THE INFLUENCE OF INDIVIDUAL CHARACTERISTICS ON POLICE CYNICISM

& POLICE JOB SATISFACTION

by

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LIST OF ABBREVIATIONS

Abbreviation	Description

POPN - Project on Policing Neighborhoods (POPN)

MASQUE - Munroe Multicultural Attitude Questionnaire

SDS-17 - Social Desirability Scale

SECS - Social Economic Conservatism Scale (SECS)

ISS-24 - Intercultural Sensitivity Scale

CYNPUB - Cynicism toward the public

CYNORG - Cynicism toward the police organization

CYNDED - Cynicism toward dedication to duty

CYNSOL - Cynicism toward solidarity

CYNSOL - Cynicism toward education

GED - General Education Diploma

ABSTRACT

Police cynicism was first defined and explored by Niederhoffer (1967). Cynicism has since been attributed as a negative characteristic that is considered an inevitable outcome of the police profession (Caplan, 2003; Graves, 1996; Niederrhoffer, 1967). This negative characteristic of the police profession is well-studied and has been considered at both the individual and occupational level (Caplan, 2003). Similarly, police job satisfaction has been well studied and has been shown to be associated with police cynicism (Johnson, 2012). While both police cynicism and police job satisfaction are well studied, specific police attitudes and their association with job satisfaction and police cynicism are lacking. The purpose of this study was to explore the relationship of individual characteristics, such as conservatism, intercultural sensitivity and multicultural attitudes to police cynicism and police job satisfaction. This study assessed the degree of association between conservatism, multicultural attitudes, intercultural sensitivity, and their relationship with both police cynicism and police job satisfaction. It was hypothesized that there would be a negative association between police cynicism and job satisfaction. It was also hypothesized that lower levels of multicultural attitudes and intercultural sensitivity would be associated with higher levels of police cynicism and lower levels of job satisfaction. Similarly, it was hypothesized that higher levels of conservatism would be associated with higher levels of cynicism and lower levels of job satisfaction. Results revealed that police cynicism and job satisfaction were negatively

associated with higher levels of cynicism found to be associated with lower levels of job satisfaction. However, the proposed associations between multicultural attitudes, intercultural sensitivity, conservatism and police cynicism were not significant. Similarly, the associations proposed between job satisfaction, multicultural attitudes, intercultural sensitivity, and conservatism were not found to be significant.

Keywords: Police cynicism, police job satisfaction, multicultural attitudes, intercultural sensitivity, and conservatism.

I. INTRODUCTION

The role of cynicism in the police profession was first explored by Niederhoffer (1967). Arthur Niederhoffer was a police officer with more than 20 years' experience who became a sociologist. As a police officer Niederhoffer first noticed a significant characteristic that was present among many officers. Niederhoffer noted this characteristic seemed to have a lasting negative effect both on the officer and the department. Through his experience as an officer, Niederhoffer sought to define and study this characteristic, police cynicism. Niederhoffer's work led to the development of the first measure of police cynicism and research that would influence all future work regarding police cynicism.

Niederhoffer considered cynicism to be a product of anomie within the police organization as well as a precursor to personal anomie. Anomie is defined as a societal condition characterized by lack of social and/or ethical standards often occurring when old values are replaced by new values (Niederhoffer, 1967). The values of the police culture and the police organization should buffer against anomie and cynicism; however, Niederhoffer suggests that police, in an effort to enforce the law, are granted freedoms that allow them to bypass the law. Niederhoffer implies that an officer's feelings of cynicism will determine the use of their authority. Niederhoffer considered cynicism to be on a continuum with commitment at one extreme and anomie at the other. Although cynicism is thought to be inevitable at some point in the career of all officers, personal anomie is believed to be avoidable and only one of the potential outcomes of police

cynicism (Niederhoffer, 1967).

Cynicism is thought to vary relative to the officer's age and experience, though cynicism of any degree is understood to encompass feelings of hate, hostility and resentment (Niederhoffer, 1967). Graves (1996) describes cynicism as in opposition of the values that officers work to uphold, while Caplan (2003) defines police cynicism more generally by considering cynicism as a negative and distrustful outlook towards police work and society. Consistent with Niederhoffer, Caplan considers cynicism to be an unavoidable characteristic that fluctuates over time. Although cynicism is often ascribed as a negative characteristic, it is suggested that being cynical is necessary for both the officer and the community the officer serves (Caplan, 2003; Labelle, 2002). For example, cynicism is often associated with distrust of others, which may aid officers in their efforts to deter crime and aid in the officer's survival (Caplan, 2003). Labelle (2002) insists cynicism may be a potential coping strategy. While Caplan does acknowledge the negative effects of the cynical officer such as a hindered relationship with the public, Caplan suggests that, with training, cynicism may be used as a tool to serve the officer and their department. While Caplan notes the potential for a cynical attitude to be used as a positive attribute, much of the literature thus far has focused on and portrayed the negative side effects of cynicism (Labelle, 2002).

Consistent with the negative outlook of previous research, Graves (1996) considers police cynicism to yield two unhealthy behaviors, withdrawal from society and antipathy to idealism. Withdrawal from society is recognized as a consequence of negative interactions with the community, which are thought to occur more frequently in areas of higher crime (Graves, 1996). Officers' recognition of the negative attributes of

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society provoke officers to abandon associations outside of the police department

(Graves, 1996). Antipathy to idealism refers to an officer's awareness that the justice and

values that are considered the foundation of police work are not realistic (Graves, 1996).

Both injustice within the court system and dealing with a daunting community are

thought to encourage the loss of idealism (Graves, 1996). This newfound realism of

society and the justice system fosters the officer's development of a cynical attitude

(Graves, 1996).

Four potential explanations of cynicism among officers that were first proposed

by Niederhoffer (1967) relate to police socialization, police culture, occupational anomie,

and personality. Niederhoffer explains that cynicism learned as part of the police

socialization process is just one of the possible explanations. The socialization of officers

begins as they enter and progress through the police academy. The recruits are taught that

they are professionals responsible for upholding the law while being treated as

irresponsible new recruits (Niederhoffer, 1967). Once assigned to a department, new

officers learn that the ideals and rules that were emphasized in the academy are no longer

relevant in the field. The ideals are now replaced by the police culture, including the

police language, police rituals and which laws to enforce (Niederhoffer, 1967). Both the

introduction to the police culture and loss of idealism are perceived as potential causes of

cynicism. Occupational anomie, or loss of professional standards within the department,

is also believed by Niederhoffer to be a potential explanation of cynicism. Occupational

anomie, as explained previously, begins within the department and tends to be reflected

in the individual officer, often resulting in a cynical attitude (Niederhoffer, 1967). A final

explanation of cynicism, Niederhoffer suggests, is that personality may be an antecedent

of cynicism. It should be noted that while personality has been explained as a possible contributor to police cynicism, research has since shown that personalities of police and the public do not differ significantly (Caplan, 2003).

Individual Characteristics

Both occupational and individual characteristics that may contribute to cynicism have been widely studied. Individual characteristics such as personality, education, gender and political ideology are often presumed to be predictors of cynicism among police. Niederhoffer (1967) first postulated that individuals with a more authoritarian personality may be more attracted to the police profession making authoritarianism a predominant quality of individuals within the police profession. It was believed that upon joining the police force, individuals would be given more opportunity to exhibit authoritarian traits such as cynicism (Niederhoffer, 1967). The police profession and the opportunity to exhibit the traits of the authoritarian personality were believed to only exacerbate authoritarian traits and sequentially cynicism (Niederhoffer, 1967). However, research has since indicated that specific personality traits are not exhibited prior to becoming an officer, but as a result of the police occupation (Caplan, 2003; Niederhoffer, 1967). Turner (2003) examined three hypotheses that are often regarded in police literature as either the cause or explanation for the existence of a personality distinct to police officers: the personality predisposition hypothesis, the training socialization hypothesis and the occupational hypothesis. Using three comparative groups, police cadets, police officers and criminal justice college students, Turner found no significant differences in authoritarianism or cynicism among the three groups. Turner did, however, find lower measures of aggression among the group of police cadets than the police

officer or college student groups, indicating that a professional characteristic or training

distinct to cadets may contribute to lower levels of aggression. Moreover, Miller, Mire

and Kim (2009) found that personality (measured using Neuroticism, Extraversion and

Openness - Five Factory Inventory) was not found to be indicative of job satisfaction

among officers.

Similar to personality, research considering the effect of gender on level of

cynicism indicated that gender does not influence the level of cynicism among police

officers (Labelle, 2002). Comparable results have been found regarding police job

satisfaction; gender has been shown to have no significant effect (Forsyth & Copes, 1994;

Miller et al., 2009). Though more recent results indicate no meaningful relationship

between gender and police cynicism or between gender and job satisfaction, research

findings have been inconclusive regarding the effect of gender on the police occupation

(Sobol, 2010a).

Two additional individual characteristics that have often been associated with

police cynicism are conservativism and education. Niederhoffer (1967) suspected that in

general, it was common for police to be at the more conservative end of the political

spectrum. Niederhoffer proposed that cynicism was in opposition to professionalism and

considered there to be a relationship between professionalism, education and liberalism.

The attributes that were indicative of professionalism, higher education and more liberal

values, were not attributes that were thought to be associated with the cynical officer

(Niederhoffer, 1967; Regoli & Lotz, 1977). Instead, the cynical officer was believed to

have less education and more conservative values than the professional officer

(Niederhoffer, 1967; Regoli & Lotz 1977). Regoli and Lotz did not find evidence to

support Niederhoffer's assumed relationship between professionalism and cynicism, but research has since supported the relationship between conservativism and cynicism. Osborne (2014) found that greater police cynicism was positively correlated with level of conservativism. In other words, cynical officers are more likely to hold more conservative values than officers that are less cynical.

Like conservatism, research has indicated that education and cynicism are related to one another, though findings have been inconsistent. Studies have shown that officers who are college-educated are inclined to be more cynical than officers without a college education (Graves, 1996; Niederhoffer, 1967; Sobol, 2010a). Inconsistent with previous findings, Osborne (2014) found levels of cynicism to decrease as level of education increased. Though, further analyses revealed that cynical officers tend to have more post-high school education than less cynical officers, while less cynical officers report more police academy training. Crank, Culbertson, Poole, and Regoli's (1987) study of cynicism among police chiefs found education and cynicism to be inversely related. Although the results of Regoli et al.'s study indicate a contrasting relationship between education and cynicism, dissimilar to previous studies, the authors note that cynicism is still present, but the structure and presentation of these attributes may differ among ranks. Considering the inconsistent results noted above, the relationship of post-high school education and police cynicism, and perhaps the relation of cynicism to levels of conservativism, further investigation is warranted.

Occupational Factors

While individual characteristics may influence cynicism among officers, individual characteristics that have been previously studied are not solely determinant of

police cynicism. Considerable research has been dedicated to observing the influence and contribution of the police occupation to an officer's level of cynicism. Caplan (2003) has insisted that cynicism is a product of the occupation rather than a product of individual characteristics. Several factors of the police occupation are often recognized in police literature as contributing to an officer's likelihood of becoming cynical, such as training that encourages sensitivity to danger and suspicious activity (Caplan, 2003). While training affords police officers a professional status, the public often disregards their earned status while unfavorable police interactions with the public and legislation often provoke cynical attitudes among officers (Caplan, 2003). Graves (1996) attributes three causes of cynicism, all resulting from the police occupation: conditions of the streets, loss of respect for the law and occupational stagnation. Hobbs (2008) describes that the most common themes in the literature that explain police cynicism tend to be boredom with the job, disappointment in the mission, excessive amounts of paperwork, unity and solidarity, lack of respect from the community and the new "managerialism" culture. While Hobbs (2008) reported these as the most common themes, Hobbs' findings indicate that the most relevant themes of police cynicism, from the police officers' perspectives, are disappointment with the occupation, the mass amount of paperwork and the failings of the criminal justice system. Training and lack of respect from the public were not found to be consistently perceived as prominent causes of police cynicism (Hobbs, 2008).

Research findings have attributed additional causes and outcomes regarding the relationship between police cynicism and the police occupation. For example, studies have shown that levels of cynicism tend to increase as years of service or experience increase, although cynicism has been shown to level off at approximately 15 to 19 years

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of service (Graves, 1996; Niederhoffer, 1967; Regoli & Lotz, 1977). However, results from Sobol (2010a) were inconsistent, finding negative correlations between police cynicism and experience. Regoli and Lotz (1977) hypothesize that a possible explanation of the mid-career peak in cynicism present in many studies may be due to greater immersion within the police subculture, although cynical officers leaving the profession at this point in their career is offered as an alternative and less likely explanation. Comparable to the relationship of police cynicism and experience, Miller et al. (2009) found that years of experience was highly predictive of job satisfaction among officers, although this relationship was not linear. Officers showed the lowest levels of job satisfaction at around 10 to 15 years of experience, while higher levels of job satisfaction were shown at around 5 years of experience and again at 15 years of experience. Burke and Mikkelsen (2002) conducted a study on Norwegian constables and managers, indicating a more linear relationship between police tenure and police cynicism. Constables with the least amount of experience were found to be the least cynical, while cynicism was found to increase as experience increased. Johnson (2012) found that as tenure increased, job satisfaction decreased, providing further evidence of the relationship between police cynicism and job satisfaction. Similarly, Crank, Culbertson, Poole and Regoli (1987) indicated that department size is a relevant link to not only police cynicism but also job satisfaction and work relations among police chiefs. Chiefs of larger departments indicated higher levels of cynicism than chiefs of smaller departments, while indicating different concerns relative to job satisfaction and work relations (Regoli et al., 1987).

According to Sobol (2010a), research tends to observe two factors, organizational

and ecological, when observing the occupational influences of police behavior. Organizational factors are factors that can be directly related to the department or organization while environmental factors tend to be factors outside of individual or organizational control, such as crime rate or jurisdiction size. Klinger (1997) presented a theoretical model which recognized an intersection between police organizations and the ecological environment. Sobol (2010a) used Klinger's Theory of negotiated order to examine the relationship of police cynicism toward citizens and district crime and level of deviance. Klinger's Theory concerns both the organizational theory and negotiated theory, which reflects informal rules that govern the interactions between officers and their work environment (Klinger, 1997; Sobol, 2010a; Sobol, 2010b). Sobol (2010a) uses Klinger's Theory to propose that neighborhood factors, such as crime and deviance level, individual factors and occupational factors will influence police attitudes toward citizens. Using data collected from the Project on Policing Neighborhood (POPN), Sobol (2010a) examined whether police cynicism would be affected by patrol district crime rate, hypothesizing that cynicism would increase as the level of district deviance increased. Results from Sobol (2010a) indicate that district violent crime rate is positively correlated with officer cynicism. In other words, as violent crime rate increases, officers tend to show higher levels of cynicism. Findings from Sobol (2010a) are consistent with other studies that have investigated cynicism in relation to occupation-related factors. For example, Osborne (2014) found that police cynicism was positively correlated with both jurisdiction size and level of crime. More cynical officers reported higher levels of crime within their patrol area, as well as more major crime than less cynical officers.

Sobol (2010b) again addressed Klinger's Theory regarding police vigor, but of

Klinger's postulations of the ecological factors of police behaviors. Police vigor is described as the degree to which an officer exhibits his/her authority in encounters with citizens (Klinger, 1997; Sobol, 2010b). Klinger's Theory predicts that officers assigned to areas with higher rates of crime will exercise less vigor due to the officers being more cynical, viewing crime as normal, perceiving victims as less worthy and having time constraints when addressing calls (Klinger, 1997; Sobol, 2010b). Sobol (2010b) partially tested Klinger's assumptions that officers assigned to districts of higher crime would be less vigorous, hypothesizing that district workload would lead to time restraints, and that workload and cynicism would collectively contribute to less vigor among districts with higher crime rates. Consistent with Klinger's Theory and previous research, Sobol (2010b) found that as district crime rate increased, police cynicism increased. Though, additional results revealed that vigor increased when district crime increased, dissimilar to Klinger's Theory (Sobol, 2010b). Workload and police cynicism were not found to significantly mediate the relationship between vigor and district crime rate as hypothesized (Sobol, 2010b).

While research has established a relationship between the district crime rate and cynicism and district crime rate and police vigor, it has been suggested that a district is too vast and crime rate among districts has copious amounts of variation (Sobol, Wu, & Sun, 2013). Sobol et al. (2013) suggested that crime and deviance levels be observed across patrol beats, a much smaller level of jurisdiction. Sobol et al. (2013) observed beat crime rate regarding police vigor as well as additional contextual and situational factors that might influence police vigor. Like the relationship established between district crime rate and police vigor, vigor was found to be significantly influenced by beat-level crime

rate, with areas of higher crime rate experiencing increased police vigor (Sobol et al., 2013). Level of cynicism and workload were not found to be associated with police vigor; however, situational factors were indicative of police vigor (Sobol et al., 2013). The factors Sobol et al. (2013) found to most influence police vigor included being male, young, emotive, disrespectful, involved in a more serious offense and attempting to flee the scene. These findings suggest that police vigor is likely to vary among neighborhood context, particularly crime conditions.

While crime rate has been shown to increase vigor, research has suggested that police behavior may vary depending on the composition of the neighborhood. For example, Smith (1986) found that force was more likely to be used on suspects who were Black, but racial composition of the neighborhood mediated this relationship, indicating racial composition of neighborhood was of greater importance than the race of the suspect when assessing police force. Coon (2016) noted that most officers are committed to impartial treatment, but officers may be unaware of the potential influence of implicit biases on their behaviors and actions. Results from Osborne (2014) indicated presence of possible biases in the allocation of offender behavior. Osborne found a relationship between both police cynicism and offender locus of control and locus of control and racial identification. Police officers with higher levels of cynicism were more likely to attribute an offender's commission of a crime, regardless of racial identification, as a result of internal reasons rather than external reasons (Osborne, 2014). Similarly, police officers were found to attribute more internal reasons of crime commission to an individual with the name "Juan" while attributing an equal likelihood of internal and external reasons to an individual with the name "John" (Osborne, 2014).

Coon (2016) addressed police perceptions of multicultural skills, multicultural values and multicultural training among police supervisors and non-supervisors. All officers agreed that a better understanding of different cultures would allow officers to both work more effectively and increase safety (Coon, 2016). Similarly, it was found that most officers agreed that diversity training was important and potentially beneficial to their department (Coon, 2016). Multicultural skills, multicultural values and multicultural training were found to be associated with supervisor status, and supervisors were found to score significantly higher on multicultural skills than non-supervisors (Coon, 2016). Years of experience was also found to be significantly associated with multicultural skills, values and training; though, multicultural values and attitudes were found to differ by years of experience (Coon, 2016). Coon found that officers with greater than fifteen years' experience have more favorable attitudes toward training and scored higher on multicultural values. Surprisingly, Coon found that officers seemed to be in less agreement about the seriousness of officers with discriminatory attitudes, but in agreement about the seriousness of actions towards minority communities. These results and findings indicate that although officers understand the necessity of multicultural values and training, these attitudes may not be reflected in certain situations. Also, rank and status may influence the officer's perceptions of the values.

Purpose of Study

The purpose of this study was to explore the relationship of individual characteristics, such as conservatism, intercultural sensitivity and multicultural attitudes to police cynicism and police job satisfaction. Researchers have consistently agreed that cynicism is an unavoidable characteristic of the police profession often associated with

negative attributes (Caplan, 2003; Niederhoffer, 1967; Graves, 1996). Regoli and Lotz (1977) have noted that police officers are often the most visible component of the criminal justice system and the most prominent source of contact with the system. Therefore, the impressions of officers and their relationship with the community is representative of the entire criminal justice system (Regoli & Lotz, 1977). Due to this important and visible relationship, it is essential that we understand how police cynicism might be associated with police attitudes and sequentially police interaction with the public. Although cynicism is a well-studied characteristic of the police profession, little research has been dedicated to the relationship between police cynicism and police attitudes, such as conservatism, multicultural attitudes and intercultural sensitivity. Findings from Coon (2016) address officers' acknowledgement of the potential benefits from multicultural skills, training and values. Although these values have been acknowledged as important, Coon indicated that officers may not be in total agreement of the seriousness of discriminatory attitudes among officers. Osborne (2014) has also acknowledged a potential bias at least when assigning fault of criminal behaviors to offenders, indicating a need to address the attitudes of officers, specifically multicultural and intercultural.

Niederhoffer (1967) postulated that officers tend to hold more conservative values than that of the public, while also assuming a relationship between conservative values and cynicism. Osborne (2014) supported Niederhoffer's hypothesis that a relationship between conservative values and police cynicism is existent with more cynical officers holding more conservative values. Considering the potential for bias among police officers indicated by Coon (2016) and Osborne (2014) and the relationship between

cynicism and conservatism, it is important to further address the relationship between cynicism, conservatism and cultural attitudes of police officers. Recent high-profile events among police and minority offenders and the recent division of the country based on political party only exacerbate the need to understand how levels of conservatism might reflect on an officer's level of cynicism, job satisfaction or cultural attitudes. Lastly, the relationship between job satisfaction and police cynicism has been indicated with both characteristics sharing similar causes and outcomes. The relationship between police cynicism and police job satisfaction is important to address considering their shared characteristics as well as lack of research regarding the associations of conservatism, intercultural sensitivity and multicultural attitudes to police cynicism and job satisfaction.

This five-variable study assessed the degree of association between conservatism, multicultural attitudes and intercultural sensitivity and their relationship with police cynicism and job satisfaction. Due to previous research indicating an inverse relationship between job satisfaction and police cynicism, it was hypothesized that higher measures of cynicism will be associated with lower levels of job satisfaction (Travis & Vukovich, 1990). Considering findings from Osborne (2014), it was hypothesized that higher levels of conservatism will be associated with higher levels of police cynicism and lower levels of job satisfaction. Due to the relationship established between conservatism and prejudicial attitudes (Everett, 2009), the potential bias among officers indicated by Osborne (2014) and the acceptance of discriminatory attitudes of other officers indicated by Coon (2016), it was hypothesized that police officers with higher levels of police cynicism will have lower levels of intercultural sensitivity and lower levels of

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multicultural attitudes. Likewise, lower levels of intercultural sensitivity and lower levels

of multicultural attitudes were hypothesized to be associated with lower levels of job

satisfaction.

II. RESEARCH DESIGN AND METHOD

Participants

This study consisted of 104 law enforcement officers with a mean age of 41.52 (*SD* = 9.16). Approximately 70% of participants indicated that they were male, though 11 participants (10.6%) failed to identify their gender. Similarly, 10.6% of participants failed to identify their race or ethnicity. Ninety participants indicated that they did not identify as Hispanic or Latino while three participants did identify as Hispanic or Latino. The sample was predominantly White or Caucasian with 79.8% of participants identifying as White, 4.8% as African American or Black, 1% as American Indian or Alaska Native, 1% as Asian, 1% as Pacific Islander and 1.9% indicating other. Participants were recruited through multiple outlets including social media (Facebook and LinkedIn), on-campus flyers, course announcements, recruitment emails sent directly to police supervisors and the Criminal Justice research participation system (SONA) at Texas State University.

Design/Materials

A survey was administered to participants using Qualtrics, an online-based survey service. The survey consisted of seven instruments; a police cynicism scale, a job satisfaction scale, the Munroe Multicultural Attitudes Questionnaire (MASQUE), the 12-item Social and Economic Conservatism Scale (SECS), the Intercultural Sensitivity Scale (ISS-24), the Social Desirability Scale-17 (SDS-17), and a demographic questionnaire. These scales are described in more detail below.

Police Cynicism Scale. Regoli's (1977) revision of Niederhoffer's (1967) police cynicism scale was used to measure police cynicism among police and other law

enforcement officers, although a slight revision was made to the scale to ensure that pronouns were not gender specific (see Appendix A). This measure consists of a 20-item, 5-point Likert scale ranging from 1 (strongly agree) to 5 (strongly disagree), with higher scores equating to higher levels of cynicism. According to Regoli (1977) this scale contains five dimensions: cynicism in relation to the public (CynPub), cynicism in relation to organizational function (CynOrg), cynicism in reference to dedication to duty (CynDed), cynicism in relation to police solidarity (CynSol), and cynicism regarding training and education (CynEdu). Respectively, Cronbach's alpha for these five subscales was found to be, .48, -.31, .67, -.06 and .48. Although, Regoli's cynicism scale has been shown to be a major improvement to the reliability of Niederhoffer's scale, this study has shown the scale to have extremely low reliability. The current study found the scale to have a Cronbach's alpha of .18, though, previous measures have found an internal consistency of .66 (Regoli, 1977). Due to the weak internal consistency of the Regoli's (1977) measure of police cynicism, a more reliable measure has been adapted from Regoli's measure to better fit the data. The alterations to this scale are further discussed in the results section.

Job Satisfaction Survey (JSS). The JSS is a measure of job satisfaction specific to police officers (Dantzker, 1993; see Appendix B). Of the 26 items in the JSS, 23 items are measured using a 5-point Likert scale ranging from 1 (extremely dissatisfied) to 5 (extremely satisfied). The remaining three items also use a 5-point Likert scale, although the meaning of the scales used for the additional items are dependent on the question. For example, one question asks, "How satisfied are you with your job" with one (1) meaning extremely dissatisfied and five (5) meaning extremely satisfied, while another asks, "If I

could change departments without losing seniority I would" with one (1) meaning strongly disagree and five (5) strongly agree. The entirety of JSS consists of six subscales: General Administration (Cronbach's alpha = .74), Supervision (Cronbach's alpha = .79), Extras (Cronbach's alpha = .54), Equipment (Cronbach's alpha = .95), Recognition (Cronbach's alpha = .53), and Job (Cronbach's alpha = .82). However, the current study used the total score as a single measure of job satisfaction, which has been found to be internally consistent with a Cronbach's alpha of .88.

Intercultural Sensitivity Scale (ISS-24). The ISS-24 consists of a 24-item, 5-point Likert scale ranging from 1(strongly disagree) to 5 (strongly agree), with higher scores being suggestive of greater intercultural sensitivity (Chen & Starosta, 2000; see Appendix C). The questions on the ISS-24 are intended to measure intercultural sensitivity with question such as, "I think my culture is better than others" and "I can be as sociable as I want to be when interacting with other cultures." The ISS-24 includes five factors: interaction engagement, respect for cultural differences, interaction confidence, interaction enjoyment and interaction attentiveness. However, the current study only used the total score as a single measure of intercultural sensitivity, which has been found to be internally consistent with a Cronbach's alpha of .81.

Social and Economic Conservatism Scale (SECS). The 12-item SECS was developed as a measure of political conservatism, with higher scores equating to a more conservative ideology (Everett, 2013; see Appendix D). The SECS consists of a 12-item self-report and a "feeling thermometer" ranging from 0-100, with 0 being extremely negative and 100 extremely positive. This 12-item scale consists of a 5-item economic conservatism subscale (Cronbach's alpha = .58) and a 7-item social conservatism

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subscale (Cronbach's alpha = .75). However, the current study has only used the total

score as a single item of conservativism, which has been found to be internally consistent

with Cronbach's alpha of .82.

Munroe Multicultural Attitudes Questionnaire (MASQUE). The MASQUE

was developed to measure multicultural attitudes using three subscales: Know, Care and

Act (Munroe & Pearson, 2006; see Appendix E). The MASQUE consists of an 18-item,

Likert scale ranging from 1 (strongly disagree) to 6 (strongly agree). The total MASQUE

was found to be reliable with Cronbach's alpha of .88. The Know scale (Cronbach's

alpha = .81), the Care scale (Cronbach's alpha = .80) and the Act scale (Cronbach's alpha

= .81) were all found to be internally reliable, though the Act scale has been previously

found to have an insufficient amount of reliability. Due to the low reliability previously

found with the Act subscale, Munroe and Pearson have recommended that the subscales

be used collectively rather than as individual measures. For this reason, the subscales of

the MASQUE were not used independently as a measure of multicultural attitudes, but

rather a total score was used as a measure of multicultural attitudes.

Social Desirability Scale-17 (SDS-17). The SDS-17 was used to determine

whether participant responses were biased by socially desirable responses due to the

nature of the survey questions (Stöber, 2001; see Appendix F). The SDS-17 contains 17

true (1) false (0) questions. The author has noted that one item, regarding the use of

illegal drugs, should be excluded from the calculation of total scores due the item

showing corrected item-total correlations close to zero in more recent studies (Stöber,

2001). This item is not thought to be a strong indicator of social desirability among all

populations. Therefore, the single item regarding the use of illegal drugs was excluded

from this survey. The entire scale was found to have a Cronbach's alpha of .61.

      Demographics. To better understand the sample, participants were asked to answer several demographic questions before completing the survey (see Appendix G). Participants were asked questions specific to their job, such as rank, time in rank, years of experience, and department degree requirements. In addition to job specific information, participants were asked to identify their age, gender, race and ethnicity. Lastly, participants were asked to indicate their level of education and their annual household income.

Procedure

      Participants were recruited via multiple outlets including social media, on-campus flyers, course announcements, the Texas State Criminal Justice research participation system (SONA), as well as recruitment announcements sent directly to officers. A recruitment script as well as a link was posted to social media (Facebook and LinkedIn) for recruiting purposes. This recruitment script, as well as the Qualtrics link, was also used to recruit participants through email. The link directed participants to the survey on Qualtrics where they gave informed consent before beginning the survey. Participants recruited through on-campus fliers and courses were also given a link to the survey; however, these participants accessed the survey by typing in the link themselves. The survey took place online; therefore, participants completed the survey in a location and with a device of their preference. The survey took approximately 30 minutes per participant; although, there was no time-limit and completion of the survey was self-paced. Questions on the survey were not forced entry due to the sensitive subject matter of several questions, but participants were reminded that answers were left blank before

moving to the next question.

An incentive, a drawing for one of four $75 Amazon gift cards, was offered to participants who did not participate through the SONA system after completing the survey. After completion of the survey, participants were redirected to another browser where they had the option of entering the drawing by providing their contact information. Approximately 37% of participants opted to enter the drawing for one of four $75 Amazon gift cards. Contact information that was given was kept separate from all data collected. Respondents who participated through the Criminal Justice SONA system received course credit for their participation. Participants received credit based on their time commitment or 1 credit for approximately 30 minutes of participation. Finally, participants were debriefed online and thanked for their participation.

III. RESULTS

The demographic survey was analyzed to obtain descriptive statistics and better understand the sample. Eleven percent of participants indicated that they had either a high school diploma or general education diploma (GED) while 88.2% indicated that they had obtained a college degree with 44.1% reporting that they had at least a bachelor's degree. Of those that had a college degree, 68.2% indicated that they had obtained their degree prior to becoming an officer, though only 20.4% of officers indicated that it was a requirement of their current department. The majority of participants (84.9%) indicated that they worked for a local police agency while 1.1% worked for a sheriff's office, 7.5% primary state, 4.3% special jurisdiction (e.g., 4-year university, parks or recreational areas or tax enforcement), and 2.2% indicated other. The 2.2% that indicated other specified their type of agency as either consolidated city/county police or a federal government agency. The majority of officers (72%) indicated that their agency had approximately 50 to 249 sworn personnel while 14% indicated less than 40 full-time sworn personnel, 4.3% indicated 250 to 499 full-time sworn personnel and 9.7% indicated more than 500 sworn full-time personnel.

Thirty-eight percent of officers indicated that their rank would be considered that of a superior (e.g., chief, commander, captain or lieutenant) while 31.5% indicated that they were lower ranking officers (e.g., patrol or recruit). Twenty-three percent of officers indicated that they were either corporal, sergeant or superior officer while only 6.5% indicated that they were a detective. Approximately 18.3% of officers indicated that they had held their current rank for 0 to 1 year, 35.5% for 2 to 5 years, 12.9% for 6 to 9 years and 33.3% more than 9 years. Approximately 19.4% of officers indicated that they had

worked for their current department for 0 to 4 years, 16.1% 5 to 10 years, 12.9% 11 to 15 years, 15.1% 16 to 19 years and 36.6% more than 19 years. The majority of officers (48.4%) indicated that their total length of service was more than 19 years while 12.9% indicated that their total length of service was 16 to 19 years and another 12.9% also indicated that their total length of service was 0 to 4 years. Approximately 11.8% indicated that their total length of service was between 5 to 10 years and 14% between 11 to 15 years.

The majority of officers (62.5%) indicated that they were either extremely satisfied or satisfied with their overall job satisfaction while only 10.6% indicated that they were either extremely dissatisfied or dissatisfied. About 27% indicated they were neutral regarding their overall job satisfaction. Similarly, the majority of officers or 53.9%, indicated that they would not change departments if they were able to do so without losing seniority while 27% agreed they would. Approximately 19.2% of officers were neutral regarding a change in their current department. Finally, a substantial portion of the sample of officers (95.7%) indicated that they had obtained some sort of diversity training either through their department, through a training academy or both.

As previously mentioned Regoli's (1977) police cynicism scale was found to be an unreliable measure of police cynicism with a Cronbach's alpha of .18; therefore, the scale was adapted to better fit the data in the current study. Item-scale analysis revealed several additional items needed to be recoded due to their negative correlation. Upon reverse coding items 2, 6, and 7, the reliability was improved ($\alpha = .66$). Additional analysis revealed that reducing items would improve the reliability of the scale. Therefore, the original 20-item scale was reduced to 11 items, improving Cronbach's

alpha (α = .763; see Appendix H). Item deletion was based on theory, indications that

item removal would improve Cronbach's alpha, as well as inter-item correlations. Inter-

item correlations, as well as the Cronbach's alpha based on item deletion can be found in

Table 1.

Table 1
Police Cynicism Item-Scale Analyses

Subscale	Deleted Items	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CYNEDU	12	-.004	.693
CYNPUB	19	-.011	.708
CYNEDU	5	-.058	.736
*	14	.153	.747
CYNPUB	16	.165	.753
CYNPUB	17	.161	.757
CYNDED	4	.124	.761
CYNORG	18	.190	.763
*	15	.238	.763

Subscale	Remaining Items	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CYNDED	1	.355	.752
CYNSOL	2	.480	.736
CYNDED	3	.311	.756
CYNORG	6	.590	.718
CYNSOL	7	.413	.745
*	8	.381	.749
CYNSOL	9	.360	.751
CYNDED	10	.373	.750
CYNORG	11	.466	.740
CYNORG	13	.514	.731
CYNSOL	20	.280	.762

Note. Item-Scale Analysis Table includes analysis of items for Regoli's (1977) 20-item police cynicism scale (Cronbach's alpha = .18). Cronbach's alpha for item deletion includes the Cronbach's alpha improvement for the scale after item deletion. Eleven items remain after item deletion. The * indicates that items 8, 14 and 15 were not originally included in a subscale.

Principal axis factoring was used to assess the dimensionality of 11 items selected from Regoli's (1977) modified scale. Principal axis factoring is typically employed in order to explain shared variance through a small number of factors (Warner, 2013). Factor analysis was performed using varimax rotation with the criterion that factors with eigenvalues greater than one were extracted. Initially, three factors were extracted, though the third factor only contained one item. As a result, the factors were fixed to two. After fixing factors at two, item 8 was found to load on more than one factor; therefore, item 8 was removed from the scale. Additionally, item 6 was also found to load on both factor 1 and factor two. As a result, item 6 was also removed from the scale. Factor loadings for the original 11 items can be found in Table 2. The two factors were retained due to the previous theory that items within these factors should be representative of the features that may attribute to the latent variable, police cynicism. Also, the number of items were significantly reduced, and previous subscales were either completely removed or reduced dramatically, making it less likely to retain as many factors as the previous scale. Items on factor 1 are thought to represent cynicism toward the organization, therefore factor 1 has been referred to CYNORG. Items on factor 2 are thought to be representative of cynicism toward dedication to duty, therefore factor 2 has been referred to as CYNDED. The total variance explained for the two factors as well as the item factor loadings can be found in Table 3. The subscale CYNORG was found to have a Cronbach's alpha of .691 while the subscale CYNDED was found to have a Cronbach's alpha of .667. The entire 9-item scale was found to be internally consistent with a Cronbach's alpha of .700.

Table 2

Item Loadings for Each Factor

Item	Factor 1	Factor 2	Factor 3
1	.071	.617	-.001
2	.405	.199	.396
3	-.092	.609	.218
6	.463	.429	.211
7	.226	.551	-.013
8	.110	.138	.884
9	.684	-.083	.082
10	.022	.541	.245
11	.431	.198	.254
13	.645	.252	.029
20	.539	-.046	.012

Note. Initially three factors were extracted which included item 6 and 8.

Table 3

Principal Axis Factor Analysis Summary of the 9-Item Police Cynicism Scale

	Initial Eigenvalues		Extraction Sums of Squared Loadings		
Factor	Total	% of Variance	Total	% of Variance	Cumulative % of Variance
1	2.690	29.894	2.052	22.795	22.795
2	1.775	19.719	1.164	12.936	35.731
3	.886	9.844			
4	.791	8.788			
5	.692	7.690			
7	.598	6.642			
8	.563	6.254			
13	.534	5.932			
20	.417	5.238			

Factor Item Correlations			
Item	CYNORG	CYNDED	Communalities
1	.065	.550	.315
2	.452	261	.272
3	-.039	.681	.465
7	.238	.527	.335
9	.697	-.098	.495
10	.051	.550	.305
11	.490	.260	.317
13	.627	.221	.442
20	.513	-.080	.269

Next, confirmatory factor analysis using lavaan (Rosseel, 2012) was conducted to

see whether data were a good fit. According to cut-offs recommended by Hu and Bentler (1999), X^2, RMSEA, SRMR and CFI were all found to be within ranges that indicated a good model fit. Table 4 includes fit statistics for the model.

Table 4

Fit Statistics for Police Cynicism Model Fit

Measure	Test Statistic	Recommended Cutoff
X^2 (p value)	0.393	> 0.05
RMSEA	0.023	< 0.08
SRMR	0.074	< 0.08
CFI	0.989	≥ .90

Note. All fit statistics indicate that the model is a good fit according to cutoffs proposed by Hu & Bentler (1999).

A correlational analysis was conducted to assess the relationship of scores on the measure of social desirability (SDS-17) to all observed variables. No significant correlations between the SDS-17 and other measures were found. Correlations between variables can be found in Table 5. As a result of low the correlation among social desirability and the other variables, social desirability was excluded from further statistical analysis.

Preliminary analyses were conducted to check for correlations between variables as well as multicollinearity. No indication of multicollinearity between variables was found. Correlational analysis was also used to investigate the relationship proposed between police cynicism and police job satisfaction. A significant negative relationship was found between job satisfaction and police cynicism (Pearson's r = -.635 p < 0.01). This relationship indicates higher levels of cynicism are significantly related to lower levels of job satisfaction.

Table 5

Correlation Among Variables

	Cynicism	JSS	ISS-24	MASQUE	SECS	SDS-17
Cynicism	-	-.635**	-.011	.045	-.058	.004
JSS		-	.062	.023	-.014	-.085
ISS-24			-	-.245*	-.040	-.126
MASQUE				-	.327**	.011
SECS					-	-.192
SDS-17						-

Note. ** Indicates significance at $p < 0.01$, * indicates significance at $p < 0.05$.

Next a multiple regression was used to investigate the relationship between police cynicism, multicultural attitudes, intercultural sensitivity and conservatism. When including all predictor variables, multicultural attitudes, intercultural sensitivity and conservatism, the overall regression was found to predict approximately 1.1% of variance, $R = .106$ $R^2 = 0.11$. The overall model was not found to significantly predict police cynicism $F(3,89) = .339$ $p = .797$. Results from the regression can be found in Table 6. Alone conservatism was not found to be significantly predictive of police cynicism with $t(89) = -.732$, $p = .466$. The squared semipartial correlation that estimated how much variance in police cynicism was uniquely predicted from conservatism was $sr^2 = 0.0059$. About .6% of the variance in police cynicism was uniquely predicted from conservatism when controlling for multicultural attitudes and intercultural sensitivity. Intercultural sensitivity was not found to be significantly predictive of police cynicism $t(89) = .100$, $p = 0.920$. The sr^2 when controlling for conservatism and multicultural attitudes was .0121 or approximately 1.21% of variance was uniquely predicted by intercultural sensitivity. Multicultural attitudes, like conservatism and intercultural sensitivity was also not found to be significantly predictive of police cynicism $t(89) = .880$ $p = 0.381$. The sr^2 when controlling for conservatism and intercultural sensitivity

was .0087 therefore, .87% of variance could be uniquely predicted by multicultural

attitudes.

Table 6
Summary of Regression Analysis for Variables Predicting Police Cynicism

	b	SE b	β	sr^2	R	R^2
Overall	18.152	8.751			.106	.011
ISS-24	.007	.074	.011	.0121		
SECS	-.030	.040	-.081	.0059		
MASQUE	.078	.089	.101	.0087		

Multivariate regression was conducted to assess the relationship between police

job satisfaction, multicultural attitudes, intercultural sensitivity and conservatism. When

including all predictor variables, the overall regression was found to predict .7% of

variance, $R=.081$, $R^2 = .007$. The overall regression was not found to be statistically

significant, $F(3,89) = .197$ $p = 0.898$. Similarly, no predictors were found to be

significantly predictive of police job satisfaction. The sr^2 when controlling for

intercultural sensitivity and conservatism was .0026 or about .26% of unique variance

could be attributed to multicultural attitudes. The sr^2 when controlling for multicultural

attitudes and conservatism was .0053 or approximately .53% of unique variance could be

explained by intercultural sensitivity. Level of multicultural attitudes was found to make

no unique contribution to variance. The sr^2 when controlling for multicultural attitudes

and intercultural sensitivity was .00004 or approximately .004% of unique variance could

be explained by conservatism. Similar to multicultural attitudes and intercultural

sensitivity, level of conservatism made no significant unique contribution to variance.

Results from the regression can be found in Table 7.

Table 7

Summary of Regression Analysis for Variables Predicting Job Satisfaction

	b	SE b	β	sr²	R	R²
Overall	60.617	22.941			.081	.007
ISS-24	.134	.193	.075	.0053		
SECS	-.006	.106	-.006	.00004		
MASQUE	.113	.233	.055	.0026		

IV. DISCUSSION

The purpose of this study was to explore the relationship of individual characteristics, such as conservatism, intercultural sensitivity and multicultural attitudes to police cynicism and police job satisfaction. While most results did not support the proposed hypotheses, much insight was gained regarding the relationship between these variables.

It was hypothesized that higher levels of cynicism would be associated with lower levels of job satisfaction. Correlational analysis results confirmed the expected inverse relationship. Previous findings have also indicated the inverse relationship between job satisfaction and police cynicism that was found (Travis & Vukovich, 1990). Considering the negative occupational characteristics often associated with police cynicism, finding that higher levels of police cynicism would relate to lower levels of job satisfaction should be expected.

Previous research has indicated that there was a relationship between police cynicism and conservatism; specifically, higher levels of conservatism were found to be associated with higher levels of police cynicism (Osborne, 2014). Due to previous research findings, it was hypothesized that higher levels of conservatism would be predictive of higher levels of police cynicism. The results did not support the proposed hypothesis. A negative relationship was found with lower levels of conservatism predicting higher levels of police cynicism, though this relationship was not significant. Niederhoffer's (1967) assumption that the majority of police officer's hold more conservative values may be accurate, though level of conservatism may not have an effect on level of cynicism. Conservative values are thought to reflect more support for

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the government, gun ownership as well as more support for the military and national

security as indicated in the measure of conservatism (Everett, 2009). Given that these

values are prominent factors in conservatism and are also representative of the law

enforcement profession it is understandable how officers might hold more conservative

values. While more conservative values may reflect the police culture, these values do

not necessarily reflect a more cynical attitude. As previously mentioned, the measure of

cynicism was reduced with many subscales excluded. It is possible that previous

associations between police cynicism and conservatism were a result of a relationship

between conservatism and a previously used subscale of police cynicism. Also, previous

research used a one item measure of political ideology rather than a score based on both

social and economic conservatism.

A relationship between conservatism and intercultural sensitivity and

conservatism and multicultural attitudes was expected due to previous research

establishing a relationship between conservatism and prejudicial attitudes (Everett,2009).

Correlational analysis revealed a significant relationship between multicultural attitudes

and conservatism, though this relationship was in the opposite direction as one would

expect given the previous findings. Higher levels of multicultural attitudes were found to

be associated with higher levels of conservatism. This relationship may be specific to the

law enforcement culture and may not be reflected among other samples. The majority of

officers indicated that they had taken part in diversity training through either their

department or training academy. This training may have equipped officers with

knowledge regarding multicultural attitudes. Similarly, the measure of multicultural

attitudes questions participants knowledge, care and action toward specific multicultural

behaviors and attitudes. The multicultural subscales may be representative of police values specifically, the act subscale. It is expected that law enforcement officers would be inclined to take action when negative multicultural attitudes are witnessed. The relationship between conservatism and multicultural attitudes does not imply cause and effect and the relevance of higher levels multicultural attitudes may be a consequence of police training and police culture, like conservatism. There was no significant relationship found between intercultural sensitivity and conservatism. Although, a significant negative relationship was found between intercultural sensitivity and multicultural attitudes. Higher levels of multicultural attitudes were found to be associated with lower levels of intercultural sensitivity. While the measures of intercultural sensitivity and multicultural attitudes were expected to be positively associated, the negative association may be due the differences within the measures. For example, behaviors on the measure of intercultural sensitivity reference more specific behaviors while the reference to culture is very broad. Items on the measure of multicultural attitudes are more specific to certain cultures and leave less room for interpretation. Due to the expected relationships between conservatism and police cynicism and conservatism and multicultural attitudes and intercultural sensitivity, it was hypothesized that lower levels of multicultural attitudes and lower levels of intercultural sensitivity would predict higher levels of police cynicism. This hypothesis however, was not supported. While neither multicultural attitudes nor intercultural sensitivity were significantly predictive of police cynicism it is important to note that intercultural sensitivity was negatively associated with police cynicism while the measure of multicultural attitudes was positively associated with police cynicism. While it was

anticipated that a positive association between multicultural attitudes and intercultural sensitivity would be existent, and these variables would have a similar relationship to police cynicism, it is important to take into consideration the differences between these variables.

Due to the previous relationship established between police cynicism and police job satisfaction (Travis & Vuokvich, 1990), it was hypothesized that job satisfaction would exhibit the same associations as expected by police cynicism. Specifically, it was hypothesized that lower levels of job satisfaction would be predicted by lower levels of multicultural attitudes and lower levels of intercultural sensitivity. It was also hypothesized that lower levels of job satisfaction would be predicted by higher levels of conservatism. None of the proposed hypotheses were supported. While no significant associations were found between police job satisfaction and predictor variables, the associations were found to be in the expected direction. As expected, the association between job satisfaction and intercultural sensitivity was in the expected direction or higher levels of intercultural sensitivity were associated with higher levels of job satisfaction. Likewise, the association between job satisfaction and multicultural attitudes was in the direction as expected with higher levels of multicultural attitudes being associated with higher levels of job satisfaction. The relationship between job satisfaction and conservatism was also in the expected direction with lower levels of conservatism being associated with higher levels of job satisfaction. The lack of significant results may be a consequence of the sample. As previously indicated, the sample consisted of a large portion of officers who indicated that they were in supervisory positions. Also, approximately 68% of the sample indicated that they had at least 16 years of service. As

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previously indicated by Miller et al. (2009) job satisfaction was shown to increase at

around 15 years of service. The lack of association between the variables may be a result

of this particular sample and indicates a need to further assess the association of job

satisfaction with a more varied sample. Although the results of job satisfaction were

expected to be similar of those found regarding police cynicism, it is important to note

that the results were in fact different. These differences demonstrate that police cynicism

and police job satisfaction are in fact different measures and as a result yield different

results.

       While the study has offered a better understanding of police cynicism and police

job satisfaction there were several limitations that should be considered. First, Labelle

(2014) recommended including a measure of social desirability when evaluating cynicism

among police officers. Due to the stigma surrounding cynicism, it was assumed that

officers may not answer truthfully due to fear of being presented undesirably or fear of

being reprimanded by superiors. While Labelle's (2014) recommendations to measure

social desirability seemed appropriate, it was found that the population must be

considered when measuring social desirability. The scale used to measure social

desirability (SDS-17) has been previously shown to be a reliable measure; however, the

current sample demonstrated that the population being observed needs to be taken into

consideration. The SDS-17 was shown to have somewhat insufficient reliability among

this sample (Cronbach's alpha = .61). After consideration of the items, it is expected that

the measure would be unreliable among a sample of police officers. For example,

questions such as; "I never hesitate to help in case of an emergency", "I sometimes litter"

or "Sometimes I only help because I expect something in return may" are in opposition of

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the principles an officer upholds as well as the expectations of the job (Caplan, 2003). Due to the low reliability of the measure, no correlations were found between scores on the SDS-17 and other variables within the study. While no relationship was found between social desirability and police cynicism, the development and future use of a measure of social desirability specific to police officers should be considered.

Another limitation to consider is the unreliability of Regoli's (1977) measure of police cynicism. Considering the date the scale was created, many items on the scale may no longer be relevant. For example, "The newspapers in general try to help police departments by giving prominent coverage to items favorable to the police" refers to newspapers as a measure of cynicism toward public, though referring to newspapers may be no longer adequate. Also, the structure as well as many of the rules governing law enforcement agencies have changed considerably since the creation of the scale. As a result of this change within agencies, one can expect that factors influencing police cynicism would also change. The 20-item measure of police cynicism was adapted to better fit the data though many items were removed indicating that previous measures of cynicism may no longer be relevant. Although the reduced 9-item measure of police cynicism was more reliable than the previous scale and was also found to be a good fit for the current data, it may lack generalizability. Future research hoping to study police cynicism should consider better defining cynicism as well as the creation of a new scale.

Additional limitations to consider concern the sample specifically the methods used to recruit participants. While many methods were employed to aid in participant recruitment, the majority of responses were a result of emails sent directly to supervisors or superiors. This method resulted in a large portion of the respondents being supervisors

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although it was requested that superiors also send the survey information to subordinates. More than half of the participants indicated that they had at least a bachelor's degree, while approximately 75% of participants indicated that they had a college degree. While the majority of respondents indicated that they had some type of degree participants reported that the majority of departments or agencies do not require a college degree. The way in which the participants were recruited may have contributed to the large sample of respondents who were supervisors and sequentially a large number of respondents with college degrees. New methods of recruitment should be considered to encourage respondents that are more representative of the typical law enforcement agency.

Considering the results and the limitations of the current study, there are many areas that require additional research and attention. As mentioned previously, the current measures of police cynicism are outdated and unreliable. Future research considering police cynicism should explore redefining police cynicism. Considering the relationships found between police cynicism and multicultural attitudes, consideration of cynicism as a positive attribute may be necessary. Previous researchers, Osborne (2014), Caplan (2003), and Labelle (2002) proposed that cynicism may be a necessary attribute of officers and possibly aid in officer safety. A large portion of officers indicated that they had participated in multicultural training either as a requirement of their department or academy training. It would be interesting to further explore police training and the effect of training on police attitudes and perhaps the effect of multicultural training on public relations.

The results of this study found that job satisfaction was significantly associated with police cynicism though, job satisfaction and police cynicism were not significantly

predicted by other intercultural sensitivity, multicultural attitudes or level of conservatism. These results indicate a further need to explore police cynicism and possible reasons explaining this common characteristic. These findings also suggest a new consideration of police cynicism as a positive characteristic. With this new consideration, it is possible to explore avenues within the police profession where cynicism may be used a resource as well as efforts to limit possible negative effects that may result from cynicism.

Appendix A: Police Cynicism Scale

Please answer all items. Use the following response categories:

1 = strongly agree, 2 = somewhat agree, 3 = neutral,
4 = somewhat disagree, 5 = strongly disagree

___ 1. The average police superior is very interested in his/her subordinates.

___ 2. The average departmental complaint is a result of the pressure on superiors from higher authority to give complaints.

___ 3. The average arrest is made because the police officer is dedicated to performing his duty properly.

___ 4. The best arrests are made as a result of hard work and intelligent dedication to duty.

___ 5. A college degree as a requirement for appointment to the police department would result in a much more efficient police department.

___ 6. When you get to know the department from the inside, you begin to feel that it is a wonder that it does one-half as well as it does.

___ 7. Police Academy training of recruits might as well be cut in half.

___ 8. Professionalization of police work is already here for some groups of policemen.

___ 9. When a police officer appears at the Police Department trial room he/she will probably be found guilty even when he has a good defense.

___ 10. The average police officer is dedicated to the high ideals of police service and would not hesitate to perform police duty even though he/she may have to work overtime.

___ 11. The rules and regulations of police work are fair and sensible in regulating conduct off and on duty.

___ 12. The youth problem is best handled by police officers that are trained in a social service approach.

___ 13. The majority of special assignments in the police department depend on whom

you know.

___ 14. The average detective has special qualifications and is superior to a patrolman.

___ 15. A Police Department summons is issued by policemen as part of a sensible pattern of law enforcement.

___ 16. The public shows a lot of respect for police.

___ 17. The public is more apt to obstruct police work if they can, than cooperate.

___ 18. Policemen 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 try to help police departments by giving prominent coverage to items favorable to the police.

___ 20. When testifying in court, police officers are treated as criminals when they take the witness stand.

Appendix B: MEASURE OF JOB SATISFACTION

Please select a response for the following questions/statements.

Overall job satisfaction:

1------------------------2------------------------3-----------------------4----------------------5

Extremely   Extremely
Dissatisfied   Satisfied

If I could change police departments without losing seniority I would!

1------------------------2------------------------3-----------------------4----------------------5

Strongly   Strongly
Disagree   Agree

If I received an offer for a better paying job outside of policing I would immediately accept it!

1------------------------2------------------------3-----------------------4----------------------5

Strongly   Strongly
Disagree   Agree

Please use the scale below to indicate your current satisfaction with the following
statements.

1------------------------2------------------------3-----------------------4----------------------5

Extremely   Extremely
Dissatisfied   Satisfied

HOW SATISFIED ARE YOU WITH…

1. The current retirement program.

2. The written promotion exam.

3. The process and selection for inter-departmental transfers/vacancies.

4. Supervisory support/backing.

5. Availability of your immediate supervisor.

6. The willingness of your immediate supervisor to help in problem-solving and

    obtaining goals.

7. The efficiency grading system.

8. The current appeal and grievance procedures.

9. Departmental-community relations (handling of complaints, commendations)

10. Current base-pay and salary increases.

11. Current benefits: holidays, personal days, vacation time, etc.

12. Current insurance coverage.

13. Compensation received for overtime, court time.

14. The "approved off-duty" job policy.

15. Current educational incentives.

16. The availability of in-service training or outside schools.

17. The current method for filing reports.

18. Your present assignment.

19. The general job description/duties of your present position.

20. The department's top administrators.

21. The educational requirements of new recruits.

22. The quality of equipment (radios, weapons, vehicles).

23. The availability of equipment.

Appendix C: ISS-24

Below is a series of statements concerning intercultural communication. There are no right or wrong answers. Please work quickly and record your first impression by indicating the degree to which you agree or disagree with the statement. Thank you for your cooperation.

1------------------------2------------------------3-----------------------4----------------------5

Strongly   Disagree   Uncertain   Agree   Strongly
Disagree   Agree

1. I enjoy interacting with people from different cultures.

2. I think people from other cultures are narrow-minded.

3. I am pretty sure of myself in interacting with people from different cultures.

4. I find it very hard to talk in front of people from different cultures.

5. I always know what to say when interacting with people from different cultures.

6. I can be as sociable as I want to be when interacting with people from different cultures.

7. I don't like to be with people from different cultures.

8. I respect the values of people from different cultures.

9. I get upset easily when interacting with people from different cultures.

10. I feel confident when interacting with people from different cultures.

11. I tend to wait before forming an impression of culturally-distinct counterparts.

12. I often get discouraged when I am with people from different cultures.

13. I am open-minded to people from different cultures.

14. I am very observant when interacting with people from different cultures.

15. I often feel useless when interacting with people from different cultures.

16. I respect the ways of people from different cultures behave.

17. I try to obtain as much information as I can when interacting with people from different cultures.

18. I would not accept the opinions of people from different cultures.

19. I am sensitive to my culturally-distinct counterpart's subtle meanings during our interaction.

20. I think my culture is better than other cultures.

21. I often give positive responses to my culturally different counterpart during our interaction.

22. I avoid those situations where I will have to deal with culturally-distinct persons.

23. I often show my culturally-distinct counterpart my understanding through verbal

    or nonverbal cues.

24. I have a feeling of enjoyment towards differences between my culturally-distinct

    counterpart and me.

Appendix D: SECS

Please indicate the extent to which you feel positive or negative towards each issue. Scores of 0 indicate greater negativity, and scores of 100 indicate greater positivity. Scores of 50 indicate that you feel neutral about the issue.

1. Abortion.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

2. Limited government.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

3. Military and national security.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

4. Religion.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

5. Welfare benefits.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

6. Gun ownership.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

7. Traditional marriage.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

8. Traditional values.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

9. Fiscal responsibility.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

10. Business.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

11. The family unit.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

12. Patriotism.
0   10   20   30   40   50   60   70   80   90   100
Negative   Positive

Adapted from Everett, J. A. C. (2013). The 12 Item Social and Economic Conservatism Scale (SECS). PLoS ONE, 8(12), e82131. doi:10.1371/journal.pone.0082131

Appendix E: MASQUE

Please rate yourself on each item using the following six-point scale.

1--------------------2-------------------3-----------------4-----------------5----------------6

| Strongly Disagree | Disagree | Somewhat Disagree | Somewhat Agree | Agree | Strongly Agree |

_____ 1. I realize that racism exists.

_____ 2. I know that social barriers exist.

_____ 3. I understand religious beliefs differ.

_____ 4. I understand that sexual preferences may differ.

_____ 5. I understand that gender-based inequities exist.

_____ 6. I accept the fact that languages other than English are spoken.

_____ 7. I understand why people of other cultures act differently.

_____ 8. I am sensitive to respecting religious differences.

_____ 9. I am sensitive to differing expressions of ethnicity.

_____ 10. I am emotionally concerned about racial inequality.

_____ 11. I am sensitive toward people of every financial status.

_____ 12. I am sensitive to language uses other than English.

_____ 13. A person's social status does not affect how I care about people.

_____ 14. I act to stop racism.

_____ 15. I actively challenge gender inequities.

_____ 16. I actively respond to contest religious prejudice.

_____ 17. I respectfully help others to offset language barriers that prevent
communication.

_____ 18. I take action when witnessing bias based on people's preferred sexual
orientation.

Appendix F: SDS-17

Below is a list of statements. Please read each statement and decide if the statement
describes you or not. If it describes you, check the word "true"; if not, check the word
"false".

1. I sometimes litter.

2. I always admit my mistakes openly and face the potential negative consequences.

3. In traffic I am always polite and considerate of others.

4. I always accept others' opinions, even when they don't agree with my own.

5. I take out my bad moods on others now and then.

6. There has been an occasion when I took advantage of someone else.

7. In conversations I always listen attentively and let others finish their sentences.

8. I never hesitate to help someone in case of emergency.

9. When I have made a promise, I keep it—no ifs ands or buts.

10. I occasionally speak badly of others behind their back.

11. I would never live off other people.

12. I always stay friendly and courteous with other people, even when I am stressed out.

13. During arguments I always stay objective and matter-of-fact.

14. There has been at least one occasion when I failed to return an item that I borrowed.

15. I always eat a healthy diet.

16. Sometimes I only help because I expect something in return.

Appendix G: Demographics

1. What is your current rank/grade? _____

2. What is your time in rank/grade?

   a. 0 to 1 year

   b. 2 to 5 years

   c. 6 to 9 years

   d. more than 9 years

3. What type of agency or department do you currently work for?

   a. Local police

b. Sheriff's office

c. Primary state

d. Special jurisdiction (e.g., 4-year university/college, Parks and recreational areas, Tax enforcement)

e. Constable/Marshall

f. Other, please specify_____

4. What is approximate size of your agency?

a. Less than 49 full-time sworn personnel

b. 50 to 249 full-time sworn personnel

c. 250 to 499 full-time sworn personnel

d. More than 500 full-time sworn personnel

5. How long have you worked for the agency or department that you are currently working for?

a. a. 0 to 4 years

b. 5 to 10 years

c. 11 to 15 years

d. 16 to 19 years

e. more than 19 years

6. Please select the option that describes your total length in service?

a. 0 to 4 years

b. 5 to 10 years

c. 11 to 15 years

d. 16 to 19 years

e. more than 19 years

7. Does your department or agency require a college degree?

   a. Yes

   b. No

8. Have you been through diversity training either through your department or a training academy?

   a. Yes, through my department.

   b. Yes, through a training academy.

   c. Yes, through both my department and a training academy.

   d. No diversity training.

9. What is your age? _____

10. What is your gender?

   a. Female

   b. Male

11. Do you identify as Hispanic or Latino?

a. Yes

b. No

12. What is your race?

   a. White or Caucasian

   b. Black or African American

   c. American Indian or Alaskan Native

   d. Asian

   e. Pacific Islander

f. Other, please specify _____

13. What is highest grade or year of school you have completed?

    a. High school diploma or GED

    b. Associate's Degree

    c. Bachelor's Degree

    d. Master's Degree

    e. Doctoral Degree

14. If you have a college degree, did you obtain it prior to becoming an officer?

    a. Yes

    b. No

15. Please select your total annual household income.

    a. Under $15,000

    b. $15,001 to $25,000

    c. $25,001 to $35,000

    d. $35,001 to $50,000

    e. $50,001 to $75,000

    f. $75,001 to $100,000

    g. More than $100,000

Appendix H: 9-Item Police Cynicism Scale

Please answer all items. Use the following response categories:

1 = strongly agree, 2 = somewhat agree, 3 = neutral,

4 = somewhat disagree, 5 = strongly disagree

1. The average police superior is very interested in his/her subordinates.

2. The average departmental complaint is a result of the pressure on superiors from higher authority to give complaints.

3. The average arrest is made because the police officer is dedicated to performing his duty properly.

4. Police Academy training of recruits might as well be cut in half.

5. When a police officer appears at the Police Department trial room he/she will probably be found guilty even when he has a good defense.

6. The average police officer is dedicated to the high ideals of police service and would not hesitate to perform police duty even though he may have to work overtime.

7. The rules and regulations of police work are fair and sensible in regulating conduct off and on duty.

8. The majority of special assignments in the police department depend on whom you know.

9. When testifying in court, police officers are treated as criminals when they take the witness stand.

Note. Items 2, 4, 5, & 8 were reverse coded. Items 2, 5, 7, 8 & 9 loaded on Factor 1 or CYNORG. Items 1, 3, 4 & 6 loaded on Factor 2 or CYNDED.

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