THE IMPACT OF A VETERAN IDENTITY AMONG TREATMENT TEAMS ON SUCCESSFUL OUTCOMES IN VETERAN TREATMENT COURTS

TEXAS ASSOCIATION OF SPECIALTY COURTS (TASC)

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APRIL 9, 2020

Professional Biography

Education & Experience:

Doctorate in Public Administration & Public Policy

BS and MA in Criminal Justice and Criminology

Veteran

Retired law enforcement officer

Over 20 years of combined military and civilian law enforcement experience

Current Position & Research Agenda:

Interprofessional Advanced Fellow in Addiction Treatment

- Dallas Addiction Leadership Training (DALT)
- VA North Texas Healthcare System

Research focus: The nexus between substance use, mental health, and justice-involvement within the Veteran community

Contact Information

For anyone interested in copies of the PowerPoint presentation, contact me at the following email address:

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Research Intent & Question

Research Intent & Originality

Desire to help the Veteran community

Exponential growth in Veteran Treatment Courts (VTCs)

- First formed in 2004—as of 2016, there are 461 courts, dockets, or tracks nationwide

Relative lack of scholarly research on VTCs

To date, there are no known studies that explore the relationship between VTC personnel structures and policy processes and outcomes

Does a Veteran identity among treatment team members within VTCs result in substantive outcomes for Veterans entering and proceeding through treatment programs?

Guiding Theory

Representative Bureaucracy Theory

A dilemma for the democratic administration of public policies exists

- Individual bureaucrats routinely engage in discretionary decision-making that impacts policy processes and outcomes
  - Ineffective internal and external controls

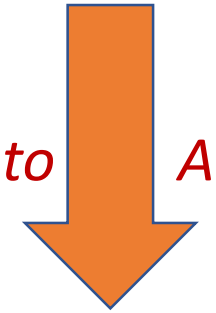
Asserted as a means for instilling key democratic values within administrative processes and outcomes

- Equity
- Legitimacy
- Responsiveness

Two Key Elements of Representation

1. Passive Representation: The extent to which organizations *resemble* the public they serve, in terms of various demographic and socioeconomic characteristics or identities
   - *Characteristics*
   - Equity & legitimacy

Passive-to Active Linkage



2. Active Representation: The assumption of a representative role that results in substantive outcomes for members of the public with shared characteristics
   - *Processes*
   - Equity, legitimacy, and responsiveness

Conditions for Passive-to-Active Linkage

1. Demographic characteristic or social identity of the administrator must be *politically relevant (related to the body politic, public administration, policy-making, etc.)*

2. *Discretion* over policies that are relevant to their key demographic characteristics or social identities

Social Identities

Social identities are more inclusive than sociodemographic characteristics and their use marks an evolutionary shift in terminology

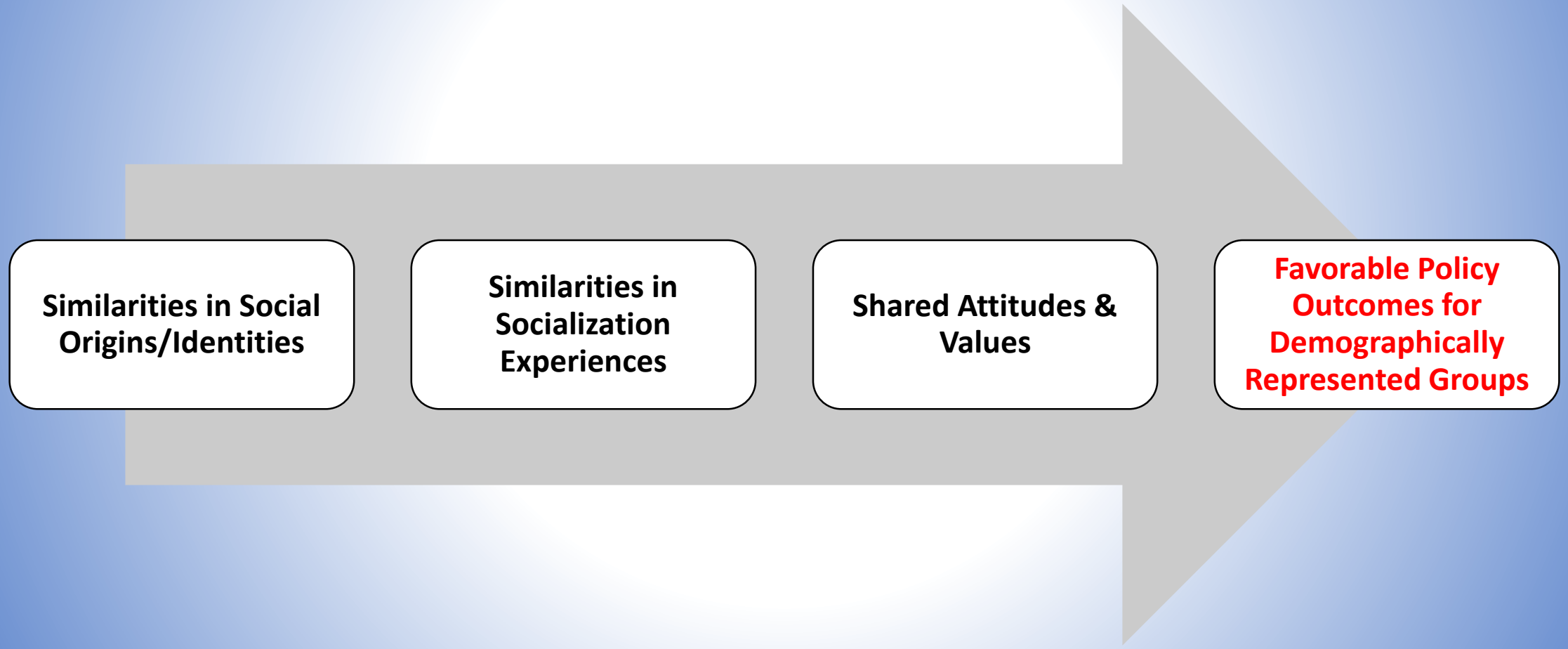
Social Identity Theory:

- Describes aspects of an individual's self-concept based upon their membership in groups
- Individuals are not wholly defined by their innate characteristics
- Relevant identities are derived from multiple sources

These identities can include, but are not limited to:

- Sexual orientation
- Class
- Job Title
- Ideology
- Educational background
- Religion
- Veteran Status
- Geographic Location

Logic of Representation



Evidence Supporting Representation

Evidence supports the relationship between an administrator's social identity and favorable outcomes for those with shared identities

Identities and Settings include:

- Minority race within educational settings and the Equal Employment Opportunity Commission (EEOC)
- Hispanic and Latino ethnicity within educational systems and the EEOC
- Women within educational and local government settings

Representative Bureaucracy within the context of VTCs

Conditions for Representation

1. Veteran Identity is ***politically relevant***
   - 20.3 million veterans in the U.S.
   - Organizations lobby on behalf of Veterans on topics including healthcare, homelessness, suicide prevention, and disability rights
   - 2 national programs focus on Veteran criminal justice issues
2. Treatment team members have ***discretion over policies relevant to a Veteran identity***
   - VTCs feature non-adversarial, collaborative, and discretionary decision-making
   - Highly politicized needs of Afghanistan and Iraq Veterans
     - 2011 National Directive—Focus on the "unique needs" of Veterans suffering from PTSD, TBI, and substance abuse

Representative Bureaucracy within the context of VTCs

Passive representation:

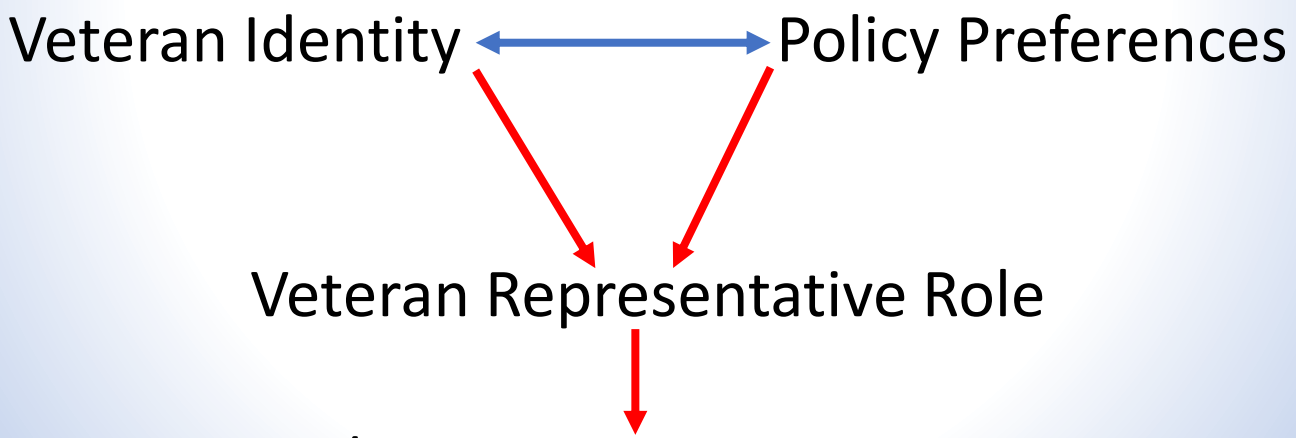
The extent to which VTCs *resemble* the public in terms of treatment team members with a military background

Active representation:

The assumption of a Veteran representative role resulting in substantive outcomes for members of the public with shared characteristics

Representative Bureaucracy within the context of VTCs

General Hypothesis: The intersection between a Veteran identity and policy preferences among treatment team members is likely to yield favorable policy outcomes for Veterans entering and proceeding through treatment programs



Methodology

Hypothesis for Each Model Representing Substantive Outcomes

Entries: Veteran courts are more likely to have extensive entries of veterans into treatment programs

African American & Hispanic Veteran Entries:

- Veteran courts are more likely to have extensive entries of minority racial/ethnic Veterans

OR

- Minority race/ethnicity courts are more likely to have extensive entries of minority racial/ethnic Veterans

Exclusions: Veteran courts are more likely to have minimal exclusions of eligible veterans from treatment programs

Sanctions: Veteran courts are more likely to have minimal sanctions for contractual violations

Incentives: Veteran courts are more likely to have extensive incentives for good behavior

Graduations: Veteran courts are more likely to have extensive graduations from treatment programs

Sample Frame

Purposive sample of all VTCs in three contiguous states in the Southern region of the United States (Louisiana, New Mexico, & Texas)

All treatment team members

No Justice Involved Veterans (JIVs) sampled—requested data already captured by courts

Multiple sources used to identify courts and court coordinators

- Justice for Vets (national data source)
- State-level MH/specialty court program managers
- State-level VTC coordinators
- Individual VTC coordinators
- Internet searches

Survey Instrument

Original survey instrument

Closed question format—objective data

Modified mixed-mode design—Sequential order of a web survey followed by a mail survey

Court coordinators—Disseminated survey

Pilot survey with a VTC in North Texas region

Theoretical Foundation and Binomial Logistic Coding for Outcome Variables

Each outcome variable is a hypothesized measure of favorable outcomes for Veterans in treatment programs

Coding:

1.	Entries	0 = Minimal	1 = Extensive
2.	African American Entries	0 = Minimal	1 = Extensive
3.	Hispanic Entries	0 = Minimal	1 = Extensive
4.	Exclusions	0 = Minimal	1 = Extensive
5.	Sanctions	0 = Minimal	1 = Extensive
6.	Incentives	0 = Minimal	1 = Extensive
7.	Graduations	0 = Minimal	1 = Extensive

Theoretical Foundation for Predictor & Control Variables

Veteran Status

Minority Race/Ethnicity

Minority Gender

Age**:** Can impact politically relevant attitudes and values—As age increases, representative behavior is likely to decrease

Education: Can impact politically relevant attitudes and values

- ***Formal & Professional Education***: As formal education increases, representative roles are likely to increase
- ***Formal Training*****:** In agencies with explicit advocacy roles like VTCs, as formal training increases, the link between passive and active representation is likely strengthened

Agency Socialization: *K*ey factor in bureaucratic representation

- ***Length of Current Employment****:* Acts much like Formal Training

Logistic Regression Coding for Predictor Variables

Primary Independent Variable

1. Veteran Status	0 = Non-Veteran (50% or less)	1 = Veteran (51% or more)

Control Variables

2. Race/Ethnicity	0 = Non-Minority (50% or less)	1 = Minority (51% or more)
3. Gender	0 = Male (50% or less Female)	1 = Female (51% or more)
4. Age	0 = Younger	1 = Older
5. Education	0 = Graduate or Less	1 = Professional
6. Formal Training	0 = Minimal	1 = Extensive
7. Length of Current Employment	0 = Minimal	1 = Extensive

Descriptive Statistics

Final Sample Frame Descriptive Statistics

Participation Rates	Final Sample Frame
Entire Sample: 27% ($\frac{90}{334}$) New Mexico courts: 33% ($\frac{7}{21}$) Louisiana courts: 59% ($\frac{19}{32}$) Texas courts: 23% ($\frac{66}{281}$) Individual courts: Rates range from 8% to 100% • 6 had participation rates ranging between 50% and 75% • 2 had participation rates ranging between 76% and 99%	Level of measurement: Court-level 20 VTCs provided useable responses • Represents 61% of the total courts in the sample ($\frac{20}{33}$) • 4% of the total nationwide Veteran courts ($\frac{20}{461}$)

Descriptive Statistics of Outcome Variables

Entries	Minimal = 70% $(\frac{14}{20})$	Extensive = 30% $(\frac{6}{20})$
African American Veteran Entries	Minimal = 65% $(\frac{13}{20})$	Extensive = 35% $(\frac{7}{20})$
Hispanic Veteran Entries	Minimal = 30% $(\frac{6}{20})$	Extensive = 70% $(\frac{14}{20})$
Exclusions	Minimal = 75% $(\frac{15}{20})$	Extensive = 25% $(\frac{5}{20})$
Sanctions	Minimal = 75% $(\frac{15}{20})$	Extensive = 25% $(\frac{5}{20})$
Incentives*	Minimal = 79% $(\frac{15}{19})$	Extensive = 21% $(\frac{4}{19})$
Graduations	Minimal = 80% $(\frac{16}{20})$	Extensive = 20% $(\frac{4}{20})$

Descriptive Statistics of Predictor Variables

Veteran Status	Non-Veteran = 75% $(\frac{15}{20})$	Veteran = 25% $(\frac{5}{20})$
Race/Ethnicity	Non-Minority = 65% $(\frac{13}{20})$	Minority = 35% $(\frac{7}{20})$
Gender	Male = 35% $(\frac{7}{20})$	Female = 65% $(\frac{13}{20})$
Age	Younger = 45% $(\frac{9}{20})$	Older = 55% $(\frac{11}{20})$
Education	Graduate or Less = 80% $(\frac{16}{20})$	Professional = 20% $(\frac{4}{20})$
Formal Training	Minimal = 30% $(\frac{6}{20})$	Extensive = 70% $(\frac{14}{20})$
Length Current Employment	Minimal = 70% $(\frac{14}{20})$	Extensive = 30% $(\frac{6}{20})$

Findings from Logistic Regression

Two Models that Behaved as Expected

Entries

Veteran Identity: Veteran courts were associated with 12.79 times higher odds of extensive entries into treatment programs than non-veteran courts

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**2.549**	**1.690**	**2.275**	**1**	**.131**	**12.797**	**.466**	**351.366**
Minority Race/Ethnicity	-.004	1.374	.000	1	.998	.996	.067	14.728
Gender	.809	1.674	.234	1	.629	2.246	.084	59.697
Age	-1.641	1.588	1.069	1	.301	.194	.009	4.352
Education	.952	1.785	.284	1	.594	2.590	.078	85.642
FTraining	-1.031	1.912	.291	1	.590	.357	.008	15.138
LengthCurrEmp	.415	1.591	.068	1	.794	1.514	.067	34.216
Constant	-.863	2.798	.095	1	.758	.422		
Nagelkerke R^2	.296							

Graduations

Veteran Identity: Veteran courts were associated with 2.08 times higher odds of extensive graduations than non-veteran courts

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**.732**	**1.773**	**.171**	**1**	**.680**	**2.080**	**.064**	**67.109**
Minority Race/Ethnicity	1.515	1.680	.814	1	.367	4.551	.169	122.546
Gender	.743	2.082	.127	1	.721	2.102	.036	124.387
Age	-1.857	1.552	1.432	1	.231	.156	.007	3.269
Education	2.743	2.724	1.014	1	.314	15.536	.075	3237.296
LengthCurrEmp	-.751	2.348	.102	1	.749	.472	.005	47.014
Constant	-2.384	2.792	.729	1	.393	.092		
Nagelkerke R^2	.247							

5 Models that Did Not Behave as Expected

African American Veteran Entries

Veteran Identity: Reduction in Veteran courts was associated with 2.39 times higher odds of extensive African American entries

Minority Race/Ethnicity: Reduction in the minority race/ethnicity of the court was associated with 1.32 times higher odds of extensive African American entries

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**-.874**	**1.486**	**.346**	**1**	**.556**	**.417**	**.023**	**7.673**
Minority Race/Ethnicity	**-.280**	**1.181**	**.056**	**1**	**.813**	**.756**	**.075**	**7.654**
Gender	.205	1.275	.026	1	.872	1.227	.101	14.930
Age	.374	1.358	.076	1	.783	1.453	.101	20.822
Education	.668	1.591	.176	1	.675	1.951	.086	44.131
FTraining	.699	1.505	.216	1	.642	2.012	.105	38.425
LengthCurrEmp	-.568	1.537	.137	1	.712	.567	.028	11.519
Constant	-1.150	2.088	.303	1	.582	.317		
Nagelkerke R^2	.092							

Hispanic Veteran Entries

Veteran Identity: Reduction in Veteran courts was associated with 41.66 times higher odds of extensive Hispanic entries (Statistically significant $p = .056$)

Minority Race/Ethnicity: Reduction in the minority race/ethnicity of the court was associated with 2.21 times higher odds of extensive Hispanic entries

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**-3.748**	**1.962**	**3.648**	**1**	**.056**	**.024**	**.001**	**1.103**
Minority Race/Ethnicity	**-.795**	**1.554**	**.262**	**1**	**.609**	**.452**	**.021**	**9.495**
Gender	-2.180	1.995	1.195	1	.274	.113	.002	5.637
Age	-1.710	1.802	.900	1	.343	.181	.005	6.186
Education	-.665	1.796	.137	1	.711	.514	.015	17.367
FTraining	.850	1.724	.243	1	.622	2.339	.080	68.649
LengthCurrEmp	-.493	1.434	.118	1	.731	.611	.037	10.158
Constant	4.553	3.498	1.694	1	.193	94.932		
Nagelkerke R^2	.369							

5 Models that Did Not Behave as Expected

Exclusions

Veteran Identity: Veteran courts were associated with 8.57 times higher odds of extensive exclusions of eligible Veterans

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**2.148**	**1.614**	**1.773**	**1**	**.183**	**8.571**	**.363**	**202.548**
Gender	.420	1.515	.077	1	.782	1.522	.078	29.668
Age	.487	1.416	.118	1	.731	1.627	.101	26.089
Education	2.707	1.798	2.267	1	.132	14.981	.442	507.696
FTraining	.452	1.926	.055	1	.815	1.571	.036	68.474
LengthCurrEmp	-.658	1.787	.135	1	.713	.518	.016	17.197
Constant	-3.130	2.459	1.620	1	.203	.044		
Nagelkerke R^2	.267							

Sanctions

Veteran Identity: Veteran courts were linked to 1.81 times higher odds of extensive sanctions than non-Veteran courts

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**.593**	**1.431**	**.171**	**1**	**.679**	**1.809**	**.109**	**29.880**
Minority Race/Ethnicity	-1.392	1.455	.916	1	.339	.248	.014	4.303
Gender	-.431	1.525	.080	1	.778	.650	.033	12.924
Age	-1.102	1.235	.795	1	.373	.332	.030	3.743
Education	-.447	1.889	.056	1	.813	.639	.016	25.927
LengthCurrEmp	.514	1.581	.106	1	.745	1.672	.075	37.076
Constant	-.128	1.977	.004	1	.948	.880		
Nagelkerke R^2	.176							

5 Models that Did Not Behave as Expected

Incentives

Veteran Identity: Reduction in Veteran courts was associated with the odds of extensive incentives for good behavior by a factor of 2.32

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	**-.845**	**1.740**	**.236**	**1**	**.627**	**.430**	**.014**	**13.010**
Minority Race/Ethnicity	-.653	1.451	.203	1	.653	.520	.030	8.946
Gender	-1.062	1.398	.577	1	.448	.346	.022	5.360
Education	-.342	1.874	.033	1	.855	.711	.018	27.952
LengthCurrEmp	1.181	1.544	.585	1	.444	3.258	.158	67.122
Constant	-.571	1.536	.138	1	.710	.565		
Nagelkerke R^2	.162							

Point Estimates of Probability

Point Estimates of Probability Computation

Point estimates of probability are based on the logit probability function

- Estimate coefficients from the binomial logistic regression output are used to solve the logit probability function based on linear regression equation

Three point estimates of probability were provided for each outcome variable

1. **Sample Characteristics Model**: Model based on the specific sample characteristics:
   - Z = Constant + β_1(VetStatus)+β_2(Race/Eth) + β_3(Gender) + β_4(Age) + β_5(Edu) + β_6(FTrng) + β_7(LengthCurrEmp)
   - Z = Constant + β_1(0) + β_2(0) + β_3(1) + β_4(1) + β_5(0) + β_6(1) + β_7(0)
2. **Veteran Court Model:** Hypothetical model incorporating Veteran Status
3. **Representative Bureaucracy Model:** Hypothetical model incorporating representative characteristics

Sample Characteristics Model for Extensive Entries

Z = Constant + β_1(VetStatus)+β_2(Race/Eth) + β_3(Gender) + β_4(Age) + β_5(Edu) + β_6(Ftrng)
+ β_7(LengthCurrEmp)

Z = -.863 + 2.549(VetStatus) - .004(Race/Eth) + .809(Gender) – 1.641(Age) + .952(Edu) – 1.031(Ftrng)
+ .415(LengthCurrEmp)

Z = -.863 + 2.549(0) - .004(0) + .809(1) – 1.641(1) + .952(0) – 1.031(1) + .415(0)

Z = -.863 + .809 – 1.641 – 1.031

Z = -2.726

Prob(ExtensiveEntries) = $\frac{1}{1+e^{2.726}}$

Prob(ExtensiveEntries) = .06

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
VetStatus	2.549	1.690	2.275	1	.131	12.797	.466	351.366
Minority Race/Ethnicity	-.004	1.374	.000	1	.998	.996	.067	14.728
Gender	.809	1.674	.234	1	.629	2.246	.084	59.697
Age	-1.641	1.588	1.069	1	.301	.194	.009	4.352
Education	.952	1.785	.284	1	.594	2.590	.078	85.642
FTraining	-1.031	1.912	.291	1	.590	.357	.008	15.138
LengthCurrEmp	.415	1.591	.068	1	.794	1.514	.067	34.216
Constant	-.863	2.798	.095	1	.758	.422		

Interpretation of Findings

Entries and Graduations

Both models produced outcomes consistent with hypotheses

Although not statistically significant, BOTH models provide substantive support for the tenets of representative bureaucracy = Favorable policy outcomes are more likely for those with shared identities

As Veteran identity increased, there was an increased likelihood of extensive entries and extensive graduations (12.79 times higher odds & 2.08 times higher odds, respectively)

Point Estimates

Entries—Expectation of *HIGHER* probabilities

- Veteran identity model approached .50 probability of extensive entries (.45)
- Representative model surpassed .90 probability of extensive entries (.94)
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **INCREASED** odds of extensive entries compared to sample characteristics model (.06)

Graduations—Expectation of *HIGHER* probabilities

- Veteran identity model had lower than .10 probability of extensive graduations (.06)
- Representative model surpassed .90 probability of extensive graduations (.93)
- Inclusion of hypothetical Veteran identity & representative characteristics demonstrated **HIGHER** probabilities of extensive graduations compared to sample characteristics model (.03)

African American Entries, Hispanic Entries, Exclusions, Sanctions, & Incentives

These 5 models did NOT produce findings consistent with hypotheses (71% of all models)

Although not statistically significant, models provide substantive support for the relationship between social identities and policy preferences = Favorable policy outcomes are less likely for those with shared identities

African American Entries, Hispanic Entries, Exclusions, Sanctions, & Incentives

As Veteran identity decreased, there was an increased likelihood of extensive African American Veteran entries, extensive Hispanic Veteran entries, and incentives (2.39, 41.66, and 2.32 times higher odds, respectively)

As the minority race/ethnicity of the court decreased, there was an increased likelihood of extensive African American and Hispanic Veteran entries (1.32 and 2.21 times higher odds, respectively)

As Veteran identity increased, there was an increased likelihood of extensive exclusions and extensive sanctions (8.57 and 1.81 times higher odds, respectively)

Point Estimates

African American Veteran Entries—Expectation of *HIGHER* probabilities

- Veteran identity model slightly surpassed .30 probability of extensive entries (.32)
- Representative model had lower than .25 probability of extensive entries (.21)
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **DECREASED** odds of extensive entries compared to sample characteristics model (.53)

Hispanic Veteran Entries—Expectation of *HIGHER* probabilities

- Veteran Identity model had .10 probability of extensive entries
- Representative model had lower than .10 probability of extensive entries (.08)
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **DECREASED** odds of extensive entries compared to sample characteristics model (.82)

Point Estimates

Exclusions—Expectation of *LOWER* probabilities

- Veteran identity model approached .60 probability of extensive exclusions (.59)
- Representative model approached .90 probability of extensive exclusions (.87)
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **INCREASED** odds of extensive exclusions compared to sample characteristics model (.15)

Sanctions—Expectation of *LOWER* probabilities

- Both the Veteran identity model & representative model had lower than .30 probability of extensive sanctions (.25 and .21, respectively)—**Tends to support expectations**
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **INCREASED** odds of extensive sanctions compared to sample characteristics model (.16) –**Tends to oppose expectations**

Incentives—Expectation of *HIGHER* probabilities

- Both the Veteran identity model and representative model had lower than .10 probability of extensive incentives (.08 and .09, respectively)
- Inclusion of hypothetical Veteran identity & representative characteristics resulted in **DECREASED** odds of extensive incentives compared to sample characteristics model (.16)

Theoretical Explanations for Alternative Findings on Veteran Identity

Representative Bureaucracy Justifications

Intersectionality: The intersection of multiple, and often competing, identities

- Treatment team members have multiple identities that can often compete for precedence on attitudes and values (i.e., race, ethnicity, gender, education)

Agency Socialization: Although VTCs have an explicit advocacy role, the unique personnel structure of these courts could attenuate the passive-to-active representation link

- Judges often sit on other benches
- Prosecuting attorneys and defense attorneys often handle other, 'non-veteran,' cases
- Social service providers may have other, 'non-veteran,' cases

Hardship Principle

Distinct military culture exists that is grounded in shared experiences and hardships:

- Branch of service
- Basic training/Boot camp/Specialty training/school
- Base/Post Assignments
- Unit Assignments
- Deployments (TDY, support of wartime operations)
- Combat exposure

Beliefs and values within a distinct military culture can continue as Veterans enter civilian life upon retirement or separation

Hardship Principle

The knowledge and understanding borne through shared experiences and hardships may prejudice a Veteran's views towards other Veterans

How an individual Veteran copes with their own personal hardship(s) may be used as a barometer by which other Veterans are judged during challenging or difficult situations

I've been through _____, and I haven't had a problem with _____ (arrest, unemployment, etc.)

Hardship Principle

To put it simply, Veterans may be *less sympathetic* and *harder* towards other Veterans based on their own experiences during difficult situations

- Documented in two separate studies within a VA setting

Military training may serve to form an identity that is characterized by the *desensitization* towards the difficulties facing other Veterans

Limitations and Future Research

Limitations

Limited Sample Size

- Can impact generalizability of findings
- Too few cases resulted in poor model fit for some predictor variables
  - Possibility of diminished reliability of estimates for probability combinations
  - Convergence failure for some variables
  - Variables ultimately removed from final model

Limited Number of Control Variables

- May impact ability to control for confounders
- Directly related to sample size
- Some variables identified by research were removed from model due to failed assumption tests and overall poor model fit

Future Research

Larger Sample Size: Increase the size and scope of the cases under study

- Increase the number of courts
- Increase the number of states

More Control Variables: Increase the number of variables to control for spurious relationships

Further Explore Veteran Identity: The unexpected findings on the relationship between Veteran identity and outcomes necessitates the need to further investigate the determinants of a Veteran representative role

- Introduce strength of Veteran identity variables
- 'Hardship' Principle is a possible explanation that needs further research & development

Policy Implications

Knowledge produced by this research can aid in the creation of *more effective* personnel structures within **current** and **future** VTCs

- Compared to similarly situated Veterans, those Veterans who receive individualized and specialized services from VTCs are more likely to reduce incurred societal costs

A more thorough understanding of the relationship between Veteran identity and successful outcomes could:

- Provide invaluable information on mitigating the 'revolving door' of recidivism
- Reduce the human and monetary costs associated with reoffending that impacts Veterans, their families, and society

The evidence produced by the research suggests that Veteran identity is associated with unfavorable outcomes for JIVs entering and proceeding through treatment programs

- Need to replicate study with more courts and variables to observe effect of Veteran Identity
- Findings may suggest structuring treatment teams with more proportionate civilian-to-veteran ratios to control for veteran identities

Questions & Comments?

Contact Information

For anyone interested in copies of the PowerPoint presentation, contact me at the following email address:

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