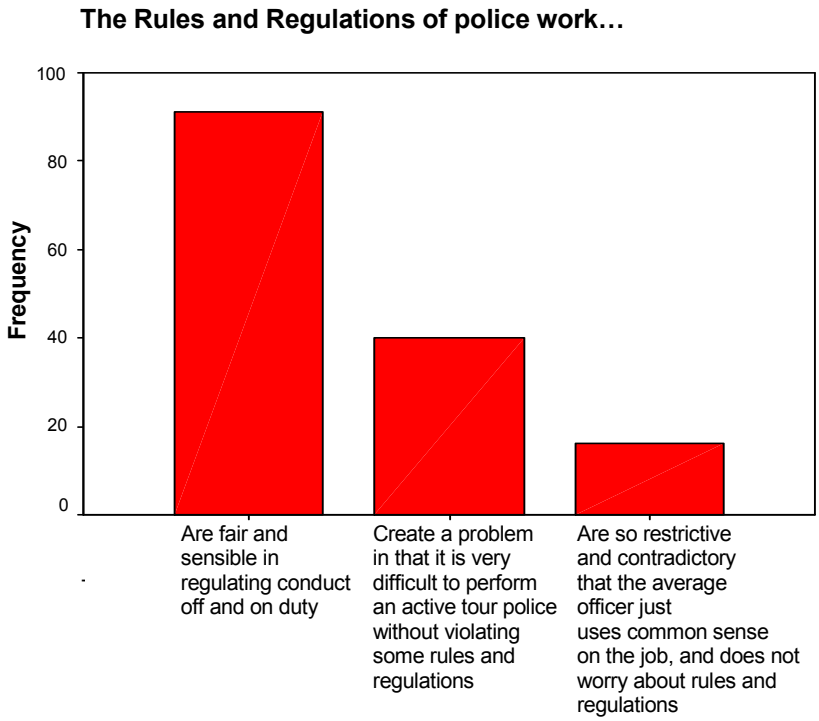


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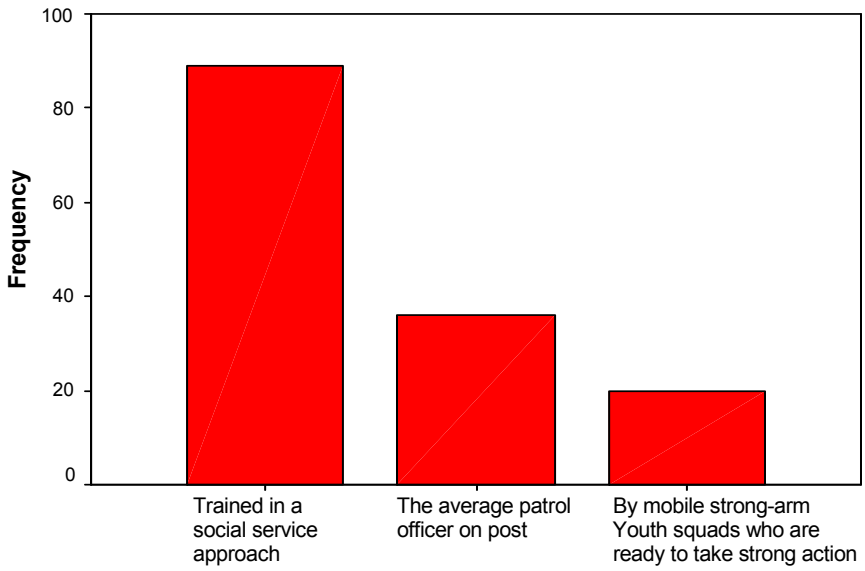

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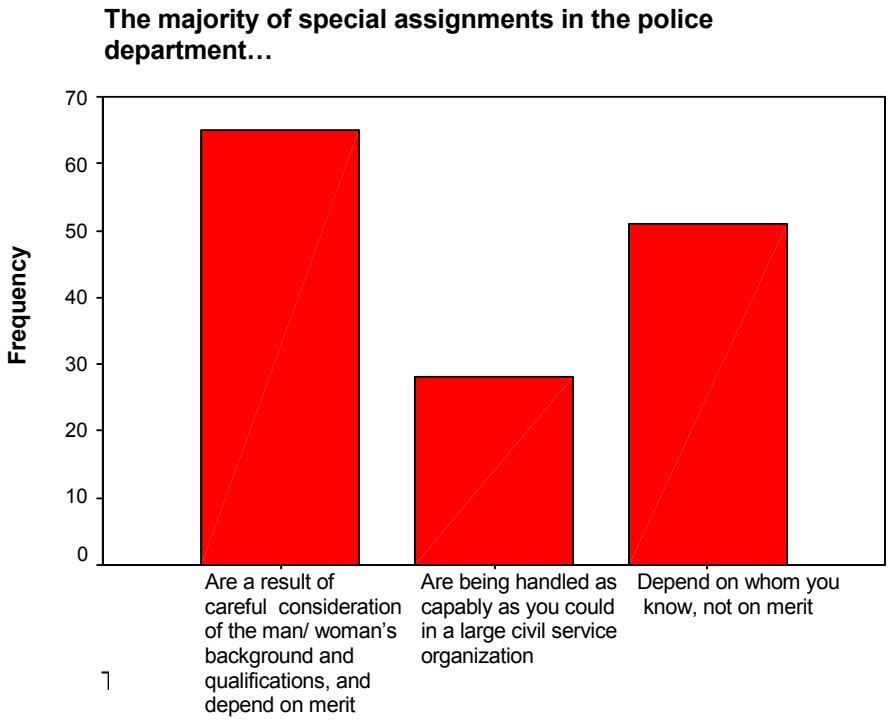
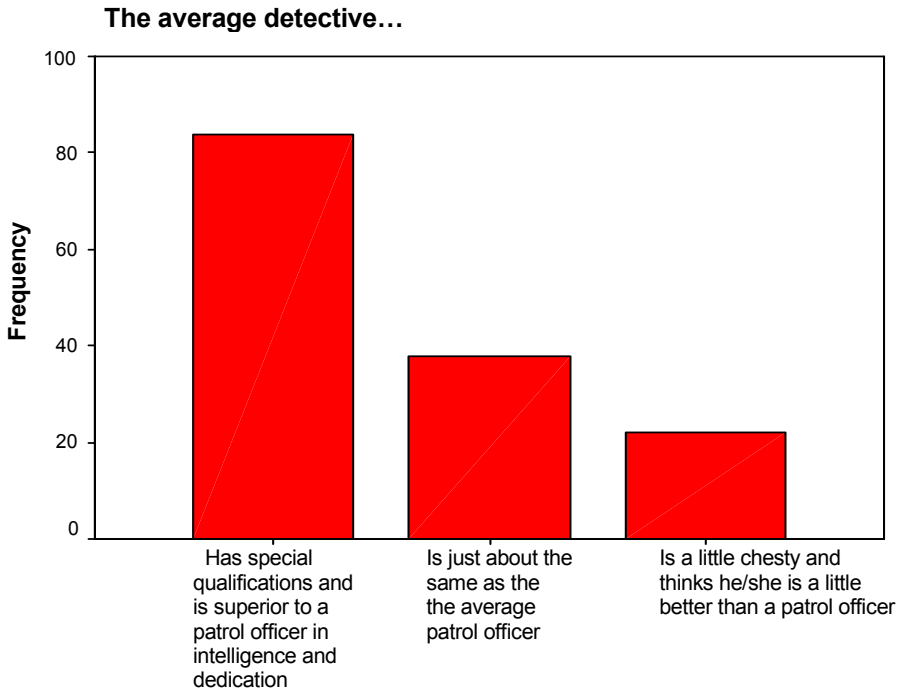



**Figure 14**



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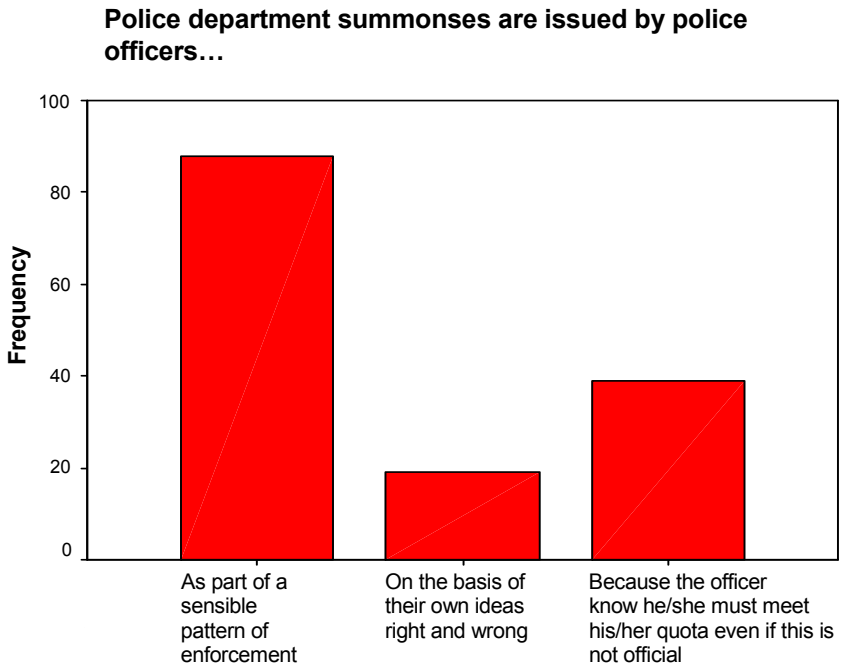


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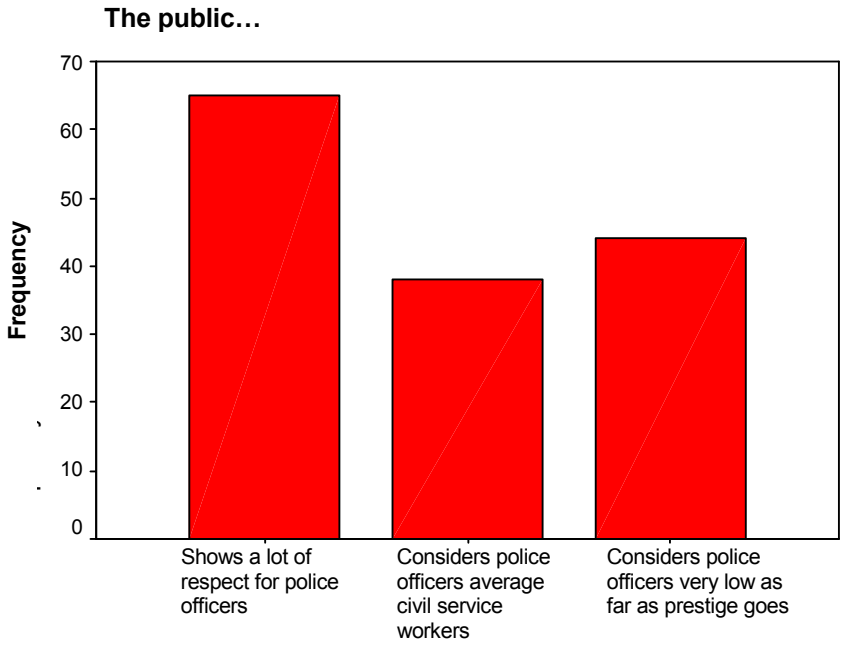
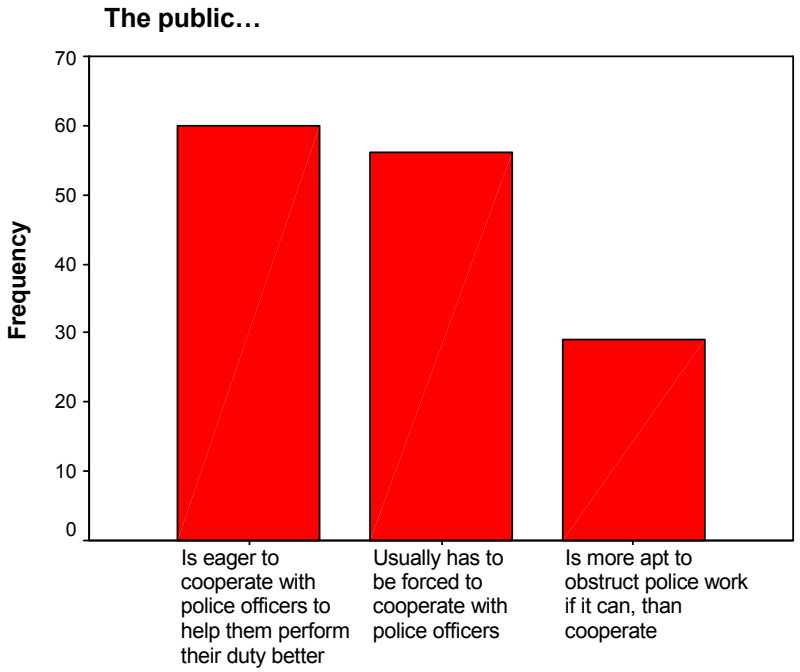


**Figure 17**

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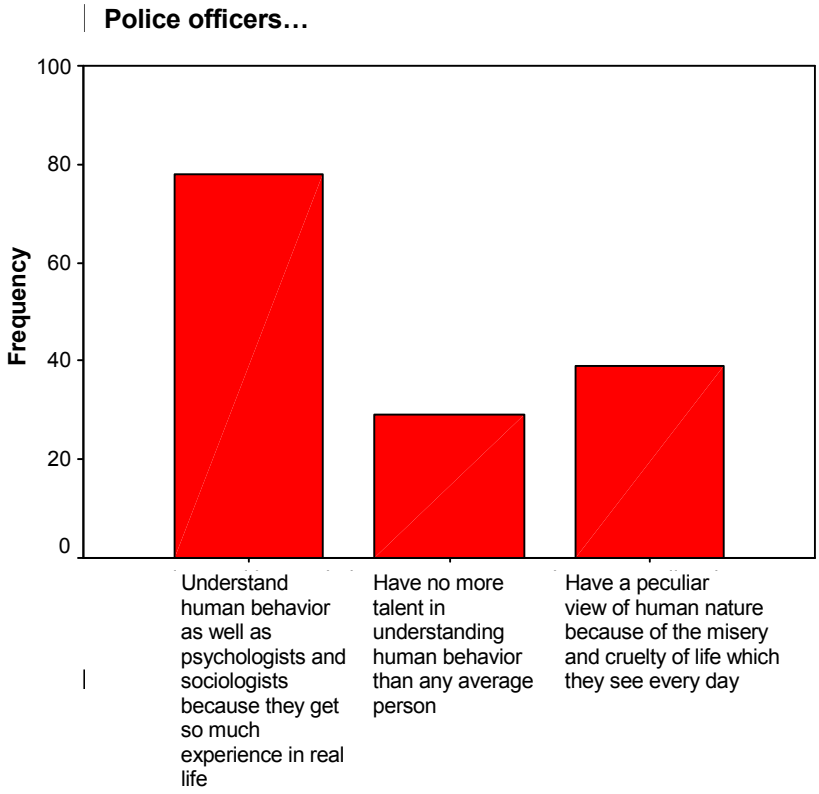
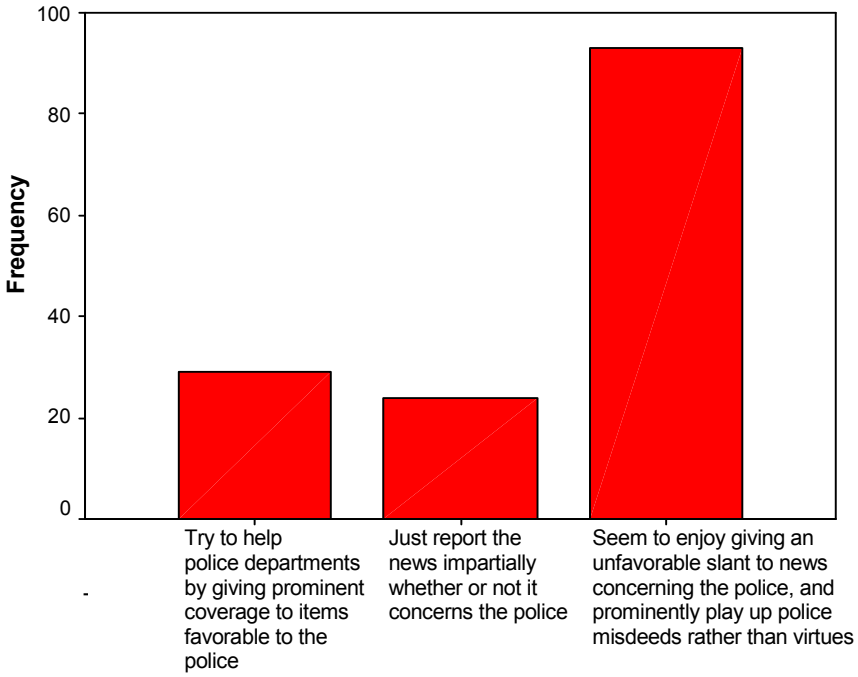


## Figure 19

- **The newspapers in general…**




## Figure 20

**Testifying in court…**

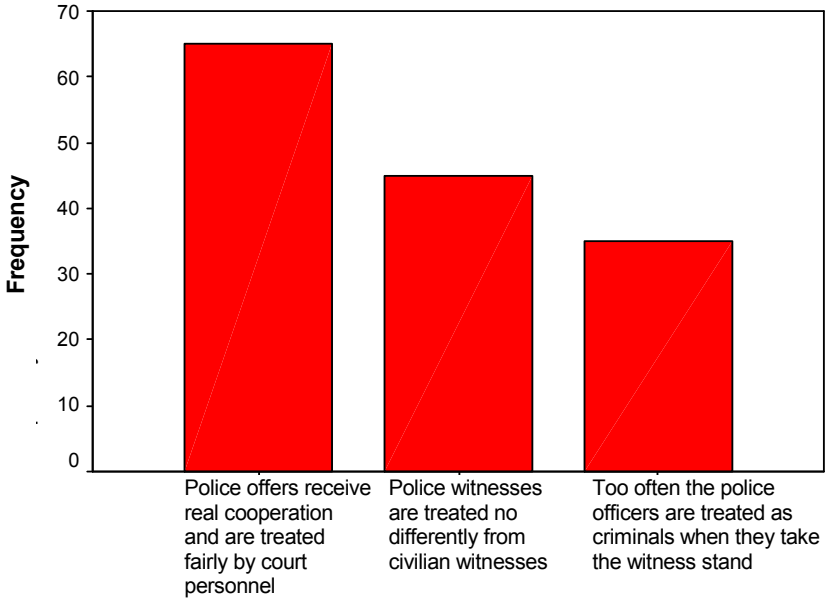


**Figure 21**

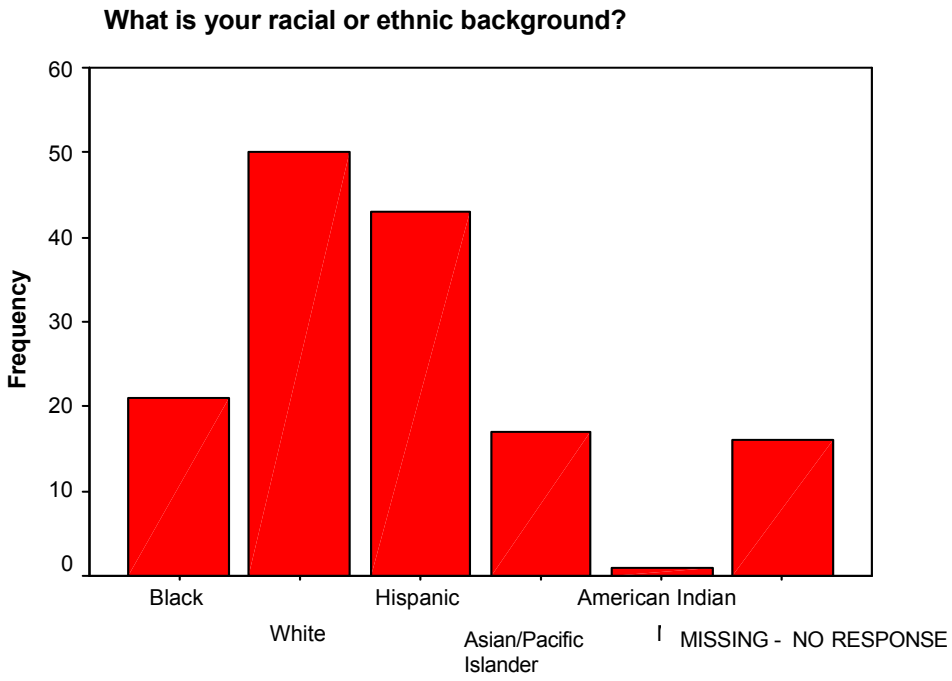



**Figure 22**

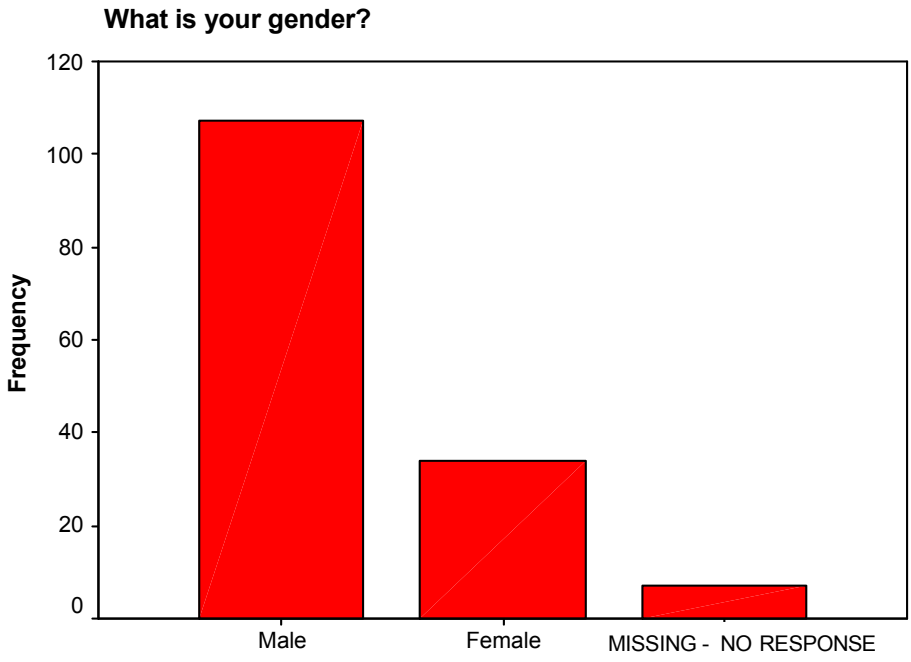


**Figure 23**

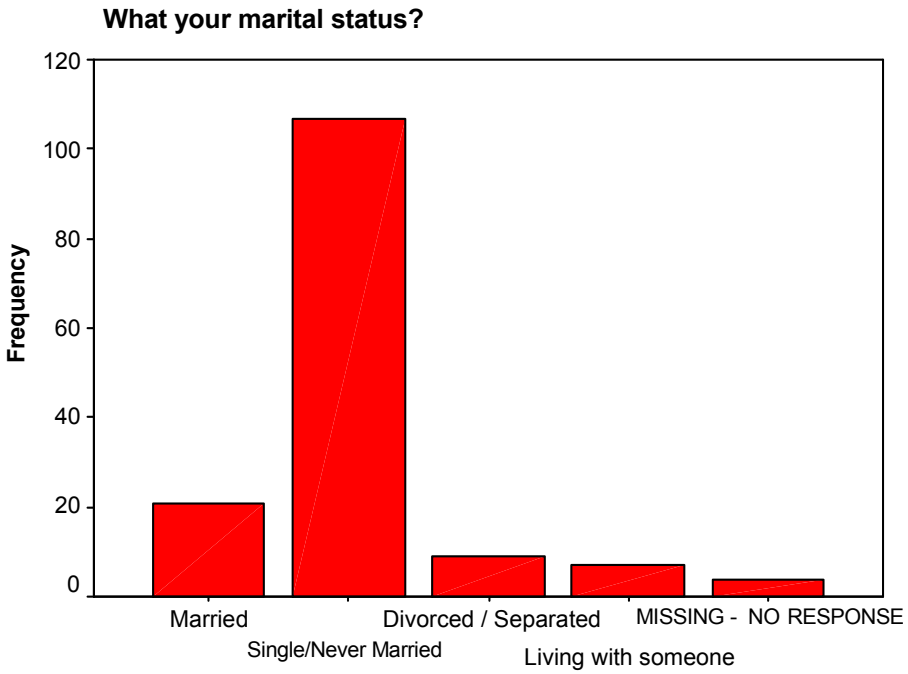
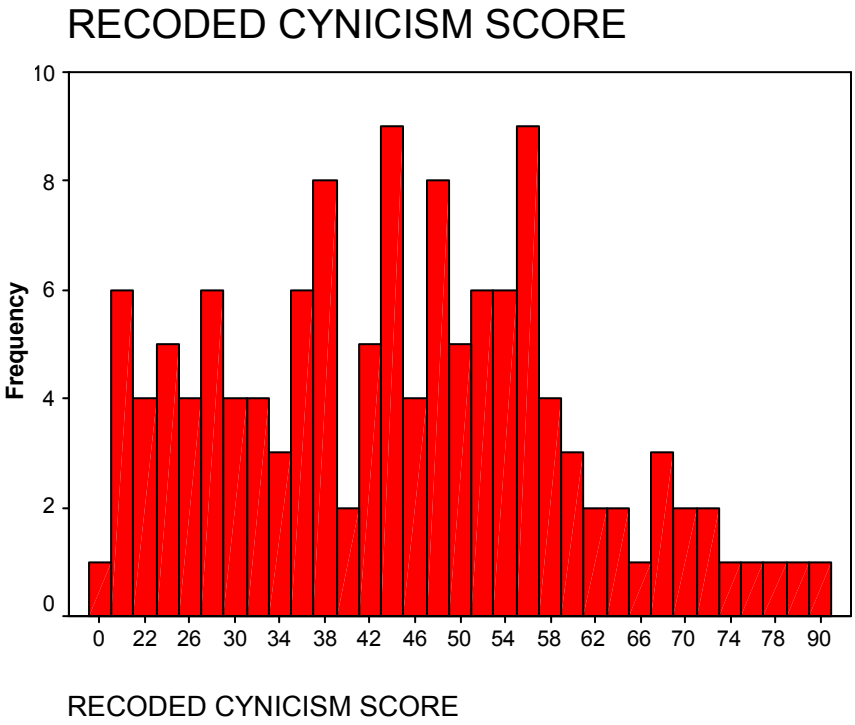



**Figure 24**



# FREQUENCY TABLES -FEMALE RECRUITS ONLY

Since Niederhoffer's original study did not include women, this section of the population now carries special significance. When analyzing the responses of this specific population as compared to the total study population, they were found to be overwhelmingly similar, with the exception of item 9, which measures the attitude of the recruits towards the police department's justice system.

**The average police superior is:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very interested in the welfare of his/her subordinates | 14 | 41.2 | 41.2 | 41.2 |
| | Somewhat concerned about the welfare of his/her subordinates | 19 | 55.9 | 55.9 | 97.1 |
| | Mostly concerned with his/her own problems | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The average departmental complaint is the result of:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | The superior's dedication to proper standards of efficiency | 13 | 38.2 | 40.6 | 40.6 |
| | Some personal friction between superior and subordinate | 12 | 35.3 | 37.5 | 78.1 |
| | The pressure on superiors from higher authority to give out complaints | 7 | 20.6 | 21.9 | 100.0 |
| | Total | 32 | 94.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 5.9 | | |
| Total | | 34 | 100.0 | | |

**The average arrest is made because:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | The patrol officer is dedicated to perform his/her duty properly | 31 | 91.2 | 91.2 | 91.2 |
| | A complainant insisted upon it | 0 | 0 | 0 | 0 |
| | The officer could not avoid it without getting into trouble | 3 | 8.8 | 8.8 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The best arrests are made:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | As a result of hard work and intelligent dedication to duty | 30 | 88.2 | 90.9 | 90.9 |
| | As a result of good information from an informer | 1 | 2.9 | 3.0 | 93.9 |
| | Coming from the "coop" [as a result of luck] | 2 | 5.9 | 6.1 | 100.0 |
| | Total | 33 | 97.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | 2.9 | | |
| Total | | 34 | 100.0 | | |

**A college degree as a requirement for appointment to the police department:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Would result in a much more efficient police department | 30 | 88.2 | 93.8 | 93.8 |
| | Would cause friction and possibly do more harm than good | 2 | 5.9 | 6.3 | 100.0 |
| | Would let into the department men/women who are probably ill suited for police work | 0 | 0 | 0 | 0 |
| | Total | 32 | 94.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 5.9 | | |
| Total | | 34 | 100.0 | | |

**When you get to know the police department from the inside, you begin to feel that:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | It is a very efficient, smoothly operating organization | 16 | 47.1 | 50.0 | 50.0 |
| | It is hardly any different from other civil service organizations | 10 | 29.4 | 31.3 | 81.3 |
| | It is a wonder it does one-half as well as it does | 6 | 17.6 | 18.8 | 100.0 |
| | Total | 32 | 94.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 5.9 | | |
| Total | | 34 | 100.0 | | |

**The Police Academy training of recruits:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Does a very fine job of preparing the recruit for life in the precinct | 16 | 47.1 | 47.1 | 47.1 |
| | Cannot overcome the contradictions between theory and practice | 11 | 32.4 | 32.4 | 79.4 |
| | Might as well be cut in half. The recruit has to learn all over when he/she is assigned to a precinct | 7 | 20.6 | 20.6 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**Professionalization of police work:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Is already here for many groups of police officers | 28 | 82.4 | 84.8 | 84.8 |
| | May come in the future | 4 | 11.8 | 12.1 | 97.0 |
| | Is a dream. It will not come here in the foreseeable future | 1 | 2.9 | 3.0 | 100.0 |
| | Total | 33 | 97.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | 2.9 | | |
| Total | | 34 | 100.0 | | |

**When a patrol officer appears at the police department Trial Room:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | He/she knows that he/she is getting a fair and impartial trial with legal safeguards | 17 | 50.0 | 51.5 | 51.5 |
| | The outcome depends as much on the personal impression he/she leaves with the trial commissioner as it does on the merits of the case | 10 | 29.4 | 30.3 | 81.8 |
| | He/she will probably be found guilty even when he/she has a good defense | 6 | 17.6 | 18.2 | 100.0 |
| | Total | 33 | 97.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | 2.9 | | |
| Total | | 34 | 100.0 | | |

**The average police officer is:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Dedicated to high ideals of police service and would not hesitate to perform police duty even though he/she may have to work overtime | 21 | 61.8 | 63.6 | 63.6 |
| | Trying to perform eight hours of duty without getting in trouble | 12 | 35.3 | 36.4 | 100.0 |
| | Just as interested in promoting private contracts as he/she is in performing police work | 0 | 0 | 0 | 0 |
| | Total | 33 | 97.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | 2.9 | | |
| Total | | 34 | 100.0 | | |

**The Rules and Regulations of police work:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Are fair and sensible in regulating conduct off and on duty | 25 | 73.5 | 73.5 | 73.5 |
| | Create a problem in that it is very difficult to perform an active tour without violating some rules and regulations | 7 | 20.6 | 20.6 | 94.1 |
| | Are so restrictive and contradictory that the average police officer just uses common sense on the job, and does not worry about rules and regulations | 2 | 5.9 | 5.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The youth problem is best handled by police who are:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Trained in a social service approach | 24 | 70.6 | 70.6 | 70.6 |
| | The average patrol officer on post | 7 | 20.6 | 20.6 | 91.2 |
| | By mobile strong-arm Youth squads who are ready to take strong action | 3 | 8.8 | 8.8 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The majority of special assignments in the police department:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Are a result of careful consideration of the man/woman's background and qualifications, and depend on merit | 16 | 47.1 | 47.1 | 47.1 |
| | Are handled as capably as you could expect in a large civil service organization | 4 | 11.8 | 11.8 | 58.8 |
| | Depend on whom you know, not on merit | 14 | 41.2 | 41.2 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The average detective:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Has special qualifications and is superior to a patrol officer in intelligence and dedication to duty. | 18 | 52.9 | 54.5 | 54.5 |
| | Is just about the same as the average patrol officer | 9 | 26.5 | 27.3 | 81.8 |
| | Is a little chesty and thinks he/she is a little better than a patrol officer | 6 | 17.6 | 18.2 | 100.0 |
| | Total | 33 | 97.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | 2.9 | | |
| Total | | 34 | 100.0 | | |

**Police department summonses are issued by police officers:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | As part of a sensible pattern of enforcement | 18 | 52.9 | 52.9 | 52.9 |
| | On the basis of their own ideas of right and wrong driving | 7 | 20.6 | 20.6 | 73.5 |
| | Because the officer knows he/she must meet a quota even if it's not official | 9 | 26.5 | 26.5 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The public:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Shows a lot of respect for police officers | 12 | 35.3 | 35.3 | 35.3 |
| | Considers police officers average civil service workers | 13 | 38.2 | 38.2 | 73.5 |
| | Considers police officers very low as far as prestige goes | 9 | 26.5 | 26.5 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The public:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Is eager to cooperate with police officers to help them perform their duty better | 14 | 41.2 | 41.2 | 41.2 |
| | Usually has to be forced to cooperate with police officers | 11 | 32.4 | 32.4 | 73.5 |
| | Is more apt to obstruct police work if it can, than cooperate | 9 | 26.5 | 26.5 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**Police officers:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Understand human behavior as well as psychologists and sociologists because they get so much experience in real life | 18 | 52.9 | 52.9 | 52.9 |
| | Have no more talent in understanding human behavior than any average person | 8 | 23.5 | 23.5 | 76.5 |
| | Have a peculiar view of human nature because of the misery and cruelty of life which they see every day | 8 | 23.5 | 23.5 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**The newspapers in general:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Try to help police departments by giving prominent coverage to items favorable to the police | 5 | 14.7 | 14.7 | 14.7 |
| | Just report the news impartially whether or not it concerns the police | 11 | 32.4 | 32.4 | 47.1 |
| | Seem to enjoy giving an unfavorable slant to news concerning the police, and prominently play up police misdeeds rather than virtues | 18 | 52.9 | 52.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**Testifying in court:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Police officers receive real cooperation and are treated fairly by court personnel | 12 | 35.3 | 35.3 | 35.3 |
| | Police witnesses are treated no differently from civilian witnesses | 13 | 38.2 | 38.2 | 73.5 |
| | Too often the police officers are treated as criminals when they take the witness stand | 9 | 26.5 | 26.5 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**What is your racial or ethnic background?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Black | 4 | 11.8 | 11.8 | 11.8 |
| | White | 3 | 8.8 | 8.8 | 20.6 |
| | Hispanic | 17 | 50.0 | 50.0 | 70.6 |
| | Asian / Pacific Islander | 2 | 5.9 | 5.9 | 76.5 |
| | American Indian | 1 | 2.9 | 2.9 | 79.4 |
| | MISSING - NO RESPONSE | 7 | 20.6 | 20.6 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**What is your gender?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Female | 34 | 100.0 | 100.0 | 100.0 |

**What is your marital status?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Married | 6 | 17.6 | 17.6 | 17.6 |
| | Single / Never Married | 21 | 61.8 | 61.8 | 79.4 |
| | Divorced / Separated | 5 | 14.7 | 14.7 | 94.1 |
| | Living with someone | 2 | 5.9 | 5.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**What is your level of education?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | High School / GED | 3 | 8.8 | 8.8 | 8.8 |
| | Some College - No Degree | 9 | 26.5 | 26.5 | 35.3 |
| | Associates Degree or Equivalent | 8 | 23.5 | 23.5 | 58.8 |
| | Bachelors Degree | 12 | 35.3 | 35.3 | 94.1 |
| | Masters Degree | 1 | 2.9 | 2.9 | 97.1 |
| | Degree Beyond Masters - e.g., JD or PhD | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

**RECODED CYNICISM SCORE**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 20 | 1 | 2.9 | 3.7 | 3.7 |
| | 22 | 2 | 5.9 | 7.4 | 11.1 |
| | 24 | 1 | 2.9 | 3.7 | 14.8 |
| | 26 | 1 | 2.9 | 3.7 | 18.5 |
| | 28 | 3 | 8.8 | 11.1 | 29.6 |
| | 30 | 2 | 5.9 | 7.4 | 37.0 |
| | 32 | 1 | 2.9 | 3.7 | 40.7 |
| | 38 | 1 | 2.9 | 3.7 | 44.4 |
| | 40 | 1 | 2.9 | 3.7 | 48.1 |
| | 42 | 2 | 5.9 | 7.4 | 55.6 |
| | 44 | 1 | 2.9 | 3.7 | 59.3 |
| | 48 | 1 | 2.9 | 3.7 | 63.0 |
| | 50 | 1 | 2.9 | 3.7 | 66.7 |
| | 54 | 3 | 8.8 | 11.1 | 77.8 |
| | 56 | 1 | 2.9 | 3.7 | 81.5 |
| | 58 | 1 | 2.9 | 3.7 | 85.2 |
| | 64 | 1 | 2.9 | 3.7 | 88.9 |
| | 68 | 1 | 2.9 | 3.7 | 92.6 |
| | 70 | 1 | 2.9 | 3.7 | 96.3 |
| | 90 | 1 | 2.9 | 3.7 | 100.0 |
| | Total | 27 | 79.4 | 100.0 | |
| Missing | System | 7 | 20.6 | | |
| Total | | 34 | 100.0 | | |

# FREQUENCY TABLES -MALE RECRUITS ONLY

**The average police superior is:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very interested in the welfare of his/her subordinates | 51 | 47.7 | 47.7 | 47.7 |
| | Somewhat concerned about the welfare of his/her subordinates | 51 | 47.7 | 47.7 | 95.3 |
| | Mostly concerned with his/her own problems | 5 | 4.7 | 4.7 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The average departmental complaint is the result of:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | The superior's dedication to proper standards of efficiency | 39 | 36.4 | 37.1 | 37.1 |
| | Some personal friction between superior and subordinate | 34 | 31.8 | 32.4 | 69.5 |
| | The pressure on superiors from higher authority to give out complaints | 32 | 29.9 | 30.5 | 100.0 |
| | Total | 105 | 98.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 1.9 | | |
| Total | | 107 | 100.0 | | |

**The average arrest is made because:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | The patrol officer is dedicated to perform his/her duty properly | 90 | 84.1 | 84.1 | 84.1 |
| | A complainant insisted upon it | 12 | 11.2 | 11.2 | 95.3 |
| | The officer could not avoid it without getting into trouble | 5 | 4.7 | 4.7 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The best arrests are made:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | As a result of hard work and intelligent dedication to duty | 86 | 80.4 | 81.9 | 81.9 |
| | As a result of good information from an informer | 15 | 14.0 | 14.3 | 96.2 |
| | Coming from the "coop" [as a result of luck] | 4 | 3.7 | 3.8 | 100.0 |
| | Total | 105 | 98.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 1.9 | | |
| Total | | 107 | 100.0 | | |

**A college degree as a requirement for appointment to the police department:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Would result in a much more efficient police department | 84 | 78.5 | 78.5 | 78.5 |
| | Would cause friction and possibly do more harm than good | 16 | 15.0 | 15.0 | 93.5 |
| | Would let into the department men/women who are probably ill suited for police work | 7 | 6.5 | 6.5 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**When you get to know the police department from the inside, you begin to feel that:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | It is a very efficient, smoothly operating organization | 51 | 47.7 | 48.6 | 48.6 |
| | It is hardly any different from other civil service organizations | 32 | 29.9 | 30.5 | 79.0 |
| | It is a wonder it does one-half as well as it does | 22 | 20.6 | 21.0 | 100.0 |
| | Total | 105 | 98.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 1.9 | | |
| Total | | 107 | 100.0 | | |

**Police Academy training of recruits:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Does a very fine job of preparing the recruit for life in the precinct | 55 | 51.4 | 51.4 | 51.4 |
| | Cannot overcome the contradictions between theory and practice | 33 | 30.8 | 30.8 | 82.2 |
| | Might as well be cut in half. The recruit has to learn all over when he/she is assigned to a precinct | 19 | 17.8 | 17.8 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**Professionalization of police work:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Is already here for many groups of police officers | 78 | 72.9 | 72.9 | 72.9 |
| | May come in the future | 21 | 19.6 | 19.6 | 92.5 |
| | Is a dream. It will not come here in the foreseeable future | 8 | 7.5 | 7.5 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**When a patrol officer appears at the police department Trial Room:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | He/she knows that he/she is getting a fair and impartial trial with legal safeguards | 51 | 47.7 | 49.5 | 49.5 |
| | The outcome depends as much on the personal impression he/she leaves with the trial commissioner as it does on the merits of the case | 31 | 29.0 | 30.1 | 79.6 |
| | He/she will probably be found guilty even when he/she has a good defense | 21 | 19.6 | 20.4 | 100.0 |
| | Total | 103 | 96.3 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 4 | 3.7 | | |
| Total | | 107 | 100.0 | | |

**The average police officer is:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Dedicated to high ideals of police service and would not hesitate to perform police duty even though he/she may have to work overtime | 68 | 63.6 | 63.6 | 63.6 |
| | Trying to perform eight hours of duty without getting in trouble | 33 | 30.8 | 30.8 | 94.4 |
| | Just as interested in promoting private contracts as he/she is in performing police work | 6 | 5.6 | 5.6 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The Rules and Regulations of police work:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Are fair and sensible in regulating conduct off and on duty | 61 | 57.0 | 57.0 | 57.0 |
| | Create a problem in that it is very difficult to perform an active tour without violating some rules and regulations | 32 | 29.9 | 29.9 | 86.9 |
| | Are so restrictive and contradictory that the average police officer just uses common sense on the job, and does not worry about rules and regulations | 14 | 13.1 | 13.1 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The youth problem is best handled by police who are:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Trained in a social service approach | 62 | 57.9 | 58.5 | 58.5 |
| | The average patrol officer on post | 27 | 25.2 | 25.5 | 84.0 |
| | By mobile strong-arm Youth squads who are ready to take strong action | 17 | 15.9 | 16.0 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**The majority of special assignments in the police department:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Are a result of careful consideration of the man/woman's background and qualifications, and depend on merit | 48 | 44.9 | 45.3 | 45.3 |
| | Are handled as capably as you could expect in a large civil service organization | 21 | 19.6 | 19.8 | 65.1 |
| | Depend on whom you know, not on merit | 37 | 34.6 | 34.9 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**The average detective:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Has special qualifications and is superior to a patrol officer in intelligence and dedication to duty. | 64 | 59.8 | 59.8 | 59.8 |
| | Is just about the same as the average patrol officer | 27 | 25.2 | 25.2 | 85.0 |
| | Is a little chesty and thinks he/she is a little better than a patrol officer | 16 | 15.0 | 15.0 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**Police department summonses are issued by police officers:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | As part of a sensible pattern of enforcement | 67 | 62.6 | 62.6 | 62.6 |
| | On the basis of their own ideas of right and wrong driving | 12 | 11.2 | 11.2 | 73.8 |
| | Because the officer knows he/she must meet a quota even if it's not official | 28 | 26.2 | 26.2 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The public:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Shows a lot of respect for police officers | 49 | 45.8 | 45.8 | 45.8 |
| | Considers police officers average civil service workers | 25 | 23.4 | 23.4 | 69.2 |
| | Considers police officers very low as far as prestige goes | 33 | 30.8 | 30.8 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**The public:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Is eager to cooperate with police officers to help them perform their duty better | 44 | 41.1 | 41.9 | 41.9 |
| | Usually has to be forced to cooperate with police officers | 43 | 40.2 | 41.0 | 82.9 |
| | Is more apt to obstruct police work if it can, than cooperate | 18 | 16.8 | 17.1 | 100.0 |
| | Total | 105 | 98.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 2 | 1.9 | | |
| Total | | 107 | 100.0 | | |

**Police officers:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Understand human behavior as well as psychologists and sociologists because they get so much experience in real life | 58 | 54.2 | 54.7 | 54.7 |
| | Have no more talent in understanding human behavior than any average person | 20 | 18.7 | 18.9 | 73.6 |
| | Have a peculiar view of human nature because of the misery and cruelty of life which they see every day | 28 | 26.2 | 26.4 | 100.0 |
| | Understand human behavior as well as psychologists and sociologists because they get so much experience in real life | 106 | 99.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**The newspapers in general:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Try to help police departments by giving prominent coverage to items favorable to the police | 23 | 21.5 | 21.7 | 21.7 |
| | Just report the news impartially whether or not it concerns the police | 13 | 12.1 | 12.3 | 34.0 |
| | Seem to enjoy giving an unfavorable slant to news concerning the police, and prominently play up police misdeeds rather than virtues | 70 | 65.4 | 66.0 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**Testifying in court:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Police officers receive real cooperation and are treated fairly by court personnel | 52 | 48.6 | 49.1 | 49.1 |
| | Police witnesses are treated no differently from civilian witnesses | 30 | 28.0 | 28.3 | 77.4 |
| | Too often the police officers are treated as criminals when they take the witness stand | 24 | 22.4 | 22.6 | 100.0 |
| | Total | 106 | 99.1 | 100.0 | |
| Missing | MISSING - NO RESPONSE | 1 | .9 | | |
| Total | | 107 | 100.0 | | |

**What is your racial or ethnic background?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Black | 17 | 15.9 | 15.9 | 15.9 |
| | White | 46 | 43.0 | 43.0 | 58.9 |
| | Hispanic | 26 | 24.3 | 24.3 | 83.2 |
| | Asian / Pacific Islander | 15 | 14.0 | 14.0 | 97.2 |
| | MISSING - NO RESPONSE | 3 | 2.8 | 2.8 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**What is your gender?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Male | 107 | 100.0 | 100.0 | 100.0 |

**What is your marital status?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Married | 15 | 14.0 | 14.0 | 14.0 |
| | Single/Never Married | 84 | 78.5 | 78.5 | 92.5 |
| | Divorced/ Separated | 4 | 3.7 | 3.7 | 96.3 |
| | Living with someone | 4 | 3.7 | 3.7 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**What is your level of education?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | High School / GED | 3 | 2.8 | 2.8 | 2.8 |
| | Some College - No Degree | 28 | 26.2 | 26.2 | 29.0 |
| | Associates Degree or Equivalent | 25 | 23.4 | 23.4 | 52.3 |
| | Bachelors Degree | 40 | 37.4 | 37.4 | 89.7 |
| | Masters Degree | 9 | 8.4 | 8.4 | 98.1 |
| | Degree Beyond Masters - e.g., JD or PhD | 2 | 1.9 | 1.9 | 100.0 |
| | Total | 107 | 100.0 | 100.0 | |

**RECODED CYNICISM SCORE**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 20 | 5 | 4.7 | 5.1 | 5.1 |
| | 22 | 2 | 1.9 | 2.0 | 7.1 |
| | 24 | 4 | 3.7 | 4.1 | 11.2 |
| | 26 | 3 | 2.8 | 3.1 | 14.3 |
| | 28 | 3 | 2.8 | 3.1 | 17.3 |
| | 30 | 2 | 1.9 | 2.0 | 19.4 |
| | 32 | 3 | 2.8 | 3.1 | 22.4 |
| | 34 | 2 | 1.9 | 2.0 | 24.5 |
| | 36 | 6 | 5.6 | 6.1 | 30.6 |
| | 38 | 6 | 5.6 | 6.1 | 36.7 |
| | 40 | 1 | .9 | 1.0 | 37.8 |
| | 42 | 3 | 2.8 | 3.1 | 40.8 |
| | 44 | 8 | 7.5 | 8.2 | 49.0 |
| | 46 | 4 | 3.7 | 4.1 | 53.1 |
| | 48 | 7 | 6.5 | 7.1 | 60.2 |
| | 50 | 4 | 3.7 | 4.1 | 64.3 |
| | 52 | 6 | 5.6 | 6.1 | 70.4 |
| | 54 | 3 | 2.8 | 3.1 | 73.5 |
| | 56 | 8 | 7.5 | 8.2 | 81.6 |
| | 58 | 3 | 2.8 | 3.1 | 84.7 |
| | 60 | 3 | 2.8 | 3.1 | 87.8 |
| | 62 | 2 | 1.9 | 2.0 | 89.8 |
| | 66 | 1 | .9 | 1.0 | 90.8 |
| | 68 | 2 | 1.9 | 2.0 | 92.9 |
| | 70 | 1 | .9 | 1.0 | 93.9 |
| | 72 | 2 | 1.9 | 2.0 | 95.9 |
| | 74 | 1 | .9 | 1.0 | 96.9 |
| | 76 | 1 | .9 | 1.0 | 98.0 |
| | 78 | 1 | .9 | 1.0 | 99.0 |
| | 88 | 1 | .9 | 1.0 | 100.0 |
| | Total | 98 | 91.6 | 100.0 | |
| Missing | System | 9 | 8.4 | | |
| Total | | 107 | 100.0 | | |

## ADDENDUM 1: NEW YORK CITY POLICE RECRUIT SURVEY

This brief questionnaire is part of a research project being conducted by a Pace University student who is interested in finding out what you expect from the Police Academy and what you think of the police profession in general. The information you provide will contribute significantly to her research project.

None of the information on this questionnaire permits the identification of individual recruit officers, and all information will be held in strict confidence. The information will be used ONLY for purposes of the study and will NOT be disclosed or released to others for any other purpose. The data will be used for statistical purposes only. There is no requirement for your participation in the survey. However, your cooperation will add to developing a more accurate understanding of the Police Academy recruit experience.

INSTRUCTIONS: In each of the following items, please **circle the letter** of the response which, in your opinion, is **most nearly correct**:

1. The average police superior is.....
   a. Very interested in the welfare of his/her subordinates.
   b. Somewhat concerned about the welfare of his/her subordinates.
   c. Mostly concerned with his/her own problems.

2. The average departmental complaint is a result of.....
   a. The superior's dedication to proper standards of efficiency.
   b. Some personal friction between superior and subordinate.
   c. The pressure on superiors from higher authority to give out complaints.

3. The average arrest is made because.....
   a. The patrol officer is dedicated to perform his/her duty properly.
   b. A complainant insisted upon it.
   c. The officer could not avoid it without getting into trouble.

4. The best arrests are made.....
   a. As a result of hard work and intelligent dedication to duty.
   b. As a result of good information from an informer.
   c. Coming from the "coop."

5. A college degree as a requirement for appointment to the police department ...
   a. Would result in a much more efficient police department.
   b. Would cause friction and possibly do more harm than good.
   c. Would let into the department men/women who are probably ill suited for police work.

6. When you get to know the department from the inside, you begin to feel that...
   a. It is very efficient, smoothly operating organization.
   b. It is hardly any different from other civil service organizations.
   c. It is a wonder that it does one-half as well as it does.

7. The Police Academy training of recruits.....
   a. Does a very fine job of preparing the recruit for life in the precinct.
   b. Cannot overcome the contradictions between theory and practice.
   c. Might as well be cut in half. The recruit has to learn all over when he/she is assigned to a precinct.

## NEW YORK CITY POLICE RECRUIT SURVEY (Continued)

8. Professionalization of police work.....
   a. Is already here for many groups of police officers.
   b. May come in the future.
   c. Is a dream. It will not come in the foreseeable future.

9. When a patrol officer appears at the police department Trial Room.....
   a. He knows that he/she is getting a fair and impartial trial with legal safeguards.
   b. The outcome depends as much on the personal impression he/she leaves with the trial commissioner as it does on the merits of the case.
   c. He/she will probably be found guilty even when he/she has a good defense.

10. The average police officer is.....
    a. Dedicated to high ideals of police service and would not hesitate to perform police duty even though he/she may have to work overtime.
    b. Trying to perform eight hours of duty without getting in trouble.
    c. Just as interested in promoting private contracts as he/she is in performing police work.

11. The Rules and Regulations of police work.....
    a. Are fair and sensible in regulating conduct off and on duty.
    b. Create a problem in that it is very difficult to perform an active tour without violating some rules and regulations.
    c. Are so restrictive and contradictory that the average police officer just uses common sense on the job, and does not worry about rules and regulations.

12. The youth problem is best handled by police who are.....
    a. Trained in a social service approach.
    b. The average patrol officer on post.
    c. By mobile strong-arm Youth squads who are ready to take strong action.

13. The majority of special assignments in the police department.....
    a. Are a result of careful consideration of the man/woman's background and qualifications, and depend on merit.
    b. Are being handled as capably as you could expect in a large civil service organization.
    c. Depend on whom you know, not on merit.

14. The average detective.....
    a. Has special qualifications and is superior to a patrol officer in intelligence and dedication to duty.
    b. Is just about the same as the average patrol officer.
    c. Is a little chesty and thinks he/she is a little better than a patrol officer.

15. Police department summonses are issued by police officers.....
    a. As part of a sensible pattern of enforcement.
    b. On the basis of their own ideas of right and wrong driving.
    c. Because the officer knows he/she must meet his/her quota even if this is not official

16. The public.....
    a. Shows a lot of respect for police officers.
    b. Considers police officers average civil service workers.
    c. Considers police officers very low as far as prestige goes.

**NEW YORK CITY POLICE RECRUIT SURVEY (Continued)**

17. The public.....
    a. Is eager to cooperate with police officers to help them perform their duty better.
    b. Usually has to be forced to cooperate with police officers.
    c. Is more apt to obstruct police work if it can, than cooperate.

18. Police officers.....
    a. Understand human behavior as well as psychologists and sociologists because they get so much experience in real life.
    b. Have no more talent in understanding human behavior than any average person.
    c. Have a peculiar view of human nature because of the misery and cruelty of life which they see every day.

19. The newspapers in general.....
    a. Try to help police departments by giving prominent coverage to items favorable to the police.
    b. Just report the news impartially whether or not it concerns the police.
    c. Seem to enjoy giving an unfavorable slant to news concerning the police, and prominently play up police misdeeds rather than virtues.

20. Testifying in court.....
    a. Police officers receive real cooperation and are treated fairly by court personnel.
    b. Police witnesses are treated no differently from civilian witnesses.
    c. Too often the police officers are treated as criminals when they take the witness stand.

The following items will help recognize similarities and differences among various groups of recruit officers. None of the following can be used to identify individual officers.

What is your racial or ethnic background?

1. Black
2. White
3. Hispanic
4. Asian/Pacific Islander
5. American Indian
6. Other _____

What is your gender?

1. Male ...
2. Female

What is your marital status?

1. Married
2. Single / Never Married
3. Divorced / Separated
4. Living with someone

What is your level of education?

1. High School Diploma / GED
2. Some College, No Degree
3. Associates Degree or Equivalent
4. Bachelors Degree
5. Masters Degree
6. Degree beyond Masters (e.g., JD or PhD)

**THIS CONCLUDES THE QUESTIONNAIRE. THANK YOU FOR YOUR COOPERATION**.

# ADDENDUM 2:
# RAW SCORES: ANSWER-BASED

| Survey No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Total Score |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 001 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 5 | 5 | 5 | 42 |
| 002 | 3 | 9 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 5 | 3 | 5 | 1 | 3 | 3 | 5 | 3 | 3 | 1 | 56 |
| 003 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 1 | 3 | 1 | 5 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 58 |
| 004 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 5 | 3 | 5 | 5 | 5 | 54 |
| 005 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 26 |
| 006 | 5 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 3 | 5 | 3 | 5 | 3 | 1 | 1 | 1 | 1 | 5 | 2 | 49 |
| 007 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 5 | 5 | 5 | 3 | 44 |
| 008 | 3 | 3 | 9 | 9 | 1 | 3 | 9 | 1 | 9 | 9 | 1 | 9 | 9 | 9 | 9 | 1 | 1 | 5 | 5 | 9 | 114 |
| 009 | 1 | 5 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 30 |
| 010 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 36 |
| 011 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 1 | 26 |
| 012 | 1 | 1 | 1 | 1 | 5 | 9 | 3 | 1 | 5 | 1 | 3 | 3 | 3 | 1 | 1 | 5 | 3 | 5 | 5 | 5 | 62 |
| 013 | 3 | 5 | 1 | 1 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 5 | 3 | 50 |
| 014 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 3 | 5 | 3 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 38 |
| 015 | 3 | 3 | 1 | 1 | 3 | 3 | 1 | 3 | 1 | 3 | 5 | 1 | 5 | 3 | 1 | 3 | 5 | 3 | 1 | 1 | 50 |
| 016 | 3 | 5 | 1 | 1 | 1 | 3 | 5 | 1 | 3 | 1 | 3 | 5 | 5 | 5 | 1 | 5 | 3 | 5 | 1 | 3 | 60 |
| 017 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 5 | 1 | 1 | 3 | 1 | 3 | 3 | 5 | 1 | 48 |
| 018 | 1 | 5 | 1 | 1 | 3 | 3 | 3 | 1 | 3 | 1 | 5 | 3 | 1 | 1 | 1 | 5 | 3 | 1 | 5 | 3 | 50 |
| 019 | 3 | 3 | 1 | 1 | 9 | 9 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 1 | 64 |
| 020 | 3 | 3 | 1 | 1 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 5 | 5 | 1 | 5 | 5 | 3 | 1 | 1 | 1 | 52 |
| 021 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 5 | 1 | 30 |
| 022 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 24 |
| 023 | 1 | 5 | 1 | 1 | 9 | 9 | 5 | 1 | 9 | 3 | 3 | 1 | 1 | 3 | 5 | 3 | 1 | 1 | 5 | 3 | 70 |
| 024 | 1 | 3 | 3 | 1 | 1 | 1 | 5 | 5 | 5 | 1 | 1 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 60 |
| 025 | 1 | 3 | 1 | 5 | 1 | 3 | 1 | 1 | 3 | 1 | 5 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 3 | 5 | 44 |
| 026 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 9 | 5 | 74 |
| 027 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 5 | 3 | 5 | 5 | 5 | 52 |
| 028 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 3 | 1 | 3 | 1 | 1 | 3 | 3 | 3 | 5 | 3 | 46 |
| 029 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 180 |
| 030 | 1 | 9 | 1 | 1 | 1 | 9 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 5 | 5 | 1 | 5 | 3 | 56 |

| Survey No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Total Score |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 031 | 5 | 5 | 1 | 1 | 1 | 5 | 3 | 1 | 5 | 1 | 1 | 1 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 032 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 3 | 3 | 5 | 1 | 3 | 3 | 1 | 1 | 38 |
| 033 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 24 |
| 034 | 1 | 1 | 1 | 3 | 1 | 3 | 5 | 1 | 9 | 3 | 1 | 9 | 9 | 1 | 1 | 5 | 9 | 9 | 3 | 9 | 84 |
| 035 | 3 | 3 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 26 |
| 036 | 3 | 3 | 1 | 1 | 1 | 6 | 3 | 3 | 1 | 5 | 3 | 1 | 5 | 1 | 1 | 5 | 3 | 3 | 5 | 5 | 59 |
| 037 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 38 |
| 038 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |
| 039 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 1 | 1 | 5 | 1 | 3 | 3 | 1 | 3 | 5 | 5 | 5 | 50 |
| 040 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 56 |
| 041 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 38 |
| 042 | 3 | 5 | 1 | 1 | 1 | 5 | 5 | 1 | 3 | 1 | 1 | 5 | 5 | 1 | 1 | 5 | 3 | 1 | 5 | 3 | 56 |
| 043 | 3 | 5 | 5 | 1 | 1 | 3 | 5 | 1 | 3 | 3 | 5 | 1 | 1 | 5 | 5 | 1 | 1 | 3 | 3 | 3 | 58 |
| 044 | 3 | 5 | 5 | 1 | 1 | 3 | 5 | 1 | 1 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 68 |
| 045 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 28 |
| 046 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 5 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 34 |
| 047 | 3 | 5 | 3 | 1 | 1 | 5 | 3 | 5 | 3 | 3 | 5 | 1 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 1 | 70 |
| 048 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 3 | 3 | 1 | 34 |
| 049 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 5 | 1 | 5 | 3 | 3 | 1 | 36 |
| 050 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 3 | 1 | 1 | 5 | 1 | 38 |
| 051 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 9 | 1 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 1 | 5 | 5 | 48 |
| 052 | 3 | 5 | 1 | 1 | 5 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 36 |
| 053 | 3 | 5 | 1 | 1 | 1 | 3 | 5 | 5 | 3 | 3 | 3 | 1 | 5 | 1 | 5 | 3 | 5 | 5 | 5 | 3 | 66 |
| 054 | 3 | 3 | 1 | 5 | 1 | 5 | 5 | 1 | 5 | 3 | 5 | 1 | 5 | 5 | 1 | 5 | 3 | 1 | 5 | 5 | 68 |
| 055 | 3 | 3 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 1 | 5 | 3 | 42 |
| 056 | 1 | 3 | 1 | 9 | 1 | 3 | 3 | 3 | 1 | 1 | 1 | 3 | 5 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 46 |
| 057 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 1 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 70 |
| 058 | 3 | 5 | 3 | 1 | 3 | 1 | 1 | 5 | 3 | 1 | 1 | 3 | 5 | 1 | 1 | 5 | 3 | 1 | 1 | 5 | 52 |
| 059 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 22 |
| 060 | 1 | 9 | 5 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 5 | 3 | 1 | 5 | 1 | 48 |

| Survey No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Total Score |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 061 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 24 |
| 062 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 3 | 3 | 5 | 1 | 38 |
| 063 | 3 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 3 | 1 | 3 | 1 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 62 |
| 064 | 1 | 5 | 3 | 3 | 5 | 3 | 3 | 1 | 3 | 1 | 5 | 3 | 3 | 1 | 5 | 1 | 5 | 3 | 3 | 1 | 58 |
| 065 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 1 | 9 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 5 | 5 | 46 |
| 066 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 34 |
| 067 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 40 |
| 068 | 1 | 5 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 3 | 3 | 1 | 5 | 1 | 38 |
| 069 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 32 |
| 070 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 5 | 3 | 1 | 5 | 3 | 3 | 1 | 5 | 5 | 5 | 5 | 62 |
| 071 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 3 | 1 | 1 | 5 | 9 | 5 | 3 | 5 | 3 | 3 | 3 | 60 |
| 072 | 5 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 3 | 5 | 5 | 5 | 1 | 1 | 48 |
| 073 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 5 | 1 | 3 | 3 | 3 | 1 | 3 | 5 | 1 | 3 | 5 | 5 | 52 |
| 074 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 1 | 1 | 1 | 1 | 5 | 1 | 40 |
| 075 | 3 | 3 | 3 | 3 | 1 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 1 | 3 | 5 | 3 | 68 |
| 076 | 3 | 5 | 5 | 1 | 1 | 5 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 5 | 5 | 1 | 48 |
| 077 | 5 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 5 | 3 | 5 | 1 | 5 | 1 | 3 | 1 | 5 | 3 | 52 |
| 078 | 3 | 3 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 74 |
| 079 | 1 | 3 | 3 | 9 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 38 |
| 080 | 1 | 1 | 1 | 5 | 1 | 5 | 3 | 3 | 5 | 1 | 1 | 3 | 5 | 5 | 5 | 1 | 3 | 1 | 1 | 1 | 52 |
| 081 | 1 | 3 | 1 | 3 | 1 | 3 | 5 | 1 | 3 | 1 | 3 | 5 | 5 | 3 | 3 | 1 | 3 | 1 | 5 | 3 | 54 |
| 082 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 28 |
| 083 | 3 | 5 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 5 | 1 | 5 | 5 | 1 | 1 | 5 | 3 | 56 |
| 084 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 32 |
| 085 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 5 | 5 | 5 | 3 | 3 | 1 | 5 | 3 | 48 |
| 086 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 1 | 1 | 3 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 32 |
| 087 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |
| 088 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 1 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 089 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |
| 090 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |

| Survey No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Total Score |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 091 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 22 |
| 092 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |
| 093 | 3 | 5 | 1 | 5 | 1 | 5 | 3 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 5 | 1 | 3 | 3 | 1 | 1 | 48 |
| 094 | 1 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 88 |
| 095 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 30 |
| 096 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 28 |
| 097 | 3 | 3 | 1 | 1 | 1 | 5 | 5 | 1 | 3 | 3 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 3 | 5 | 3 | 48 |
| 098 | 3 | 5 | 3 | 3 | 1 | 3 | 5 | 3 | 3 | 3 | 1 | 1 | 5 | 3 | 1 | 3 | 3 | 1 | 5 | 1 | 56 |
| 099 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 1 | 5 | 3 | 36 |
| 100 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 36 |
| 101 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 24 |
| 102 | 3 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 3 | 3 | 3 | 1 | 1 | 5 | 5 | 5 | 1 | 5 | 5 | 56 |
| 103 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 22 |
| 104 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 |
| 105 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 28 |
| 106 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 26 |
| 107 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 9 | 3 | 1 | 1 | 1 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 108 | 3 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 5 | 3 | 44 |
| 109 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 30 |
| 110 | 3 | 3 | 1 | 3 | 1 | 5 | 5 | 1 | 5 | 1 | 3 | 1 | 5 | 3 | 1 | 1 | 3 | 1 | 5 | 5 | 56 |
| 111 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 22 |
| 112 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 3 | 1 | 1 | 1 | 5 | 5 | 1 | 1 | 3 | 1 | 36 |
| 113 | 3 | 9 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 9 | 3 | 1 | 5 | 1 | 3 | 3 | 3 | 3 | 5 | 3 | 70 |
| 114 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 115 | 5 | 5 | 3 | 5 | 5 | 1 | 3 | 5 | 3 | 1 | 5 | 5 | 1 | 3 | 3 | 1 | 5 | 3 | 5 | 5 | 72 |
| 116 | 3 | 5 | 1 | 3 | 3 | 3 | 5 | 1 | 9 | 1 | 3 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 1 | 3 | 54 |
| 117 | 3 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 38 |
| 118 | 3 | 3 | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 1 | 1 | 3 | 5 | 1 | 1 | 1 | 5 | 1 | 5 | 1 | 44 |
| 119 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 1 | 5 | 1 | 1 | 1 | 1 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 54 |
| 120 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 3 | 3 | 1 | 5 | 3 | 46 |

| Survey No. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Total Score |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 121 | 3 | 5 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 122 | 1 | 3 | 5 | 1 | 1 | 1 | 1 | 1 | 5 | 3 | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 5 | 1 | 44 |
| 123 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 3 | 28 |
| 124 | 3 | 5 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 1 | 76 |
| 125 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 5 | 3 | 32 |
| 126 | 3 | 3 | 1 | 9 | 1 | 5 | 3 | 1 | 9 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 9 | 5 | 5 | 3 | 86 |
| 127 | 3 | 5 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 3 | 1 | 1 | 5 | 1 | 5 | 3 | 1 | 3 | 5 | 1 | 48 |
| 128 | 1 | 3 | 1 | 1 | 3 | 3 | 1 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 5 | 1 | 3 | 1 | 5 | 44 |
| 129 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 1 | 1 | 5 | 3 | 5 | 1 | 1 | 5 | 5 | 1 | 46 |
| 130 | 1 | 5 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 5 | 5 | 3 | 1 | 1 | 1 | 5 | 1 | 42 |
| 131 | 3 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 3 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 132 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 24 |
| 133 | 3 | 3 | 5 | 1 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 1 | 5 | 3 | 1 | 5 | 3 | 3 | 5 | 1 | 54 |
| 134 | 1 | 3 | 1 | 1 | 1 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 1 | 1 | 1 | 5 | 3 | 3 | 5 | 3 | 56 |
| 135 | 3 | 3 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 5 | 3 | 5 | 1 | 3 | 1 | 46 |
| 136 | 1 | 1 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 3 | 5 | 5 | 5 | 3 | 42 |
| 137 | 3 | 5 | 9 | 1 | 1 | 9 | 3 | 1 | 3 | 1 | 1 | 1 | 9 | 9 | 1 | 5 | 5 | 5 | 5 | 3 | 80 |
| 138 | 1 | 3 | 1 | 1 | 3 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 5 | 3 | 5 | 1 | 3 | 1 | 44 |
| 139 | 3 | 1 | 5 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 3 | 5 | 3 | 1 | 1 | 1 | 1 | 5 | 5 | 3 | 48 |
| 140 | 1 | 3 | 1 | 1 | 1 | 5 | 3 | 3 | 5 | 3 | 5 | 1 | 5 | 5 | 5 | 1 | 3 | 1 | 5 | 3 | 60 |
| 141 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 5 | 1 | 28 |
| 142 | 3 | 5 | 1 | 1 | 1 | 5 | 5 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 5 | 3 | 44 |
| 143 | 3 | 5 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 1 | 5 | 1 | 1 | 5 | 3 | 1 | 5 | 5 | 54 |
| 144 | 5 | 3 | 1 | 3 | 1 | 5 | 3 | 3 | 3 | 1 | 1 | 5 | 5 | 1 | 1 | 3 | 3 | 1 | 5 | 1 | 54 |
| 145 | 1 | 3 | 1 | 1 | 1 | 5 | 1 | 1 | 3 | 1 | 1 | 3 | 1 | 5 | 1 | 5 | 1 | 1 | 3 | 3 | 42 |
| 146 | 1 | 5 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 1 | 5 | 3 | 5 | 5 | 5 | 72 |
| 147 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 5 | 5 | 3 | 44 |
| 148 | 3 | 1 | 1 | 1 | 1 | 5 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 1 | 5 | 3 | 3 | 5 | 5 | 5 | 56 |

# ADDENDUM 3:
# RAW SCORES: DEMOGRAPHIC DATA

**Demographics**

| Survey No. | Race | Gender | Marital Status | Education Level |
|---|---|---|---|---|
| 001 | 3 | 1 | 2 | 4 |
| 002 | 6 | 2 | 2 | 2 |
| 003 | 3 | 2 | 2 | 2 |
| 004 | 3 | 2 | 2 | 4 |
| 005 | 3 | 2 | 1 | 4 |
| 006 | 1 | 1 | 2 | 4 |
| 007 | 2 | 1 | 2 | 4 |
| 008 | 9 | 9 | 9 | 9 |
| 009 | 6 | 2 | 2 | 1 |
| 010 | 2 | 1 | 2 | 2 |
| 011 | 3 | 1 | 2 | 3 |
| 012 | 2 | 1 | 2 | 4 |
| 013 | 3 | 1 | 2 | 2 |
| 014 | 3 | 1 | 1 | 4 |
| 015 | 3 | 1 | 2 | 2 |
| 016 | 4 | 1 | 2 | 5 |
| 017 | 1 | 1 | 2 | 3 |
| 018 | 2 | 1 | 2 | 2 |
| 019 | 6 | 2 | 2 | 2 |
| 020 | 2 | 1 | 2 | 6 |
| 021 | 3 | 2 | 1 | 2 |
| 022 | 2 | 2 | 2 | 4 |
| 023 | 3 | 2 | 3 | 3 |
| 024 | 3 | 1 | 1 | 4 |
| 025 | 4 | 2 | 4 | 6 |
| 026 | 2 | 1 | 2 | 5 |
| 027 | 2 | 1 | 2 | 4 |
| 028 | 4 | 1 | 1 | 2 |
| 029 | 9 | 9 | 9 | 9 |
| 030 | 3 | 1 | 2 | 2 |
| 031 | 9 | 9 | 9 | 4 |
| 032 | 2 | 9 | 2 | 2 |
| 033 | 2 | 1 | 2 | 3 |
| 034 | 2 | 1 | 2 | 3 |
| 035 | 2 | 1 | 2 | 4 |
| 036 | 2 | 1 | 2 | 4 |

## Demographics

| Survey No. | Race | Gender | Marital Status | Education Level |
|---|---|---|---|---|
| 037 | 3 | 1 | 2 | 4 |
| 038 | 2 | 1 | 1 | 4 |
| 039 | 3 | 2 | 2 | 4 |
| 040 | 1 | 1 | 2 | 2 |
| 041 | 3 | 2 | 2 | 2 |
| 042 | 3 | 2 | 2 | 2 |
| 043 | 3 | 1 | 2 | 3 |
| 044 | 3 | 2 | 2 | 4 |
| 045 | 1 | 2 | 1 | 3 |
| 046 | 1 | 1 | 2 | 3 |
| 047 | 4 | 1 | 2 | 2 |
| 048 | 1 | 1 | 1 | 2 |
| 049 | 3 | 1 | 3 | 3 |
| 050 | 2 | 1 | 2 | 3 |
| 051 | 9 | 9 | 9 | 9 |
| 052 | 1 | 1 | 2 | 4 |
| 053 | 3 | 1 | 2 | 3 |
| 054 | 4 | 1 | 4 | 3 |
| 055 | 2 | 1 | 2 | 4 |
| 056 | 2 | 2 | 2 | 4 |
| 057 | 9 | 2 | 2 | 2 |
| 058 | 3 | 1 | 2 | 2 |
| 059 | 1 | 1 | 2 | 4 |
| 060 | 2 | 1 | 2 | 3 |
| 061 | 2 | 1 | 1 | 5 |
| 062 | 4 | 1 | 2 | 4 |
| 063 | 2 | 1 | 2 | 4 |
| 064 | 2 | 1 | 1 | 4 |
| 065 | 2 | 1 | 2 | 5 |
| 066 | 6 | 9 | 4 | 1 |
| 067 | 3 | 2 | 1 | 3 |
| 068 | 3 | 1 | 2 | 2 |
| 069 | 4 | 1 | 2 | 3 |
| 070 | 2 | 1 | 2 | 3 |
| 071 | 1 | 2 | 2 | 3 |
| 072 | 9 | 1 | 1 | 1 |
| 073 | 3 | 1 | 2 | 2 |
| 074 | 3 | 1 | 2 | 4 |

## Demographics

| Survey No. | Race | Gender | Marital Status | Education Level |
|---|---|---|---|---|
| 075 | 2 | 1 | 2 | 4 |
| 076 | 2 | 1 | 2 | 5 |
| 077 | 4 | 1 | 1 | 2 |
| 078 | 2 | 1 | 2 | 3 |
| 079 | 4 | 1 | 1 | 5 |
| 080 | 2 | 1 | 2 | 4 |
| 081 | 3 | 1 | 1 | 4 |
| 082 | 4 | 1 | 2 | 4 |
| 083 | 2 | 1 | 2 | 5 |
| 084 | 3 | 2 | 2 | 3 |
| 085 | 6 | 1 | 3 | 3 |
| 086 | 1 | 1 | 2 | 1 |
| 087 | 3 | 1 | 3 | 4 |
| 088 | 2 | 1 | 2 | 2 |
| 089 | 3 | 2 | 2 | 5 |
| 090 | 9 | 1 | 2 | 3 |
| 091 | 2 | 1 | 2 | 2 |
| 092 | 1 | 1 | 2 | 2 |
| 093 | 2 | 1 | 2 | 4 |
| 094 | 2 | 1 | 4 | 2 |
| 095 | 2 | 1 | 2 | 4 |
| 096 | 2 | 1 | 2 | 4 |
| 097 | 1 | 2 | 2 | 4 |
| 098 | 2 | 1 | 2 | 4 |
| 099 | 3 | 1 | 2 | 2 |
| 100 | 4 | 1 | 1 | 2 |
| 101 | 3 | 1 | 2 | 4 |
| 102 | 4 | 1 | 2 | 2 |
| 103 | 3 | 2 | 2 | 4 |
| 104 | 3 | 1 | 2 | 2 |
| 105 | 3 | 2 | 1 | 4 |
| 106 | 1 | 1 | 2 | 3 |
| 107 | 1 | 2 | 2 | 2 |
| 108 | 2 | 1 | 2 | 3 |
| 109 | 2 | 1 | 2 | 3 |
| 110 | 2 | 1 | 2 | 3 |
| 111 | 3 | 2 | 3 | 3 |
| 112 | 3 | 1 | 2 | 4 |

## Demographics

| Survey No. | Race | Gender | Marital Status | Education Level |
|---|---|---|---|---|
| 113 | 5 | 2 | 3 | 1 |
| 114 | 6 | 2 | 3 | 1 |
| 115 | 4 | 1 | 2 | 6 |
| 116 | 3 | 1 | 1 | 1 |
| 117 | 2 | 1 | 2 | 3 |
| 118 | 1 | 1 | 2 | 2 |
| 119 | 3 | 1 | 2 | 2 |
| 120 | 1 | 1 | 2 | 2 |
| 121 | 1 | 1 | 2 | 4 |
| 122 | 1 | 1 | 2 | 4 |
| 123 | 6 | 2 | 2 | 2 |
| 124 | 2 | 1 | 2 | 5 |
| 125 | 1 | 1 | 4 | 4 |
| 126 | 2 | 1 | 1 | 4 |
| 127 | 4 | 1 | 2 | 4 |
| 128 | 1 | 1 | 2 | 2 |
| 129 | 2 | 1 | 4 | 5 |
| 130 | 4 | 2 | 4 | 3 |
| 131 | 6 | 2 | 1 | 4 |
| 132 | 2 | 1 | 2 | 3 |
| 133 | 3 | 2 | 3 | 3 |
| 134 | 3 | 1 | 2 | 4 |
| 135 | 4 | 1 | 2 | 2 |
| 136 | 4 | 1 | 2 | 4 |
| 137 | 9 | 9 | 2 | 9 |
| 138 | 2 | 1 | 2 | 4 |
| 139 | 2 | 1 | 2 | 4 |
| 140 | 3 | 1 | 1 | 2 |
| 141 | 1 | 1 | 2 | 3 |
| 142 | 2 | 1 | 2 | 4 |
| 143 | 2 | 2 | 2 | 4 |
| 144 | 2 | 1 | 2 | 2 |
| 145 | 3 | 2 | 2 | 4 |
| 146 | 2 | 1 | 2 | 4 |
| 147 | 2 | 1 | 3 | 3 |
| 148 | 3 | 1 | 2 | 3 |

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