

## **CURRICULUM VITAE**

(Revised November 2017)

### ***GREGORY M. VECCHI, Ph.D.***

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## **SECURITY CLEARANCE**

Currently hold a valid and in-scope U.S. Government Top Secret Security Clearance with credentials as a U.S. Department of Defense, U.S. Department of Homeland Security, and U.S. Office of Personnel Contract Investigator.

## **MISSOURI PEACE OFFICER CLASS A LICENSE**

Currently hold a valid State of Missouri Peace Officer Class A License, License Number 67001.

## **MISSOURI PEACE OFFICER COMMISSION**

Currently commissioned as a Reserve Deputy Sheriff with the Buchanan County, Missouri Sheriff's Department, St. Joseph, Missouri.

Currently commissioned as a Reserve Deputy Sheriff with the Clinton County, Missouri Sheriff's Department, Plattsburg, Missouri.

## **FORMAL EDUCATION**

2006      **Doctor of Philosophy (Ph.D.), Conflict Analysis & Resolution**  
Nova Southeastern University

Graduate School of Humanities and Social Sciences  
 Department of Conflict Analysis & Resolution  
 Fort Lauderdale, Florida  
 Degree Conferral Date: August 31, 2006  
 GPA: 4.0  
 Dissertation: Assessing Organizational Group Conflict in Law  
 Enforcement Hostage/Barricade Management

1999      **Master of Science (M.S.), Criminal Justice**  
 The University of Alabama School of Arts & Sciences Department of  
 Criminal Justice Tuscaloosa, Alabama  
 Degree Conferral Date: December 19, 1999  
 GPA: 4.0  
 Thesis: Is it all about money? The orientation toward the use of assets  
 forfeiture by drug enforcement officers: An examination of the  
 application of federal policy

1989-1991      **Bachelor of Science (B.S.), Management/Human Resources**  
 Park College Parkville, Missouri  
 Degree Conferral Date: September 28, 1991  
 GPA: 3.94

### **ACADEMIC EMPLOYMENT/EXPERIENCE**

2016 - Present      **Missouri Western State University**  
 Department of Criminal Justice, Legal Studies, and Social Work  
 St. Joseph, Missouri  
Assistant Professor  
 Develop and teach classroom and online undergraduate and  
 graduate courses in law enforcement, security, and forensics.  
 Conduct scholarly research on a myriad of criminal justice  
 topics. Provide consultation and community service to  
 academia, criminal justice, and national security agencies, and  
 the media.

2016 - Present      **Missouri Western State University**  
 Law Enforcement Academy  
 St. Joseph, Missouri  
Police Instructor  
 Develop and teach police training in communication obstacles,  
 criminal investigation, crime scene investigation, de-escalation,  
 use-of-force applications, and firearms.

2011 – 2016      **Black Hills State University**

- Spearfish, South Dakota  
Course Developer/Adjunct Faculty  
 Developed and taught online graduate courses in crisis leadership and emergency management.
- 2011 – 2014      **Cornell University**  
 Samuel Curtis Johnson School of Management Ithaca, New York  
Course Developer/Adjunct Faculty  
 Developed and taught crisis leadership and negotiation seminars for the Emerging Markets Institute (EMI) to top business executives in Ithaca and New York City, New York; and Beijing and Shanghai, Peoples Republic of China.
- 2007 – 2014      **Florida Institute of Technology**  
 Melbourne, Florida  
Course Developer/Adjunct Faculty  
 Developed and taught online undergraduate-level academic courses in Criminal Justice; Human Behavior Perspectives, Crisis and Conflict Resolution, Theories of Crime and Criminal Behavior, Criminal Investigations, Criminology, Introduction to Criminal Justice, and White Collar Crime.
- 2006-Present      **Nova Southeastern University**  
 Fort Lauderdale, Florida  
Course Developer/Adjunct Faculty  
 Develop and teach online master's level academic courses in Behavioral Criminology, Crisis Intervention and Negotiation, Investigative Processes, Conflict and Crisis Negotiation, Conflict and Crisis Management: Theory and Practice, Critical Incidents Response, Behavioral Criminology, Executive Leadership, and Terrorism for criminal justice, homeland security, mental health, and conflict resolution students and professionals.
- 2002-2004      **University of Phoenix**  
 Online Campus  
Adjunct Faculty  
 Developed and taught online undergraduate academic courses in Criminal Justice Administration, to include: Introduction to Criminal Justice, Introduction to Policing, Organized Crime, Criminology, and Research methods.
- 2006 – 2011      **University of Virginia**  
 Charlottesville, Virginia  
Course Developer/Adjunct Faculty

Developed and instructed residential undergraduate- and graduate-level academic training courses in conflict resolution and crisis management/communication and research methods for FBI National Academy students and United States Government personnel at the FBI Academy, Quantico, Virginia, as part of FBI employment.

## **LAW ENFORCEMENT EMPLOYMENT/EXPERIENCE**

2017 – Present      **Buchanan County, Missouri Sheriff's Department**  
St. Joseph, Missouri  
Reserve Deputy Sheriff

Conduct skill-based firearms, communication, and leadership training. Member of Crisis Negotiation Team.

2017 – Present      **Clinton County, Missouri Sheriff's Department**  
Plattsburg, Missouri  
Reserve Deputy Sheriff

Conduct skill-based firearms and communication training. Assist in complex investigations.

1996-2014      **Federal Bureau of Investigation**  
(September 29, 1996 – February 4, 2014)

**Special Agent, Rapid City Resident Agency**  
Rapid City, South Dakota  
(October 2011 – February 2014)

Conducted field hostage negotiations. Investigated Indian Country violent crimes (murders, rapes, and child sexual assaults), drug, gang, and organized crime matters. Used advanced behavioral techniques in determining cause and manner of death in homicide and suicide investigations. Analyzed violent crime scenes and victimology to determine identity and intent of perpetrator, in order to enhance interviews and interrogations for the purpose of obtaining admissions and confessions.

Consulted with security personnel at the Buffalo Chip campground, which hosts over 100,000 visitors during the Sturgis Motorcycle Rally each August. This consultation included developing behavioral baselines for patrons in order to identify anomalies as flags to prevent

potential violent crime before it occurred. Also used this same behavioral baseline/anomaly methodology in teaching police officers and teachers how to identify and prevent school active shooters.

Held Top Secret Security Clearance with Special Compartmented Information (SCI).

**Unit Chief-Supervisory Special Agent, Behavioral Science Unit**  
FBI Academy, Quantico, Virginia  
(August 2008 – October 2011)

Led a unit of 20 personnel in seven Behavioral-Based Specialty Areas (BBSAs) that included Aberrant Behavior, Communication Exploitation, Cyber Adversaries, Death Investigations, Futures, Gangs, Intelligence and Counter-Espionage, Global Hostage-Taking, Interpersonal Violence, Terrorism, Wellness and Vitality, and Youth Violence; managed national and international training, research, and consultation programs in support of the BBSAs and increased the BSU operating budget from \$50,000 to \$800,000 in less than three years.

Oversaw and conducted case consultations involving kidnapping and other violent crimes, in order to develop investigative leads and identify perpetrators.

Held Top Secret Security Clearance with Special Compartmented Information (SCI) and Intelligence Community Access Badge. Oversaw and conducted research and consultation on national security matters for the Intelligence Community. Supervised the operation of a Special Compartmented Information Facility (SCIF).

**Supervisory Special Agent, Behavioral Science Unit**  
FBI Academy, Quantico, Virginia  
(January 2006 – August 2008)

Developed and provided relevant programs of training, research, and consultation in the behavioral and social sciences designed to improve the operational effectiveness of law enforcement organizations. Topics of specialty included conflict resolution, conflict and crisis management/communication, and global hostage-taking. Analyzed and assessed criminal behavior in dozens of criminal cases involving atypical homicides and rapes, as well as hostage-taking and kidnapping. Focused on understanding criminal behavior through research involving the interviewing of incarcerated offenders. Also developed and implemented new bodies of knowledge designed to

improve the management and operational effectiveness of law enforcement organizations in the areas of negotiation and de-escalation strategies and tactics. Served as an Employee Assistance Program (EAP) counselor responsible for the counseling of FBI employees who experience personal problems, trauma and critical incidents, as well as critical incident stress management and debriefings, via the FBI Crisis Intervention Program (CIP).

Held Top Secret Security Clearance with Special Compartmented Information (SCI).

**Supervisory Special Agent, Crisis Negotiation Unit**  
Critical Incident Response Group, Quantico, Virginia  
(December 2004 - January 2006)

Coordinated and managed responses and deployed to domestic and international hostage, barricade, and kidnapping situations; provided operational consultation to local, state, federal, and foreign agencies; trained local, state, federal, and foreign agencies in crisis negotiation management and techniques; conducted research on international kidnappings; and managed field negotiation assets. Served as an Employee Assistance Program (EAP) counselor (October 2004 - January 2006) responsible for counseling FBI employees who experienced personal problems, trauma, and critical incidents; and served as the divisional EAP Coordinator (July 2005 - January 2006) prior to transferring to the FBI Academy.

Held Top Secret Security Clearance with Special Compartmented Information (SCI).

**Supervisory Special Agent, Rapid Deployment Logistics Unit**  
Critical Incident Response Group, Quantico, Virginia  
(September 2003 - December 2004)

Deployed with and supervised FBI Rapid Deployment Teams (RDTs) in response to acts of terrorism and other critical incidents, coordinated FBI rotations to Iraq, and crafted RDT training programs. Served as a supervisor in FBI Baghdad Operations Center (BOC), Baghdad, Iraq (January – April 2004), in support of the FBI counterterrorism mission, which included responding to and recovering human remains and evidence from improvised explosive devices (IEDs), interviewing enemy combatants and developing sources of information, support to the exploitation of Saddam Hussein, document exploitation, liaison with the U.S. military, contractors, and international partners, and building of the new BOC

in the Green Zone.

Held Top Secret Security Clearance with Special Compartmented Information (SCI).

**Special Agent**

Miami, Florida

(March 1997 - September 2003)

Investigated violations of Federal laws to include terrorism, drug trafficking, money laundering, extortion, and organized crime. Used complex investigative techniques to include wiretaps, pen registers, domestic and international undercover operations, and racking devices.

Investigated international terrorism investigations to include the aftermath of the 9/11 terrorist attacks, specifically those hijackers who took flight training in Florida.

Specialized in Russian/Eurasian/Israeli organized crime and international drug trafficking. Was a field crisis (hostage) negotiator from January 1998 – September 2003.

Held Top Secret Security Clearance with Special Compartmented Information (SCI).

1993-1996 **U.S. Department of Justice – Office of the Inspector General**  
McAllen, Texas

**Special Agent**

Investigated U.S. Department of Justice employees, who violated Federal bribery and corruption statutes. Specialized in drug trafficking, bribery, Immigration document vending, and smuggling investigations involving corrupt U.S. Immigration employees and Border Patrol agents.

Served as a technical agent responsible for installing covert audio/video devices in Immigration offices on the U.S.-Mexico Border in order to secretly conduct video- and audio-tape recordings of corrupt Immigration Inspectors taking bribes from illegal aliens. This activity required covertly entering the building at night by neutralizing locks and security systems in order to secretly install the devices. This required an extensive analysis of premise construction and security systems, as well as human activity analyses in order to plan and execute the operations successfully. Dr. Vecchi also covertly

entered Border Patrol checkpoints to install vehicle-tracking devices on government vehicles to assist in collecting evidence against Border Patrol Agents who were allowing illegal drugs into the U.S., via the checkpoints. This required extensive behavioral analysis in order to identify patterns of behavior so the installation of the trackers would go undetected.

1992-1993    **U.S. Department of Agriculture – Office of Inspector General**  
Atlanta, Georgia

**Special Agent**

Investigated violations of Federal law relating to food stamp trafficking. Specialized in undercover operations targeting businesses that trafficked in food stamps and individuals who used food stamps to traffic in illicit drugs.

1989-1992    **U.S. Army – Criminal Investigation Command (CID)**  
El Paso, Texas

**Special Agent**

Investigated violations of Federal law relating to military personnel. Specialized in crimes against persons, white-collar crime, and drug suppression. Conducted in-depth crime scene investigation and analysis that included bullet path trajectory and fingerprint recovery and identification.

Conducted dozens of Crime Prevention Surveys for area commanders to identify, reduce, eliminate, or neutralize conditions favorable to criminal activity and to reduce the opportunity and desire for engaging in criminal acts. This included analyzing the function and mission of the premises, relevant policies and procedures, local crime trends, and deficiencies related to assigned personnel. In addition, premise construction and security measures were inspected, as well as an analysis of behavioral practices or conditions that contributed, enabled, or encouraged the commission of crimes.

**PRIVATE SECTOR EMPLOYMENT/EXPERIENCE**

2016 – Present    **ADC NM LTD**  
Albuquerque, New Mexico  
Contract Background Investigator

Conduct security clearance background investigations for the  
U.S. Department of Defense and U.S. Department of



Homeland Security.

*Currently hold a U.S. Government Top Secret security clearance.*

2016 – Present

**Omniplex World Services Corporation**

Chantilly, Virginia

Contract Background Investigator

Conduct security clearance background investigations for the U.S. Department of Defense, U.S. Department of Homeland Security, and U.S. Office of Personnel Management.

*Currently hold a U.S. Government Top Secret security clearance.*

2014 – Present

**Vecchi Group International**

Deadwood, South Dakota

Founder and Principal

Conduct behavior-based research, training, and consultation in forensics, security, and personal protection. Areas include firearms, use-of-force situations, business and police negotiations, crisis intervention, conflict resolution, interview and interrogation, deception detection, behavioral analysis, case analysis an investigation, threat assessment, conflict resolution, and crisis management. Conduct training in Homeland Security and Forensics for the U.S. military. Conduct de-escalation training for the Court Services and offender Supervision Agency (CSOSA). Conduct background investigations for the U.S. Government. Conduct threat assessment consults for IBM and Johnson Controls, Inc.

**COURT RECOGNIZED EXPERT WITNESS EXPERIENCE**

Pennington County, South Dakota:

*Bullet Path Angle Expert Witness*

State of South Dakota vs. John Root, File No. CR114-54

Rapid City, South Dakota August 2015

Testified as an expert witness regarding bullet path angles on a vehicle shot by police.

*Warrant Service Expert Witness*

State of South Dakota vs. John Root, File No. CR114-54

Rapid City, South Dakota August 2015

Testified as an expert witness regarding  
warrant service best practices by police  
agencies.

## **NEWS CONSULTING EXPERIENCE**

### **MSNBC**

*Insight into Active Shooter Behavior*

October 2, 2017

### **La Verdad Nos Hace Libres Television (Beliz)**

*Action Protocols in Hostage Negotiation*

July 27, 2017

<https://www.youtube.com/watch?v=mPkLMMZ7r7A>

### **Circle of Insight Online Radio**

*Negotiating with a Suicide Bomber*

May 4, 2017

<https://www.spreaker.com/user/8085756/a-briefing-with-a-former-bau-hostage-neg>

### **Jewish Telegraphic Agency**

*JCC Bomb Threat Probe Hindered by Tech Disguises*

February 1, 2017

<http://www.jta.org/2017/02/01/news-opinion/united-states/jcc-bomb-threat-probe-hindered-by-tech-disguises>

### **Al Jazeera English**

*Active Shooters and Profiling*

June 13, 2016

### **Vocativ**

*How the U.S. Has Avoided Brussels-Style Terrorist Attacks.*

March 23, 2016

<http://www.vocativ.com/news/300297/how-the-u-s-has-avoided-brussels-style-terrorist-attacks/>

### **Public News Service**

*Power of Negotiation in Malheur Refuge Standoff.*

February 17, 2016

<http://www.publicnewsservice.org/2016-02-17/public-lands-wilderness/power-of-negotiation-in-malheur-refuge-standoff/a50409-1>

**Vocativ**

*Thank Waco for the Oregon Standoff's Peaceful End.*

February 12, 2016

<http://www.vocativ.com/news/283156/man-to-thank-for-peaceful-end-oregon-standoff/>

**CCTV-America:**

*The Heat: Militias in the U.S.*

January 22, 2016

<http://www.cctv-america.com/2016/01/22/the-heat-militias-in-the-u-s>

**KATU News:**

*Past bloodshed keeps FBI cautious near Burns, retired agent says.*

January 13, 2016

<http://katu.com/news/local/past-bloodshed-keeps-fbi-cautious-near-burns-retired-agent-says>

**Los Angeles Times:**

*After Ruby Ridge and Waco, authorities keep a low profile in Oregon.*

January 6, 2016

<http://www.latimes.com/nation/la-na-ff-ruby-ridge-waco-oregon-20160106-story.html>

## **ACADEMIC TEACHING EXPERIENCE**

**Black Hills State University:**

Adjunct Professor

**Crisis Leadership**

Black Hills State University

Spearfish, South Dakota

(2011, 2012, 2013, 2014, 2016)

Taught an online graduate course in Crisis Leadership that was designed for leaders of organizations who may have to direct and manage resources relating to leading the response, management, and resolution of critical incidents such as terrorism and homeland security events; natural, manmade, and transportation disasters; hostage and barricade situations; suicides; and the stress and trauma that these critical incidents may foster. The course focused on 'best practices' for the response, management, and resolution of these types of critical incidents with an emphasis on

reducing and eliminating inter-agency, intra-agency, and interpersonal conflict. The underlying premise of this course was the ability of leaders to assess verbal and non-verbal behavior as the basis for successful response, management, and resolution of critical incidents; and the development of professional and personal relationships among the various stakeholders in both internal and external organizational environments.

**Cornell University:**

Adjunct Professor

**Crisis Negotiation for Business Leaders**

Samuel Curtis Johnson School of Management Cornell University  
Ithaca, New York  
(2010, 2011, 2012, 2013, 2014)

Taught a seminar in crisis negotiation to MBA and Executive MBA students from the United States and China. Topics included desired versus final outcomes, conflict behavioral assessment, needs assessment, instrumental versus expressive mindsets, crisis intervention, bargaining, and influence and persuasion.

Adjunct Professor

**Crisis Leadership and Negotiation for Business Leaders**

Samuel Curtis Johnson School of Management Cornell University  
Beijing and Shanghai, China  
(2011, 2012, 2014)

Taught a seminar in crisis leadership and negotiation to MBA and Executive MBA students in Beijing, Shanghai, and Nanjing China. Topics included leadership theory, emergency management cycle, media control, all hazards approaches, desired versus final outcomes, conflict behavioral assessment, needs assessment, instrumental versus expressive mindsets, crisis intervention, bargaining, and influence and persuasion.

**Florida Institute of Technology:**

Adjunct Professor

**Criminal Investigations**

Office of Online Learning  
Florida Institute of Technology  
Melbourne, Florida  
(2010)

Developed and taught an undergraduate course in the science and art of criminal investigations. Topics included the fundamental components of interviewing and investigations, gathering and analyzing evidence, best practices in apprehending

suspects, preparing criminal cases, and major case management.

Adjunct Professor

**Advanced Topics in Forensic Psychology**

School of Psychology

Florida Institute of Technology

Melbourne, Florida

(2012, 2013, 2014, 2015, 2016, 2017)

Taught undergraduate seminars in crisis management, hostage negotiation, active shootings, and psychopathology.

Adjunct Professor

**Criminology**

Office of Online Learning

Florida Institute of Technology

Melbourne, Florida

(2010)

Taught an undergraduate course in criminology and examined the causes of criminal behavior to include ethical issues, policy implications, and research.

Adjunct Professor

**Crisis and Conflict Resolution**

Office of Online Learning

Florida Institute of Technology

Melbourne, Florida

(2010, 2011)

Developed and taught an undergraduate course in crisis and conflict resolution. Course examined conflict and crisis resolution in interpersonal and organizational contexts. Used theory from behavioral and social sciences to assess, manage, and resolve crisis and conflict situations in a criminal justice environment including the nature of crisis and conflict, responses, and strategies for resolution.

Adjunct Professor

**Human Behavior Perspective**

Office of Online Learning

Florida Institute of Technology

Melbourne, Florida

(2008, 2009, 2010, 2011, 2012, 2013)

Taught an undergraduate course in sociology as it relates to criminal justice. Topics included overview of sociology and culture, socialization, social structure, media influences, personality, communication, deviance and social control, and race,

stereotypes, and diversity,

Adjunct Professor

**Introduction to Criminal Justice**

Office of Online Learning  
Florida Institute of Technology  
Melbourne, Florida  
(2010, 2011, 2013)

Taught an undergraduate course that introduced the criminal justice system. Topics included fundamentals of the criminal justice system and its various components, crime trends and statistics, victimology, crime prevention, discretion, and justice policy.

Adjunct Professor

**Personal and Professional Development**

Office of Online Learning  
Florida Institute of Technology  
Melbourne, Florida  
(2013)

Developed and taught an undergraduate course in career development and planning. Topics included the exploration of personal, socio-cultural, and professional values; the application of psychological principles to promote personal development, the value of self-assessment and feedback; meta-cognition; and formulating successful career choices.

Adjunct Professor

**Theories of Crime and Criminal Behavior/Criminology**

Office of Online Learning  
Florida Institute of Technology  
Melbourne, Florida  
(2009, 2010)

Developed and taught an undergraduate course in theories of crime and human behavior/criminology. Topics included an overview of criminological theories, causes of criminal behavior, ethical issues, policy implications, and research.

Adjunct Professor

**White Collar Crime**

Office of Online Learning  
Florida Institute of Technology  
Melbourne, Florida  
(2011, 2012)

Taught an undergraduate course in white collar crime that examined the various types of white collar crimes that exist in society and how law enforcement identifies and investigates these types of crimes. The topics included employee theft, computer fraud, identity theft, tax evasion, and other crimes.

**Missouri Western State University**

Assistant Professor

**Criminal Justice Communications**

Department of Criminal Justice, legal Studies, and Social Work

Missouri Western State University

St. Joseph, Missouri

(2017)

This course provides students with an understanding and application of oral and written communication techniques commonly used in criminal justice environments. Topics include the theory and practice of conducting and documenting interviews and interrogations, suicide prevention and intervention, counseling, crisis intervention, hostage and crisis negotiation, mediation, de-escalation, deception detection, influence and persuasion. An emphasis will be placed on report writing, communication preparation, verbal and nonverbal behavioral symptom analysis, and body language.

Assistant Professor

**Criminal Justice Concepts and Issues: Conflict and Crisis Management**

Department of Criminal Justice, legal Studies, and Social Work

Missouri Western State University

St. Joseph, Missouri

(2016, 2017)

Undergraduate course in directing and managing resources relating to mitigation, preparedness, response, and resolution of critical incidents such as terrorism and homeland security events; natural, manmade, and transportation disasters; hostage and barricade situations; suicides; and the stress and trauma that these critical incidents may foster. Emphasis placed on reducing and eliminating inter-agency, intra-agency, and interpersonal conflict.

Assistant Professor

**Modern Police Procedures**

Department of Criminal Justice, legal Studies, and Social Work

Missouri Western State University

St. Joseph, Missouri

(2016, 2017)

Undergraduate course in modern police operations emphasizing the basics behind

effective basic and specialized police operations, as well as the personal side of police operations. Topics include patrol; traffic; crime and disorder; quality-of-life issues; violence in the home, classroom, and on the job; emergency situations; terrorism; criminal investigation; juveniles; gangs and drugs; physical and mental health; and liability and ethics.

Assistant Professor

**Police Administration and Planning**

Department of Criminal Justice, legal Studies, and Social Work  
Missouri Western State University  
St. Joseph, Missouri  
(2016, 2017)

Undergraduate course in organizational theory, structures, and strategies for police administration. Emphasis placed on styles and types of leadership, organizational communication, planning, budgeting, decision-making, accountability, and ethics.

Assistant Professor

**Profiling/Behavioral Analysis**

Department of Criminal Justice, legal Studies, and Social Work  
Missouri Western State University  
St. Joseph, Missouri  
(2017)

This course provides an introduction to the study and analysis of various techniques and procedures for assessing, analyzing, and understanding offender behavior through crime, victim, and crime scene analysis in furtherance of understanding and solving crime. The course presents two uniquely different approaches to offender profiling and behavioral analysis: Criminal Investigative Analysis as pioneered by the FBI and Investigative Psychology.

Police Instructor

**Behavioral Aspects of Criminal Investigation**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2017)

Basics of criminal investigation with emphasis on the value of behavioral evidence in conjunction with physical evidence. Showcased the Enterprise Theory of Investigation with regards to covert interception of communications and financial strategies.

Police Instructor



**Communication Obstacles**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2017)

Basics of responding to special situations where disabilities or the inability to speak English complicate the encounter. Topics included dealing with the mentally disturbed, communicating with the hearing impaired, and handling suicidal behavior.

Police Instructor**Crisis/Hostage Negotiation**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2016)

Basics of hostage negotiation as it relates to barricaded hostage and barricaded crisis situations. Topics included the hostage negotiation process, command and control, and hostage team roles and responsibilities.

Police Instructor**De-escalation/Tactical Communication**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2016, 2017)

Basics of active listening and crisis intervention for police officers. Topics included needs assessment, conflict behavior, expressive and instrumental behavior, interactional influence, active listening, and empathy and rapport building.

Police Instructor**Hostile Behavior Management**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2017)

Basics of threat assessment and officer safety with regards to dealing with dangerous individuals. Emphasis was placed on de-escalation, influence, and persuasion of individuals who were emotionally distraught or disturbed, or personality disordered.

Police Instructor

**Interview and Interrogation**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2017)

Basics of interviewing and interrogation strategies with emphasis on the Reid Nine Steps of interrogation model. Topics also included rapport building, obtaining factual information, and deception detection using verbal and nonverbal behavioral assessment.

Police Instructor

**Psychopathology**

Law Enforcement Academy  
Missouri Western State University  
St. Joseph, Missouri  
(2016, 2017)

Basics of communicating with people who suffer from mood and personality disorders. Topics included threat assessment and officer safety considerations, clinical depression and suicide, bi-polar disorder, psychosis, and antisocial personality disorder.

**Nova Southeastern University:**

Adjunct Professor

**Behavioral Criminology**

Center for Psychological Studies  
Nova Southeastern University  
Fort Lauderdale, Florida  
(2008, 2009, 2010, 2011, 2014, 2015, 2016, 2017)

Developed and taught an online graduate-level course in behavioral criminology, which provided an overview of behavioral analysis, assessment, and consultation. The course included readings, lecture, and interactive discussion regarding fundamentals of behavioral analysis and assessment, criminal personality profiling, victimology, modus operandi and behavioral signatures, psychopathology, and crime scene forensics.

Adjunct Professor

**Conflict and Crisis Management**

Department of Conflict Analysis and Resolution

Department of Multidisciplinary Studies/National Security Affairs Institute for the  
Study of Human Services/Criminal Justice Institute  
Nova Southeastern University  
Fort Lauderdale, Florida  
(2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015)

Developed and taught an online graduate-level course in conflict and crisis management, which provided an overview of conflict and crisis management theory, research, and practice from the standpoint of criminal investigative personnel and conflict resolution professionals. The course included readings, lecture, and interactive discussion regarding definitions, fundamentals, and the tiered system of conflict and crisis management; the relevance of social construction in the context of terrorism.

Adjunct Professor

**Conflict and Crisis Negotiation**

Department of Conflict Analysis and Resolution  
Department of Multidisciplinary Studies/National Security Affairs Institute for the  
Study of Human Services/Criminal Justice Institute  
Nova Southeastern University,  
Fort Lauderdale, Florida  
(2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2011)

Developed and taught an online graduate-level course in conflict and crisis negotiation, which provided an overview of crisis intervention and hostage negotiation from the standpoint of criminal investigative personnel and conflict resolution professionals. The course included readings, lecture, interactive discussion, and role-plays regarding fundamentals, crisis intervention, principled negotiation, the Behavioral Influence Stairway model, suicide, grieving, bereavement, domestic violence, hostage-barricade-kidnapping-corrections- terrorist-cult incidents, Stockholm Syndrome, workplace and schoolhouse violence, critical incident stress and debriefings, and negotiating with the mentally ill and substance abusers.

Adjunct Professor

**Crisis Intervention & Negotiation Center for Psychological Studies**

Nova Southeastern University  
Fort Lauderdale, Florida  
(2003)

Developed and taught an online graduate-level course in crisis intervention, which provided an overview of crisis intervention and negotiation theory, research, and practice and its application from the standpoint of mental health professionals, as well as other crisis intervention providers. The course included lecture, expert demonstration, and interactive negotiation with role-players, which provided an

experiential learning environment for understanding and applying interventions in crisis situations relating to suicide, domestic violence, mental illness, chemical dependency, bereavement and grief, workplace, school, critical incidents, stress, and other situations.

Adjunct Professor

**Critical Incidents Response**

Department of Conflict Analysis and Resolution

Department of Multidisciplinary Studies/National Security Affairs Institute for the Study of Human Services/Criminal Justice Institute

Nova Southeastern University

Fort Lauderdale, Florida

(2004, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014)

Developed and taught an online masters level course in critical incident response, management, and resolution, which provided an overview of critical incident response, management, and resolution from the standpoint of criminal investigative personnel and conflict resolution professionals. The course included readings, lecture, and interactive discussion regarding the history, paradigms, and structural conflict related to crisis management and emergency operations; the National Incident Management System (NIMS) and the National Response Plan (NRP); barricaded hostage and crisis response, transportation disaster and terrorism response, community emergency operations, disaster psychology, and critical incident stress debriefings.

Adjunct Professor

**Executive Leadership and Critical Issues**

Institute for the Study of Human Services/Criminal Justice Institute

Nova Southeastern University

Fort Lauderdale, Florida

(2007, 2008)

Developed and taught an online masters level executive leadership course in critical incident response, management, and resolution for senior-level law enforcement executives, which provided an overview of critical incident response, management, and resolution from the standpoint of midlevel police supervisors. The course included readings, lecture, and interactive discussion regarding the history, paradigms, and structural conflict related to crisis management and emergency operations; the National Incident Management System (NIMS) and the National Response Plan (NRP); barricaded hostage and crisis response, transportation disaster and terrorism response, community emergency operations, disaster psychology, and critical incident stress debriefings.

Adjunct Professor

**International Crime**

Institute for the Study of Human Services/Criminal Justice Institute  
Nova Southeastern University  
Fort Lauderdale, Florida  
(2016)

Developed and taught an online graduate-level course in international crime, which provided an overview of international and transnational criminal and terrorist groups and how the international community addresses these issues. Also included was a comparison of the various international criminal justice systems.

Adjunct Professor

**Investigative Processes**

Institute for the Study of Human Services/Criminal Justice Institute  
Nova Southeastern University  
Fort Lauderdale, Florida  
(2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017)

Developed and taught an online graduate-level course in criminal investigation and crime scene processing, which provided an overview of criminal investigative theory, research, and practice from the standpoint of criminal investigative personnel and other actors within the criminal justice system. The course included readings, lecture, and interactive discussion designed for understanding and applying investigative processes including fundamentals, crime scene investigation, criminal intelligence and informants, physical evidence, testimonial evidence, documenting the investigation and testifying, crimes against persons, crimes against property, special investigations, and legal considerations.

Adjunct Professor

**Law Enforcement Interviewing**

Department of Conflict Analysis and Resolution  
Department of Multidisciplinary Studies/National Security Affairs Institute for the Study of Human Services/Criminal Justice Institute  
Nova Southeastern University  
Fort Lauderdale, Florida  
(2017)

This course provides students with an understanding and application of oral and written communication techniques commonly used in criminal justice environments. Topics include the theory and practice of conducting and documenting interviews and interrogations, deception detection, influence and persuasion. An emphasis will be placed on report writing, communication preparation, verbal and nonverbal behavioral symptom analysis, and body language.

Adjunct Professor

**Practicum Supervisor**

Department of Conflict Analysis and Resolution

Department of Multidisciplinary Studies/National Security Affairs Institute for the Study of Human Services/Criminal Justice Institute

Nova Southeastern University

Fort Lauderdale, Florida

(2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017)

Supervised students academically online during their attendance at various practicum sites; provided students guidance throughout their practicum experience. Required students to keep a journal of their experiences and mandated the preparation of scholarly papers related to their practicum subjects.

**Adjunct Professor****Terrorists and Terrorism**

Department of Conflict Analysis and Resolution

Department of Multidisciplinary Studies/National Security Affairs Institute for the Study of Human Services/Criminal Justice Institute

Nova Southeastern University

Fort Lauderdale, Florida

(2011, 2012, 2013, 2014, 2015, 2016)

Developed and taught an online graduate course that provided an overview of terrorists and terrorism from the standpoint of analyzing terrorism from a number of perspectives including law enforcement (FBI), defense (DOD), and diplomatic (DOS) orientations in order to understand mitigation/prevention, preparedness, response, and post-response (recovery) measures with regards to counterterrorism and antiterrorism. Individual (lone wolf) and group (Islamist) terrorist mindsets were examined, as well as international and domestic domains. Lecture, case studies, and interactive exercises provided an experiential learning environment for understanding the concepts of aspects of terrorism.

**Graduate Teaching Assistant****Introduction to Dispute Resolution (ADRB2000)**

The Farquhar Center for Undergraduate Studies

Nova Southeastern University

Fort Lauderdale, Florida

(2002)

Assisted in teaching an undergraduate-level course in conflict resolution; prepared and presented lectures and experiential learning activities to the class. Held office hours and provided feedback to students regarding weekly assignments and conferred with professor about student progress and grading.

**University of Phoenix:**

Adjunct Professor

**Criminology**

Online Campus

Phoenix, Arizona

(2003, 2004)

Developed and taught an online undergraduate course in criminology. Topics included an overview of theoretical causes of crime including classical, neoclassical, biological, psychological, social structure, social process, and social conflict orientations.

**FBI TRAINING-CONDUCTED**

**FBI New Agents Training**

Psychopathology and Problem-Solving/Crisis Intervention Seminar

Prepared and presented a seminar to New Agent students on individual dangerousness associated with psychopathology and problem-solving/crisis intervention. Included in the seminar was instruction on identifying and dealing with persons exhibiting behavioral traits associated with psychopathology, mood disorders, and psychosis; interview strategies; and officer safety issues. The seminar also dealt with assessing instrumental and expressive situations and how to effectively apply problem-solving and crisis intervention techniques.

FBI Academy

Quantico, Virginia

(2006-2010)

**FBI Crisis and Hostage Negotiation Training**

FBI Crisis (Hostage) Negotiation Basic Course

Prepared and presented seminar training on active listening skills for hostage negotiators, which included dealing with psychopathological, suicide intervention, and role-playing exercises designed to provide the attendees with realistic experiential experiences. Audience was comprised of local and federal law enforcement officers.

*FBI Minneapolis Division*

Minneapolis, Minnesota

June 2012

*Miami Division*

Miami, Florida  
October 2002

FBI Hostage Negotiation Training Seminar

*Orlando Police Department - Police Negotiators*

Orlando, Florida  
September 2013

*FBI Anchorage*

*Anchorage Police Department, Alaska State Troopers*

Anchorage, Alaska  
August 2005

*South Carolina Local, County, and State Law Enforcement Officers*

*Crisis Response Personnel*

Columbia, South Carolina  
October 2003

*Plantation and Sunrise Police Departments Crisis Response Units*

Plantation, Florida  
August 2003

*Miramar Police Department Crisis Response Unit*

Miramar, Florida  
July 2003

*Pembroke Pines Police Department Crisis Response Team*

Pembroke Pines, Florida

June 2003

August 2002

June 2002

Prepared and presented training on barricaded hostage and crisis situations; command, negotiation team, and tactical team organization and dynamics; active listening skills training; and intensive role-play scenarios.

FBI National Crisis Negotiation Course

*FBI Academy*

Quantico, Virginia

September 2005

Prepared and presented seminars to new FBI negotiators and seasoned domestic and international law enforcement officers on negotiation strategies and tactics in hostage and barricade situations. Subjects include abnormal psychology, third party intermediaries, the use of interpreters, and using the Hostage/Barricade Database



System.

September 2002

Evaluated and judged FBI and other law enforcement officers' ability to successfully apply hostage negotiation and crisis intervention techniques during role-play scenarios.

FBI National Academy Training

*Conflict and Crisis Management: Theory and Practice 44 Hour Course (CJ519)*

FBI National Academy, Sessions 227-234

FBI Academy

Quantico, Virginia (2006 – 2008)

Developed and taught residential graduate-level course in conflict and crisis management designed to provide law enforcement officers an overview of their role in responding to critical incidents relating to terrorist attacks, natural and manmade disasters, transportation disasters, barricades hostage and crisis situations, and the stress and trauma that these critical incidents may foster. The focus is on "best practices" for the response, management, and resolution of these types of crises with an emphasis on reducing and eliminating inter-agency, intra-agency, and interpersonal conflict.

*Critical Incident Stress and Debriefings Seminar (CJ475)*

FBI National Academy, Session 232

FBI Academy

Quantico, Virginia (2008)

Prepared and presented a seminar to FBI National Academy students on critical incident stress and debriefings. Topics included concepts of stress, definitions, critical incidents, disasters, Post-Traumatic Stress Disorder (PTSD), crisis intervention, Critical Incident Stress Management (CISM), and Critical Incident Stress Debriefings (CISD).

*Terrorists and Freedom Fighters Seminar (CJ518)*

FBI National Academy, Session 226

FBI Academy

Quantico, Virginia (2006)

Prepared and presented a seminar to FBI National Academy students on differences in the perception of terrorists versus freedom fighters from the standpoint of prolonged conflict over perceived differences in values and the perceived inability to be heard and understood. Emphasis is also placed on the responding to terrorism in terms of exploitation, suppression, and assimilation.

*Behavioral Aspects of Suicide Assessment and Intervention Seminar (CJ475)*  
FBI National Academy, 225th Session  
FBI Academy  
Quantico, Virginia (2006)

Prepared and presented a seminar to senior local, state, and international law enforcement officers on suicide assessment and intervention. Topics included risk factors, nature of crises, types of suicide, motivation, indicators, assessment, and intervention techniques.

*Negotiation Concepts for Commanders Seminar (CJ361)*  
FBI National Academy, 222nd Session  
FBI Academy  
Quantico, Virginia (2005)

Prepared and presented a seminar to senior local, state, and international law enforcement officers on managing negotiation assets in hostage and barricade situations. Subjects included indicators of progress, situational assessment, high risk factors, and case examples.

## **OTHER SEMINARS/WORKSHOPS-CONDUCTED**

### **Behavioral Aspects of Active Shooters**

Presented training on known behavioral indicators relating to active shooters in the United States in an effort to understand the motivations behind these shootings. The indicators and motivations were used as a basis to discuss threat assessment in terms of developing prediction, prevention, and mitigation techniques, tactics, and procedures to be implemented by organizations.

Aberdeen Police Department  
Aberdeen, South Dakota November 2013

### **Behavioral Assessment (Profiling) Seminar**

Prepared and presented a seminar on behavioral assessment to police and psychology undergraduate students. Emphasized the pathology of organized and disorganized offenders; victimology; strategies for combating mass and serial murderers; FBI role and resources pertaining to behavioral assessment; and serial murder cases studies.

Florida Institute of Technology  
Melbourne, Florida  
February 2002

Nova Southeastern University Center for Psychological Studies  
Fort Lauderdale, Florida  
June 2003  
July 2002

Conflict and Crisis Communication Seminar

Prepared and presented a seminar on conflict and crisis communication techniques using a blend of theory and practice from the fields of conflict management-resolution and law enforcement hostage/crisis negotiation. Topics covered were behavioral assessment of needs, responses to conflict, instrumental versus expressive situations, when to use problem-solving versus crisis intervention, principled negotiation, and active listening.

Association for Conflict Resolution  
Tele-Seminar  
May 2006

FBI Citizens' Academy Quantico, Virginia  
October 2007  
May 2007

FBI Office of Equal Employment Opportunity Affairs  
Las Vegas, Nevada  
July 2004

Florida Institute of Technology Department of Psychology  
Melbourne, Florida  
March 2007  
November 2003

Nova Southeastern University  
Center for Psychological Studies Fort Lauderdale, Florida  
January 2008  
May 2006  
June 2003  
June 2002

Nova Southeastern University  
Department of Conflict Analysis and Resolution  
Fort Lauderdale, Florida  
January 2008

Orlando Police Department

Orlando, Florida  
August 2013

South Carolina Council for Conflict Resolution  
Columbia, South Carolina  
October 2003

U.S. Department of Energy HR/EEO/Diversity Training Seminar  
Washington, D.C.  
July 2007

U.S. National Transportation Safety Board  
Disaster Assistance Ashburn, Virginia  
December 2007

U.S. Postal Inspection Service Workplace Violence  
Potomac, Maryland  
December 2007  
April 2007

Conflict and Crisis Management Seminar

Prepared and presented a seminar to law enforcement and forensic professionals on conflict and crisis management. Topics included the three-tiered approach, best practices for mitigation, preparedness, response, and recovery, and the impact and resolution of organizational and interpersonal conflict.

American College of Forensic Examiners International  
San Diego, California  
September 2008  
Kansas City, Missouri  
September 2007

Certified in Homeland Security Level V Seminar

Prepared and presented a training seminar for preparation for the Certified in Homeland Security Level V examination administered by the Center for National Threat Assessment, Springfield, Missouri. Topics included Weapons of Mass Destruction, Hazardous Materials, Natural Disasters, Terrorism, National Incident Management System, National Response Framework, and Incident Command System.

Naval Air Station Fallon  
Fallon, Nevada  
September 2015

Naval Base San Diego San Diego, California  
July 2015  
April 2016

De-escalation

Prepared and presented a training seminar for federal officers who supervise adults on probation, parole, and supervised release. Topics included definitions and strategies for de-escalation, rapport building, active listening, crisis intervention, behavioral needs assessment, conflict behavior, and tactics for with difficult people.

Court Services and Offender Supervision Agency  
(CSOSA)  
Washington DC  
November 2016  
May 2017  
June 2017

De-Escalation/Psychopathology

Basics of de-escalation and communicating with people who suffer from mood and personality disorders. Topics included threat assessment and officer safety considerations, clinical depression and suicide, bi-polar disorder, psychosis, and antisocial personality disorder.

Crisis Intervention Team (CIT) De-Escalation Seminar  
St. Joseph, Missouri  
April 2017  
October 2017

Eurasian Organized Crime and Enterprise Theory of Investigation Seminar

Prepared and presented a seminar on Russian, Israeli, Eurasian, and Eastern European organized crime trends to Florida local, state, county, and federal law enforcement officers. The seminar also included overt and covert strategies used to attack this problem as well as an illustrative case presentation.

International Association of Law Enforcement Analysts  
Miramar, Florida  
June 2003

Florida Association of Asian Crime Investigators Association  
Orlando, Florida  
November 2002

The American Society for Industrial Security  
Miami, Florida  
March 2002

### Interview and Interrogations

Prepared and presented a training seminar for law enforcement and corrections officers on interviews and interrogations. Topics included definitions and strategies for interviews and interrogations, rapport building, active listening, deception detection, and tactics for dealing with difficult people.

Minnesota West Community and Technical College  
Brookings, South Dakota  
November 2013

### Negotiation Techniques for Undercover Officers Seminar

Prepared and presented a seminar on negotiation techniques for undercover officers assigned to the United States Fish and Wildlife Service and the United States Forest Service. Topics included the role of the undercover officer, creating and maintaining an undercover identity, safety, active listening techniques, developing a relationship with the subject, and principled negotiation techniques.

Federal Law Enforcement Training Center  
Glynco, Georgia  
August 2003

### Officer Wellness, De-Escalation, and Crisis Management

Basics of stress management for police officers and de-escalation and communicating with people who suffer from mood and personality disorders.

Grundy County Sheriff's Office  
Grundy County, Missouri  
April 2017

### Trauma in the Iraq Theater of Operations Seminar

Prepared and presented a seminar on psychological and physical trauma experienced by military personnel serving in Iraq to psychologists and other mental health professionals. Subjects included military operations, overview of terrorism, and bombings with an emphasis on the psychological trauma associated with such events.

Veteran's Administration New Orleans, Louisiana  
April 2004

## **INTERNATIONAL SEMINARS/WORKSHOPS-CONDUCTED**

### De-Escalation Tactics and Psychopathology

Saskatoon Police Services

Saskatoon, Canada

May 2017

Prepared and presented a workshop to law enforcement crisis negotiators, tactical operators, detectives, patrol officers, polygraph examiners, debriefers, and mental health practitioners on behavior-based negotiation tactics, techniques, and procedures. Aspects of the Tactical Conflict Resolution Model were presented that included behavioral threat assessment, instrumental bargaining, suicide intervention, active listening, crisis intervention, principled negotiation, conflict behavior, and dealing with aspects of psychopathology.

### Business Negotiations

Toronto Raptors NBA Team

December 2016

Toronto, Canada

Prepared and presented a workshop on rapport-building and negotiation for the President, General Manager, and Vice Presidents of the Toronto Raptors NBA Team for purposes of enhancing their contract negotiation strategies, tactics, and skills when trading and hiring players. Topics included principled negotiation, rapport-building, best alternatives to a negotiated agreement, worst alternative to a negotiated agreement, influence and persuasion techniques, conflict behavior, and needs assessment.

### Advanced Crisis Negotiation Workshop

Hong Kong Police Negotiation Cadre

Hong Kong

May 2013

May 2014

Prepared and presented a workshop to law enforcement crisis negotiators from three countries on behavior-based negotiation tactics, techniques, and procedures. Topics included the behavioral threat assessment, instrumental bargaining, suicide intervention, critical incident stress and debriefings, active listening, crisis intervention, and psychopathology.

### Conflict and Crisis Management Seminar National Academy Associates Retrainer

Tallinn, Estonia

September 2007

Prepared and presented a seminar to law enforcement professionals from 26 countries on conflict and crisis management. Topics included the three-tiered

approach, best practices for mitigation, preparedness, response, and recovery, and the impact and resolution of organizational and interpersonal conflict.

Public Corruption Seminar

Economic and Financial Crimes Commission (EFCC)

Lagos, Nigeria

May 2006

Prepared and presented a workshop to Nigerian police officers and prosecutors on aspects of investigating and prosecuting public corruption. Topics included public corruption theory, judicial corruption, law enforcement corruption, and case studies.

Money Laundering Seminar

Economic and Financial Crimes Commission (EFCC)

Lagos, Nigeria

April 2006

Prepared and presented a workshop to Nigerian police officers and prosecutors on aspects of investigating and prosecuting money laundering. Topics included money laundering theory, enterprise theory of investigation, banking systems, financial document analysis, group dynamics, and case studies.

International Kidnapping Seminar

FBI Academy

Quantico, Virginia

December 2005

Prepared and presented a seminar to senior law enforcement officers from Paraguay on negotiation strategies and tactics for international kidnappings. Subjects included kidnapping crime scenes and the use of negotiation techniques for obtaining the release of hostages.

Bank Robbery Investigations Seminar

Dubai Police Academy

Dubai, United Arab Emirates

March 2005

Prepared and presented seminars to police officers from the United Arab Emirates and Oman on the investigation and prosecution of bank robberies. Subjects included evidence collection, interviewing and interrogation, developing informants, media concerns, and hostage/barricade management.

Organized Crime & Major Case Management Seminar

Moldovan National Police



Chisinau, Republic of Moldova  
March 2001

Prepared and presented a seminar on Russian organized crime and strategies for investigating this problem. Topics included crime trends, major case management, and resource allocation.

### **WEBINAR TRAINING-CONDUCTED**

#### **Behavioral Aspects of Active Killers**

Nova Southeastern University/College of Psychology  
February 2017

Prepared and presented an online webinar for faculty and students. Topics included types of offenders, target violence, methods of attack, active killer myths, common motives, pre-attack indicators and behaviors, threat assessment, and predictive behavioral analysis.

#### **Forensic Behavioral Analysis and Communication**

National Board of Forensic Evaluators  
June 2016

Prepared and presented a three-day online webinar for seasoned forensic counselors. Topics included school and workplace violence, behavioral aspects of active shooters, predictive behavioral analysis, crisis communication, and psychopathology.

### **FIREARMS AND PERSONAL PROTECTION TRAINING-CONDUCTED**

#### **Center Axis Relock (CAR) System One Day Gunfighting Course**

Vecchi Group International, LLC  
St. Joseph, Missouri (2016)

Conducted a 1-day training in the CAR Gunfighting System to advanced firearms instructors from the St. Joseph Police Department and Missouri National Guard. Topics included the functions of the eye, Observe-Orient-Decide-Act (OODA) Loop, Body Alarm Response, Reaction, Reduction Reducing Reloading, Recovering, and Retention.

#### **Center Axis Relock (CAR) System Two Day Gunfighting Course**

Vecchi Group International, LLC  
Greenfield, Indiana (2016)

Conducted a 2-day training in the CAR Gunfighting System to law enforcement, military, and civilians. Topics included the functions of the eye, Observe-Orient-Decide-Act (OODA) Loop, Body Alarm Response, Reaction, Reduction Reducing Reloading, Recovering, and Retention.

#### Center Axis Relock (CAR) System Five Day Gunfighting Course

Natural Tactical Systems  
Hamilton, Montana (2017)

Assisted in the conduct of a 5-day instructor training in the CAR Gunfighting System to law enforcement, military, and civilians. Topics included the functions of the eye, Observe-Orient-Decide-Act (OODA) Loop, Body Alarm Response, Reaction, Reduction Reducing Reloading, Recovering, and Retention.

#### Basic Personal Protection for Women

Weapon Concepts, LLC  
Spearfish, South Dakota (2014, 2015)

Conducted training on basic women's personal protection. Topics included situational awareness, de-escalation techniques, safety inside and outside the home, vehicle safety, use of pepper spray, use of stun guns, and basic unarmed self-defense.

#### Firearms Qualification

Clinton County Sheriff's Office  
Clinton, County, Missouri  
May 2017

Conducted handgun firearms qualification for the Clinton County Sheriff's Office. Topics included application of use of force policy, basic marksmanship principles, firearms safety, how to clear firearm stoppages and correct malfunctions, and moving while shooting, and qualification.

#### NRA Basic Range Safety Officer Course

Weapon Concepts, LLC Deadwood, South Dakota  
St. Joseph, Missouri (2015, 2016)  
Red Oak, Iowa (2017)

Conducted training and certified students as NRA Range Safety Officers (RSO). Topics included the role of the RSO, range Standard Operating Procedures, range safety briefings, range inspections and rules, emergency procedures, and how to clear firearm stoppages and correct malfunctions.

#### NRA Basic Pistol Shooting Course

Weapon Concepts, LLC  
Spotsylvania, Virginia (2011)  
Deadwood, South Dakota (2012)

Conducted certified training on the knowledge, skills, and attitude necessary for owning and using a pistol safely. Topics included pistol knowledge, safe gun handling, ammunition, fundamentals of pistol shooting, firing the first shots, scoring targets, selecting and maintaining a pistol, and skill development.

NRA FIRST Steps Pistol Orientation Course

Weapon Concepts, LLC  
Spotsylvania, Virginia (2011)

Conducted certified training on the knowledge, skills, and attitude necessary for owning and using a pistol safely. Topics included Introduction to pistol safety, parts, and operations, introduction to ammunition, fundamentals of pistol shooting, shooting from the bench rest position, and pistol cleaning, storage, and training opportunities.

Police Use of Deadly Force Simulator Training

Vecchi Group International, LLC  
Deadwood, South Dakota (2014, 2015, 2016)

Conducted a four-hour Use of Deadly Force training course for the Deadwood Police Department. Topics included understanding and application of the South Dakota use of force policy, safe gun handling, teamwork, and proper and lawful use of force in law enforcement scenarios that included active shooters, patrol, domestic disputes, school situations, drunk and disorderly, and assaults.

South Dakota Enhance Concealed Carry Course

Vecchi Group International, LLC  
Deadwood, South Dakota (2016)

Conducted South Dakota accredited concealed carry course. Topic included South Dakota firearms and use-of-force laws, gun safety, gun handling, ammunition, types of firearms and actions, marksmanship, simulator judgment shooting, and live fire.

Utah Non-Resident Concealed Firearm Permit Course

Weapon Concepts, LLC  
Spotsylvania, Virginia (2011)  
Deadwood, South Dakota (2012, 2013, 2014, 2015, 2016)

Conducted certification training for the Utah Non-Resident Concealed Firearm Permit. Topics included handgun safety, parts and operation, ammunition, fundamentals of shooting, laws and regulations, and use of force.

## **PUBLICATIONS**

### **Journal Articles:**

**Vecchi, G. M.** (2016). Conflict resolution: *Negotiating with Heart*. *ACResolution Magazine*, 15(1&2), 42-43.

Daniels, J. A., Angleman, A. J., **Vecchi, G. M.**, Bilsky, K. D. P., Leonard, J., & Page, J. et. al (2015). Motives of criminal captive-takers: A Preliminary investigation. *Society for Police and Criminal Psychology*, December 2015, 1-11.

Daniels, J. A., Angleman, A. J., **Vecchi, G. M.**, Bilsky, K. D. P., Leonard, J., Grinnan, E., & Brunson, M. et. al (2015). A pilot study of criminal captive-taker's modus operandi. *Journal of Police and Criminal Psychology*. 30(1), 1-62.

**Vecchi, G. M.**, Van Hasselt, V. B., & Angleman A. J. (2013). The perpetrator-motive research design: A strategy for understanding motivations, values, and tactics of criminal offenders. *Aggression and Violent Behavior: A Review Journal*, 18, 11-18.

Tucker, A.S., Van Hasselt, V.B., **Vecchi, G.M.**, & Browning, S.L. (2011). Responding to persons with mental illness. *FBI Law Enforcement Bulletin*, 80(10), 1-6.

Booth, B., Van Hasselt, V.B., & **Vecchi, G.M.** (2011). Addressing school violence. *FBI Law Enforcement Bulletin*, 80, 1-9.

Browning, S. L., Van Hasselt, V. B., Tucker, A.S., & **Vecchi, G. M.** (2011). Dealing with individuals who have mental illness: The Crisis Intervention Team (CIT) in law enforcement. *British Journal of Forensic Practice* 13(4), 74-80.

**Vecchi, G. M.**, & Dover, T. J. (2010). The FBI Behavioral Science Unit's approach to world- class training. *Forensic Examiner*, 19(3), 74-80.

Booth, B., **Vecchi, G. M.**, Angleman, A. J., Finney, E. J., Marker, C., Romano, S. J., & Van Hasselt, V. B. (2010). Captive-taking in the context of domestic violence: A descriptive analysis. *Victims and Offenders*, 5, 183-198.

Booth, B., **Vecchi, G. M.**, Finney, E. J., Van Hasselt, V. B., & Romano, S. J. (2009). Captive- taking in the context of workplace violence: Descriptive analysis and case examples. *Victims and Offenders*, 4, 76-92.

Ireland, C. A., & **Vecchi, G. M.** (2009). The behavioral influence stairway model (BISM): A framework for managing terrorist crisis situations? *Behavioral Sciences of*

*Terrorism and Political Aggression*, 1(3), 203-208.

**Vecchi, G. M.** (2009). Conflict and crisis communication: Methods of crisis intervention and stress management. *Annals of American Psychotherapy* 12(4), 54-63.

**Vecchi, G. M.** (2009). Conflict and crisis communication: Workplace and school violence, Stockholm Syndrome, and abnormal psychology. *Annals of American Psychotherapy* 12(3), 30-39.

**Vecchi, G. M.** (2009). Conflict and crisis communication: The behavioral influence stairway model and suicide intervention. *Annals of American Psychotherapy* 12(2), 32-39.

**Vecchi, G. M.** (2009). Conflict and crisis communication: A methodology for influencing and persuading behavioral change. *Annals of American Psychotherapy* 12(1), 34-42.

**Vecchi, G. M.** (2009). Critical incident response, management, and resolution: Principles and approaches to terrorism response, management, investigation, and negotiation. *Inside Homeland Security* 7(4), 34-43.

**Vecchi, G. M.** (2009). Critical incident response, management, and resolution: Managing Transportation Disasters. *Inside Homeland Security* 7(3), 15-24.

**Vecchi, G. M.** (2009). Critical incident response, management, and resolution: Structure and interaction in barricaded hostage, barricaded crisis, and kidnapping situations. *Inside Homeland Security* 7(2), 7-16.

**Vecchi, G. M.** (2009). Critical incident response, management, and resolution. *Inside Homeland Security* 7(1), 57-64.

**Vecchi, G. M.** (2010). Principles and approaches to criminal investigation: Part 4. *Forensic Examiner*, 19(2), 10-15.

**Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 3. *Forensic Examiner*, 18(4), 10-15.

**Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 2. *Forensic Examiner*, 18(3), 8-12.

**Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 1. *Forensic Examiner*, 18(2), 8-13.

**Vecchi, G. M.** (2009). The FBI Behavioral Science Unit's Evil Minds Research Museum. *Annals of American Psychotherapy* 12(4), 14-16.

Van Hasselt, V. B., Romano, S. J., & **Vecchi, G. M.** (2008). Role playing: Applications in hostage and crisis negotiation skills training. *Behavior Modification*, 32(2), 248-263.

Daniels, J. A., Royster, T. E., & **Vecchi, G. M.** (2007, October). Barricaded hostage and crisis situations in schools: A review of recent incidents. In D. L. White, B. C. Glenn, and A. Wimes (Eds.), *Proceedings of Persistently Safe Schools: The 2007 National Conference on Safe Schools*, pp. 61–67. Washington, DC: Hamilton Fish Institute, The George Washington University.

De Fabrique, N., Romano, S. J., **Vecchi, G. M.**, & Van Hasselt, V. B. (2007). Understanding Stockholm Syndrome. *FBI Law Enforcement Bulletin*, 76(7), 10-15.

De Fabrique, N., Van Hasselt, V. B., **Vecchi, G. M.**, & Romano, S. J., (2007). Common variables associated with the development of Stockholm Syndrome: Some case examples. *Victims and Offenders* (2)1, 91-98.

**Vecchi, G. M.** (2004). Active listening and communication skills for crisis negotiation mediators. *ACResolution* (3) 2, 18-23.

**Vecchi, G. M.**, Van Hasselt, V. B., & Romano, S. J. (2005). Crisis (hostage) negotiation: Current strategies and issues in high-risk conflict resolution. *Aggression and Violent Behavior: A Review Journal*, 10, 533-551.

Van Hasselt, V. B., Flood, J. J., Romano, S. J., **Vecchi, G. M.**, de Fabrique, N., Dalfonzo, V. A., & Regini, C. (2005). Hostage-taking in the context of domestic violence: Some case examples. *Journal of Family Violence*, 20(1), 21-27.

**Vecchi, G. M.** (2003). Active listening: The key to effective crisis negotiation. *ACR Crisis Negotiation News*, 1, 4-6.

**Vecchi, G. M.** (2002). Hostage/barricade management: A hidden conflict within law enforcement. *FBI Law Enforcement Bulletin*, 71(5), 1-7.

**Vecchi, G. M.**, & Sigler, R. T. (2001). Economic factors in drug law enforcement decisions. *Policing: An International Journal of Police Strategies & Management*, 24, 310-329.

**Vecchi, G. M.**, & Sigler, R. T. (2001). Economic factors in drug law enforcement decisions. (Research note). *International Advances in Economic Research*, 7(1), 168.

### **Book Chapters:**

Browning, S. L., Brockman, A. M., Van Hasselt, V. B., & **Vecchi, G. M.** (2011). Crisis situations: Communication, goals, and techniques. In C. A. Ireland, M. Fisher, & **G. M.**

**Vecchi** (Eds.), *Conflict and crisis communication: Principles and practice*. London, UK: Routledge.

Ireland, C. A., & **Vecchi, G. M.** (2011). Held against their choice: Behavior, considerations, and implications for the captive. In C. A. Ireland, M. Fisher, & **G. M. Vecchi** (Eds.), *Conflict and crisis communication: Principles and practice*. London, UK: Routledge.

**Vecchi, G. M.** (2011). Conflict and crisis negotiation: The negotiated resolution model. In C. A. Ireland, M. Fisher, & **G. M. Vecchi** (Eds.), *Conflict and crisis communication: Principles and practice*. London, UK: Routledge.

### **Books:**

Ireland, C. A., Fisher, M., **Vecchi, G. M.** (Eds.). (2011). *Conflict and crisis communication: Principles and practice*. London, UK: Routledge.

**Vecchi, G. M.** (2006). *Assessing organizational group conflict in law enforcement hostage/barricade management*. Ann Arbor, MI: Proquest.

**Vecchi, G. M.,** & Sigler, R. T. (2001). *Assets forfeiture: A study of policy and its practice*. Durham, NC: Carolina Academic Press.

## **CURRENT RESEARCH**

### 2017 – Present: Firearm Ambushes of Law Enforcement Officers in Vehicles

This research examines best practices for law enforcement officers who are attacked with firearms while in their patrol vehicles. The research focuses on the topics of situational awareness, threat assessment, action-reaction times, and how to best deal with these violent and lethal situations in terms of techniques that afford the best chance of defending against ambush attacks while the officer is experiencing Sympathetic Body Alarm Response.

### 2016 – Present: Reducing Assault through De-escalation of Aggression (RADA)

This collaborative research with the University of Central Lancashire and Ashworth Research Centre (United Kingdom) focuses on short-term management of aggression through the use of de-escalation techniques to defuse potentially violent situations in mental health facilities. The research focuses on the best de-escalation strategies and the most effective way of training staff to use these strategies.

## **PAST RESEARCH**

### 2007 – 2011 Global Hostage-Taking Research and Analysis Project (GHosT-RAP)

This pilot research was conducted by the Behavioral Science Unit (BSU) in collaboration with other FBI entities, the U.S. Military, Nova Southeastern University, Florida Institute of Technology, and West Virginia University aimed to determine the values and motivations of captive-takers through the development and deployment of hostage-taker interview protocols and standardized methodology. The research focused on developing a global research design umbrella for the purpose of developing standardized definition, variables, research methodology, and protocols for use in research across the entire spectrum of global captive-taking events to include terrorist and insurgent hostage-takings, school hostage-takings, and criminal hostage-taking (kidnapping for ransom) events. The research resulted in the development and publication of a methodology for interviewing incarcerated offenders, known as Perpetrator-Motive Research Design.

## **CONFERENCE PRESENTATIONS**

### Investigating Sexual Assault on Indian Reservations

Child Abuse: Education, Prevention, and Investigation

Missouri Western State University

St. Joseph, Missouri

April 2017

Presented training on aspects of conducting child sexual assault investigations on Indian Reservations. Topics included prevalence, social risk, justice system problems, influence categories, recent research, case outcomes, and investigative considerations.

### Active Shooter: Behavioral Indicators of Active Shooters & Their Value in Threat Assessment

Mid-States Organized Crime Information Center (MOCIC)

34th Annual Conference and Training Session

Deadwood, South Dakota

August 2014

Presented training on known behavioral indicators relating to active shooters in the United States in an effort to understand the motivations behind these shootings. The indicators and motivations were used as a basis to discuss threat assessment in terms of developing prediction, prevention,



and mitigation techniques, tactics, and procedures to be implemented by organizations.

De-Escalation Techniques

2012 Veterans Administration Police Conference  
Minneapolis, Minnesota  
October 2012

Presented training on negotiation techniques for first responders. Topics included de-escalation techniques, threat assessment, and dealing with psychopathological individuals.

Making School Safe for Your Child

Association for Conflict Resolution 2012 Annual Conference  
New Orleans, Louisiana  
September 2012

Presented a seminar on dealing with school violence. Topics included prediction, prevention, and mitigation of school violence; threat assessment techniques; de-escalation techniques; and how to develop a plan to deal with school violence.

Communication Exploitation and Psychotic Behavior

FBI National Academy Associates 2012 State Conference  
Nashville, Tennessee  
July 2012

Presented seminar on using police negotiation techniques for communication exploitation and how to assess and deal with personality and mood disordered people.

2010 National American College of Forensic Examiners Conference American

College of Forensic Examiners International (ACFEI)  
Orlando, Florida  
September 2010

Presented training on the Negotiated Resolution Model to forensic and law enforcement professionals. Topics included desired versus final outcomes, needs assessment, conflict behavior, instrumental and expressive behavior, problem-solving and crisis intervention, the Behavioral Influence Stairway Model, and interactional manipulation techniques.

Presented keynote address on the use of behavioral science research for law enforcement training and consultation activities. Topics included

interpersonal violence, aberrant behavior, insider threats, gangs, futures, hostage-taking, death investigations, and communication exploitation.

2008 National American College of Forensic Examiners Conference American College of Forensic Examiners International (ACFEI)

San Diego, California  
September 2008

Presented training in conflict and crisis management and communication to forensic and law enforcement professionals. Topics included the three-tiered approach, best practices for mitigation, preparedness, response, and recovery, and the impact and resolution of organizational and interpersonal conflict.

2007 National Certified in Homeland Security Conference American College of Forensic Examiners International (ACFEI)

Kansas City, Missouri  
October 2007

Presented training in conflict and crisis management to homeland security law professionals on conflict and crisis management. Topics included the three-tiered approach, best practices for mitigation, preparedness, response, and recovery, and the impact and resolution of organizational and interpersonal conflict.

2007 National Conference on Safe Schools

Hamilton Fish Institute Washington, D.C.  
October 2007

Prepared presentation on Barricaded Hostage and Crisis Situations in Schools: A Review of Recent Incidences with Jeffrey A. Daniels, Ph.D., Indiana University; and Terri E. Royster, M.S., FBI Academy.

2007 Annual Convention - American Psychological Association

San Francisco, California  
August 2007

Prepared presentation on Descriptive Analysis of Domestic Violence in Hostage and Barricaded Situations with Brandi E. Booth, M.S., Nova Southeastern University (NSU); Amy J. Angleman, B.A., NSU; Emmanuel Finney, M.S., NSU; and Vincent B. Van Hasselt, Ph.D., NSU.

Consortium of Police Psychological Services (COPPS) Conference

Fort Lauderdale, Florida  
May 2006

Prepared and presented a seminar to police psychologists on the applicability of using active listening as a calculated manipulation technique to influence others to adjust their behavior in a variety of police-related activities that included hostage negotiation, crisis intervention, and undercover operations.

Fourth Annual Association for Conflict Resolution (ACR) Conference  
Sacramento, California  
September 2004

Presented training to mediators and other conflict resolution professionals on the need and employment of crisis negotiation techniques in their professional practices.

Third Annual Association for Conflict Resolution (ACR) Conference  
Orlando, Florida  
October 2003

Presented training to mediators and other conflict resolution professionals on the need and employment of crisis negotiation techniques in their professional practices. Chaired and facilitated the annual Crisis Negotiation Section meeting. Sponsored and participated in a focus group on the effect of the 9-11 terrorist attack on the practice of conflict resolution professionals.

Second Annual Association for Conflict Resolution (ACR) Conference  
San Diego, California  
August 2002

Chaired a panel discussion entitled: "9/11 A Year Later," which discussed the merits of using the concepts and principles of crisis negotiation at the international level. Promote the tailored use of crisis negotiation techniques to resolve volatile conflict situations in mediation and other areas of conflict resolution.

International Atlantic Economic Society Conference  
Munich, Germany  
March 2000

Presented paper entitled "Economic Factors in Drug Law Enforcement Decisions" at the International Atlantic Economic Society conference in Munich, Germany.

**WEAPONS CONSULTING EXPERIENCE**

**Next Entertainment:**Weapons Expert/Armorer

The Bachelor, Season 19, Episode 6

Deadwood, South Dakota

October 2014

Consulted, trained, and supervised the talent in handling and shooting a .45LC caliber revolver and .44 Magnum lever action rifle.

**Osbourne Media, LLC:**Weapons Expert/Armorer

World Detour Reality Show

Deadwood, South Dakota

October 2015

Consulted, trained, and supervised Ozzie Osbourne and Jack Osbourne in handling and shooting a Glock 17 9mm pistol, Smith & Wesson 500 50 caliber revolver, Desert Eagle 50 caliber pistol, and an Uzi fully automatic 9mm pistol.

**PROFESSIONAL EDUCATION****Homeland Security***Certified in Homeland Security Level V Course*

Kansas City, Missouri

October 2007

*Certified in Homeland Security Level IV Course*

Kansas City, Missouri

October 2007

*Incident Command System 402: Overview for Executives and Senior Officials Course*

Quantico, Virginia (FEMA)

February 2007

*Incident Command System 210: Initial Incident Command Course*

Quantico, Virginia (FEMA)

February 2007

*IS-00800: National Response Plan (NRP), an Introduction Course*

Quantico, Virginia (FEMA)

June 2006

*IS-00700: National Incident Management System (NIMS), an Introduction Course*  
Quantico, Virginia (FEMA)  
June 2006

*IS-00547: Introduction to Continuity of Operations (COOP) Course*  
Quantico, Virginia (FEMA)  
June 2006

*IS-00200: ICS for Single Resources and Initial Action Incidents Course*  
Quantico, Virginia (FEMA)  
June 2006

*IS-00100: Introduction to the Incident Command System (ICS) Course*  
Quantico, Virginia (FEMA)  
June 2006

### **Hostage Negotiation/Crisis Intervention/Kidnapping**

*FBI Personnel Recovery Level I Course*  
Quantico, Virginia  
September 2007

*Reintegration Team Chief Responsibilities Course (PR-241)*  
Spotsylvania, Virginia  
May 2007

*Personnel Recovery Debriefers' Course (PR-240)*  
Spotsylvania, Virginia  
May 2007

*107th Hostage Negotiator's Course*  
London, England (Metropolitan Police Department, United Kingdom)  
October 2005

*FBI International Kidnapping School Course*  
Quantico, Virginia  
August 2005

*FBI Crisis Prevention and Intervention Program Training Course*  
Quantico, Virginia  
May 2005

*FBI Employee Assistance Training Program Basic Training Course*  
Quantico, Virginia

October 2004

*Terrorism & Weapons of Mass Destruction: A Critical Incident Stress Management Perspective Course*

West Palm Beach, Florida (ICISF)

November 2002

*FBI National Crisis Negotiation Course*

Quantico, Virginia

May 2002

*Critical Incident Stress Management Basic & Advanced Courses*

Panama City, Florida (ICISF)

November 2001

### **Firearms and Personal Protection**

*Rapid Assault Tactics (RAT) Instructor Course*

Progressive Fighting Systems

Greenfield, Indiana

August 2016

*NRA Training Counselor Certification Course*

National Rifle Association

Fairfax, Virginia

August 2016

*NRA Personal Protection Outside the Home Instructor Course*

Safe Shoot

Independence, Missouri

June 2016

*Center Axis Relock (CAR) System 2 Day Operator Shooting Course*

Deadwood, South Dakota

May 2016

*Center Axis Relock (CAR) System 5 Day Instructor Shooting Course*

Natural Tactical Systems

Williamsport, Pennsylvania

May 2016

*Center Axis Relock (CAR) System eLearning Course*

Online (Sabre Tactical)

April 2016

*NRA Law Enforcement Handgun Instructor Course*  
Garden Plain, KS  
March 2016

*NRA Home Firearms Safety Instructor Course*  
Sioux City, Iowa  
February 2016

*NRA Advanced Personal Protection Outside the Home Course*  
Sioux City, Iowa  
January 2016

*NRA Basics of Personal Protection Outside the Home Course*  
Sioux City, Iowa  
January 2016

*NRA Personal Protection in the Home Instructor Course*  
Sioux City, Iowa  
November 2015

*NRA Basic Instructor Training (Recertification)*  
Sioux City, Iowa  
November 2015

*Civil Liability and Use of Force Course for Police*  
Box Elder, South Dakota  
October 2015

*Enhanced Concealed Pistol Use of Force Instructor Course*  
Pierre, South Dakota  
September 2015

*Progressive Fighting Systems Instructor Retreat Seminar*  
Mission Viejo, California  
September 2015

*Latosa-Escrima Instructor Level 1 Course*  
Petaluma, California  
September 2015

*Utah Non-Resident Concealed Firearm Instructor Recertification Course*  
Salt Lake City, Utah  
May 2014

*NRA Chief Range Safety Officer Course*

Fairfax, Virginia  
September 2011

*Utah Non-Resident Concealed Firearm Instructor Course*  
Salt Lake City, Utah  
June 2011

*NRA Range Safety Officer Course*  
Fairfax, Virginia  
February 2011

*NRA Pistol Instructor Certification Course*  
Fairfax, Virginia  
January 2011

*NRA Refuse To Be A Victim Seminar Instructor Certification Course*  
Fairfax, Virginia  
October 2009

### **Research and Training**

*IRB Certified*  
Missouri Western State University  
Online  
June 27, 2017

*Human Research/Institutional Review Board Course*  
Collaborative Institutional Training Initiative (CITI)  
Online  
August 2015

*ANSI Personnel Certification Accreditation Course (ANSI/ISO/IEC 17024)*  
American National Standards Institute (ANSI)  
Washington, DC  
January 2015

*FBI National Behavioral Science Research Certification Course*  
Quantico, Virginia  
February 2011

*Assessor Training Program*  
Federal Law Enforcement Training Accreditation  
Dumfries, Virginia  
April 2011



*Certified Forensic Consultant Course*  
Dallas, Texas  
June 2007

*Accreditation Manager Training Program Course*  
Quantico, Virginia (FLETA)  
February 2007

*Accreditation Assessor Training Program Course*  
Quantico, Virginia (FLETA)  
February 2007

*FBI Instructor Development Course*  
Miami, Florida  
April 2000

## **CERTIFICATIONS AND LICENSES**

### **Homeland Security/Forensics/Investigation Certifications**

Registered Investigator  
*International College of the Behavioral Sciences*  
Springfield, Missouri  
January 2010

Certified Forensic Consultant  
*American College of Forensic Examiners Institute*  
Dallas, Texas  
June 2007

Certified Homeland Security Level 4 and 5 (CHS-V)  
*American Board for Certification in Homeland Security*  
Springfield, Missouri  
June 2007

Certified Homeland Security Level 1-3 (CHS-III)  
*American Board for Certification in Homeland Security*  
Springfield, Missouri  
October 2003

### **Hostage Negotiation/Crisis Intervention/Kidnapping Certifications**

Reintegration Team Chief  
*Joint Personnel Recovery Agency*

Spotsylvania, Virginia  
May 2007

Personnel Recovery Debrief  
*Joint Personnel Recovery Agency*  
Spotsylvania, Virginia  
May 2007

Certified London Hostage Negotiator  
*London Metropolitan Police*  
London, England (United Kingdom)  
October 2005

Certified FBI Crisis Prevention and Intervention Program (CPIP)  
*FBI Academy*  
Quantico, Virginia  
May 2005

Certified FBI Employee Assistance Peer (EAP)  
*FBI Academy*  
Quantico, Virginia  
October 2004

Certified FBI Crisis (Hostage) Negotiator  
*FBI Academy*  
Quantico, Virginia  
May 2002

Auxiliary FBI Crisis (Hostage) Negotiator  
*FBI Miami Division*  
Miami, Florida  
January 1998

### **Firearms and Personal Protection Certifications**

Phase-One Certified Instructor  
*Progressive Fighting Systems*  
Greenfield, Indiana  
August 2016

Rapid Assault Tactics (RAT) Certified Instructor  
*Progressive Fighting Systems*  
Greenfield, Indiana  
August 2016

Certified Center Axis Relock (CAR) Basic Instructor

*Natural Tactical Systems*

Saskatoon, Canada

August 2016

Certified NRA Training Counselor

*National Rifle Association*

Fairfax, Virginia

August 2016

Certified NRA Personal Protection Outside the Home Instructor

*Safe Shoot*

Independence, Missouri

June 2016

Certified NRA Law Enforcement Handgun Instructor

*NRA Law Enforcement Division*

Garden Plain, KS

March 2016

Certified NRA Home Firearm Safety Instructor

*Siouxland Safety Services*

Sioux City, Iowa

February 2016

Instructor

*World Martial Arts Alliance*

Munich, Germany

January 2016

Instructor

*Missouri Firearms Safety Training Course*

St. Joseph, Missouri

January 2016

Apprentice Instructor

*Progressive Fighting Systems*

Mission Viejo, California

November 2015

Certified NRA Personal Protection in the Home Instructor

*Siouxland Safety Services*

Sioux City, Iowa

November 2015

Recertified NRA Basic Instructor Training

*Siouxland Safety Services*

Sioux City, Iowa

November 2015

Certified Latosa-Escrima Instructor Level 1

*Latosa-Escrima Filipino Martial Art*

Petaluma, California

September 2015

Certified Enhanced Carry Pistol Use of Force Instructor

*South Dakota Law Enforcement Training Center*

Pierre, South Dakota

September 2015

Certified Utah Non-Resident Concealed Firearm Instructor

*Department of Public Safety, Bureau of Criminal Identification*

Salt Lake City, Utah

May 2014, June 2011

Certified NRA Chief Range Safety Officer

*National Rifle Association*

Fairfax, Virginia

September 2011

Certified NRA Range Officer

*National Rifle Association*

Fairfax, Virginia

March 2011

Certified NRA Pistol Instructor

*National Rifle Association*

Fairfax, Virginia

January 2011

Certified NRA Refuse To Be A Victim Seminar Instructor

*National Rifle Association*

Fairfax, Virginia

October 2009

Certified Wing Tsung Trainer

*World Martial Arts Alliance*

Spotsylvania, Virginia

September 2006

## **Police Training Certifications**

### Specialist Instructor

*State of Missouri*

*Department of Public Safety*

St. Joseph, Missouri

October 2017

### Probationary Specialist Instructor

*State of Missouri*

*Department of Public Safety*

St. Joseph, Missouri

November 2016

## **Research and Education Certifications**

### Appointment to the Graduate Faculty

*Missouri Western State University*

St. Joseph, Missouri

January 2017

### Assessor for Federal Law Enforcement Training Accreditation

*Federal Law Enforcement Training Accreditation (FLETA)*

Dumfries, Virginia

April 2011

### Certified FBI Researcher

*FBI Academy*

Quantico, Virginia

February 2011

### Accreditation Manager and Assessor

*Federal Law Enforcement Training Accreditation (FLETA)*

Dumfries, Virginia

February 2007

### Certified to Administer the Conflict Dynamics Profile

*Eckerd College*

St. Petersburg, Florida

June 2003

### Certified FBI General Police Instructor

*FBI Miami Division*

Miami, Florida

April 2000

**Licenses:***Pawnbroker License*

City of Deadwood  
Deadwood, South Dakota  
July 2012-2014

*Federal Firearms License (FFL) (Type 1)*

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)  
Washington, D.C.  
June 2017-Present

*Federal Firearms License (FFL) (Type 02)*

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)  
Washington, D.C.  
July 2011-Present

*Federal Firearms License (FFL) (Type 07)*

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)  
Washington, D.C.  
July 2011-Present

*Class II Special Tax Stamp*

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)  
Washington, D.C.  
December 201-Present

**OTHER PROFESSIONAL ACTIVITIES**

## Advisory Board Member

National Board of Forensic Evaluators 2016-Present

## National Leadership Advisory Board Member

SERAPH, Inc. 2016-Present

## Chair Emeritus, Crisis Intervention Section

Association for Conflict Resolution 2004 – Present

## Editorial Board Member

Aggression and Violent Behavior: A Review Journal 2007 – Present

Editorial Board Member  
British Journal of Forensic Practice 2009 – Present

Editorial Board Member  
Journal of Family Violence 2007 – 2014

Editorial Board Member  
SAGE Open Journal of Police Emergency Response 2017 – Present  
*-Manuscript # SO-17-0619 entitled "Revisiting the Compassion Fatigue, Burnout, Compassion Satisfaction and Resilience Connection among CISM Responders" (July 2017)*

Member of the Executive Board of Advisors  
American College of Forensic Examiners International 2007 – 2011

Chair of the Executive Board of International College of the Behavioral Sciences  
American College of Forensic Examiners International 2010 – 2011

Chair of the Executive Board of Critical Incident Professionals  
American Board of Critical Incident Professionals 2007 – 2010

Co-Founder and Co-Chair Crisis Intervention Section  
Association for Conflict Resolution 2001 - 2004

President, Student Association  
Graduate School of Humanities & Social Sciences  
Nova Southeastern University  
2001 - 2002

## **HONORS & AWARDS**

*Recipient of the Compass Award*  
Alpha Chi Honor Society  
Missouri Western State University  
St. Joseph, Missouri  
November 2017

One of 20 faculty members named by the 2017 inductees of the Missouri Western Alpha Chi Honor Society as their most influential professor.

*Recipient of the Thomas Jefferson Award*  
University of Virginia Charlottesville, VA  
May 2010

In recognition of research and publications in crisis communication and management in light of conflict theory which improved the practice of intervening in the critical incidents that criminal justice professionals, emergency personnel, and therapists must attend.

*Certificate of Appreciation*

Publications by DOJ Authors Justice Libraries  
Washington, District of Columbia  
April 2010

In recognition of publications by U.S. Department of Justice authors.

*Fellow, American College of Forensic Examiners International*

Springfield, Missouri  
February 2010

In recognition of contributions relating to service on several ACFEI boards and multiple publications.

*Quality of Life Council*

*Faculty Community-Based Applied Research Grant Excellence in Research Scholarship Award*

Nova Southeastern University Fort Lauderdale, Florida  
May 2009

This nomination related to the success of obtaining a grant for the Comprehensive Analysis of Military Offenders (CAMO) BSU research project.

*Nominated for 2008 Student Life Achievement Award For Graduate Organization of the Year*

Nova Southeastern University  
Fort Lauderdale, Florida  
March 2008

This nomination related to the success of the Graduate School of Humanities & Social Sciences Student Association during its first academic year of operation.

*Recipient of the 2007 Distinguished Alumni Achievement Award*

Nova Southeastern University Fort Lauderdale, Florida  
January 2008

Received recognition from Nova Southeastern University for distinguished service to the community and Nova Southeastern University. Recognized for conflict resolution contributions to academia as well as to law enforcement.

*Diplomate, American Board of Law Enforcement Experts*

American College Forensic Examiners International  
Springfield, Illinois  
June 2007



*Recipient of the Jim Elmore Scholarship Award*

Graduate School of Humanities & Social Sciences

Nova Southeastern University

Fort Lauderdale, Florida

August 2002

Monetary award for chairing a panel discussion entitled: "9/11 A Year Later," which discussed the merits of using the concepts and principles of crisis negotiation at the international level.

*President's Faculty Scholarship Award 2002-2003 For Excellence*

*in Research and Scholarship*

Nova Southeastern University

Fort Lauderdale, Florida

May 2002

This competitive award provides funding for a research proposal that involves the classification of hostage-takers who are currently incarcerated.

*Nominated for 2002 Student Life Achievement Award for Graduate*

*Organization of the Year*

Nova Southeastern University

Fort Lauderdale, Florida

March 2002

This nomination related to the success of the Graduate School of Humanities & Social Sciences Student Association during its first academic year of operation.

*Recipient of the Jim Elmore Scholarship Award*

Graduate School of Humanities & Social Sciences

Nova Southeastern University

Fort Lauderdale, Florida

April 2000

Monetary award for presenting an academic research paper entitled "Economic Factors in Drug Law Enforcement Decisions" at the International Atlantic Economic Society conference in Munich, Germany.

## **PROFESSIONAL ORGANIZATIONS**

American Legion, Life Member

Association for Conflict Resolution, 2001 – 2006

FBI Agents Association, Life Member

Florida Association of Hostage Negotiators, 2001 – 2003

International Law Enforcement Educators and Trainers Assoc., 2011 – Present

International Critical Incident Stress Foundation, 2001 – 2010

International Association of law Enforcement Firearms Instructors, 2017-Present

International Narcotic Enforcement Officers Association, 1993 – 2005

National Rifle Association, Benefactor Life Member

Society of Former Special Agents of the FBI, 2014 - Present

### **REFERENCES AVAILABLE UPON REQUEST**