CURRICULUM VITAE

(Revised December 2019)

GREGORY M. VECCHI, Ph.D.

4525 Downs Drive
Wilson Hall, Room 204-I
St. Joseph, Missouri 64507
605.920.0229
gvecchi@missouriwestern.edu
www.missouriwestern.edu

8759 North Saint Clair Avenue
Kansas City, Missouri 64154
605.920.0229
info@vecchigroup.com
www.vecchigroup.com

FORMAL EDUCATION

1999 - 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

1997 - 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

FULL TIME 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.

PART-TIME ACADEMIC EMPLOYMENT/EXPERIENCE

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 – Present: **Florida Institute of Technology**
Melbourne, Florida
Course Developer/Adjunct Faculty
Develop and teach 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.

2018 – Present: **Keiser University**
Department of Criminal Justice and Homeland Security
For Lauderdale, Florida

Instructor
Develop and teach online graduate courses in criminal justice and homeland security.

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 and 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 9/11terrorist 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.

2017 – September 2019**: CSRA**
Falls Church, Virginia
Contract Background Investigator

Conducted security clearance background investigations for the
U.S. Department of Defense and U.S. Department of Homeland Security.

November 2016 – March 2019**: Omniplex World Services Corporation**
Chantilly, Virginia
Contract Background Investigator

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

2014 – Present: **Vecchi Group International, LLC**
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.

SECURITY CLEARANCE

Currently hold a valid and in-scope U.S. Government Top Secret Security as a U.S. Department of Defense and U.S. Department of Homeland Security Contract Background 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.

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.

MEDIA CONSULTING EXPERIENCE

Pennsylvania Real-Time News
Harrisburg Police Believe Same Gunman Robbed 3 Women in Midtown
November 27, 2019
https://www.pennlive.com/news/2019/11/armed-robberies-of-women-in-midtown-have-unique-similarities-harrisburg-police.html

KSDK News
How can you identify a potential mass killer? A Missouri professor is looking to train people.
August 4, 2019
https://www.ksdk.com/article/news/how-can-you-identify-a-potential-mass-killer-a-missouri-professor-is-looking-to-train-people/63-64765f03-cdd6-4c7c-b021-32d1aa4d9bb0

Mike on the Mic
Close Quarters Self Defense
April 29, 2019
https://soundcloud.com/user-670275217/greg-vecchi-radio-interview

Washington Times
Thought Police: Small Criminal Charges Used to Stop Large-Scale Terrorism Caught in Legal Gray Area
March 10, 2019
https://www.washingtontimes.com/news/2019/mar/10/christopher-hasson-case-shows-terror-prevention-ta/

Vice News
Why an FBI Investigation into Kavanaugh Almost Certainly Won't Happen
September 27, 2018
https://news.vice.com/en_us/article/mbw3b4/why-an-fbi-investigation-into-kavanaugh-almost-certainly-wont-happen

Wall Street Journal
FBI Seeks Insight into Mass Killers' Minds
September 18, 2018
https://www.wsj.com/articles/fbi-seeks-insight-into-mass-killers-minds-

1537263121?shareToken=sta73e3441cca84af7a8c55061cb81ba3c&ref=article_email_share

News Press Now:
Negotiators Play a Role in Suicide Prevention
September 12, 2018
http://www.newspressnow.com/news/local_news/negotiators-play-part-in-suicide-prevention/article_7ec4c11e-50eb-5770-b4d2-475ddeede1ec.html

The Magazine of Missouri Western State University:
Dr. Greg Vecchi: Bringing the FBI Background
Fall 2018, p. 11

Vice News:
Undercover Ice Handbook Says Agents Can Transport Drugs and Traffic Human Beings
June 25, 2018
https://news.vice.com/en_us/article/nekgdm/undercover-ice-handbook-says-agents-can-transport-drugs-and-traffic-human-beings

CTV News Toronto:
Live TV interview on Austin Bomber
March 21, 2018
https://www.facebook.com/CTVNewsChannel/videos/1730506880343969/

Washington Times:
Mark Conditt's Behavior Diverges from Serial Bomber Patterns, Analysts Say
March 21, 2018
https://m.washingtontimes.com/news/2018/mar/21/mark-conditt-motive-sought-austin-bombings/

USA Today:
Austin Police Have Received More than 1,200 Suspicious Package Calls Since Bombings Started
March 20, 2018
https://www.usatoday.com/story/news/nation-now/2018/03/20/austin-bombing-has-texas-edge-after-tripwire-fedex-two-dead/441470002/

http://www.wtsp.com/article/news/nation-now/austin-police-have-received-more-than-1200-suspicious-package-calls-since-bombings-started/465-6972c154-6013-40e7-881e-5c5fb262977d

KATU News:
Former Chief of the FBI's Behavioral Science Unit Discusses Ways to Prevent School Shootings
February 15, 2018

http://katu.com/news/local/former-chief-of-fbis-behavioral-science-unit-discusses-ways-to-prevent-school-shootings

News Press Now News:
Superintendent, Western Professor Speak About School Shootings
February 15, 2018
http://www.newspressnow.com/news/local_news/superintendent-western-professor-speak-to-school-shootings/article_a3aeff9d-393a-5817-a3c2-5bec8bb29005.html

News Press Now News:
Guns Galore: Firearms Owners Talk About What They Carry and Why
February 11, 2018
http://www.newspressnow.com/news/local_news/guns-galore-firearms-owners-talk-about-what-they-carry-and/article_097d9b2f-c84f-59d3-a9ab-6b7f18aeceb4.html

http://www.newspressnow.com/uploaded_videos/video-gun-show-comes-to-st-joseph/video_12846bc4-c33b-5da3-8c58-8772c8718c16.html

KATU News:
Former FBI Agents Express Embarrassment, Disapproval in Response to GOP Memo Release
February 2, 2018
http://katu.com/news/local/former-fbi-agents-express-embarrassment-and-disapproval-in-response-to-gop-memo-release

New York Daily News
Trump Used Border Patrol Agent Tragedy to Promote His Wall – But Months Later, We Still Don't Know What Happened
January 18, 2018
http://www.nydailynews.com/news/national/months-mystery-surrounds-border-patrol-agent-tragedy-article-1.3763946

New York Daily News
Few Answers After Border Patrol Agent's Grisly Death in Texas
November 21, 2017
http://www.nydailynews.com/news/national/speculation-answers-border-patrol-agent-death-article-1.3648989

New York Daily News
Investigators Hope 'Psychological Autopsy' Will Help Uncover Stephen Paddock's Motives
October 4, 2017
http://www.nydailynews.com/news/national/psychological-autopsy-uncover-las-vegas-gunman-motives-article-1.3541000

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

KATU News:
'It Becomes Sticky': Ex-FBI Agent Talks Possibility of Hate Crime Charges in MAX Stabbing
May 29, 2017
http://nebraska.tv/news/nation-world/it-gets-sticky-retired-agent-says-hate-c

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
Advanced Topics in Forensic Psychology
School of Psychology
Florida Institute of Technology
Melbourne, Florida
(2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019)

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

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
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.

Keiser University:

Instructor
Domestic and international Terrorism
Graduate School
Keiser University
For Lauderdale, Florida
(2018, 2019)

Taught a graduate course in terrorism. Topics included history and types of domestic and international terrorism.

Instructor
Dynamics of Terrorism
Graduate School
Keiser University
For Lauderdale, Florida
(2018)

Taught a graduate course in terrorism. Topics included domestic and international terrorism, response and investigation of terrorist groups, policy considerations, and the relationship between terrorism and the media.

Instructor
Human Trafficking
Graduate School
Keiser University
For Lauderdale, Florida
(2019)

Taught a graduate course in human trafficking. Topics included examining approaches to combat human trafficking and exploring the special needs of human trafficking victims. The course also analyzed the effectiveness of governmental anti-trafficking policies, an overview of homeland security, prevention, deterrence, preemption, defense, response strategies and systems risk management, DHS, FEMA, intelligence, and border/transportation security.

Instructor
Professionalism and Ethics
Graduate School
Keiser University
For Lauderdale, Florida
(2019)

Taught a graduate course in professionalism and ethics. Topics included analysis of effective theories of organizational leadership, with a focus on professional and ethical issues faced by decision makers in Criminal Justice and Homeland Security agencies.

Instructor
Seminar in Correctional Systems
Graduate School
Keiser University
For Lauderdale, Florida
(2019)

Taught a graduate course in correctional systems. Topics included the theory, practices,

and polices of the American Correctional System. The course investigated the historical development of imprisonment including the central themes of Retribution, Restoration, Rehabilitation, Deterrence and Incapacitation. The course defined the role of the working relationship of corrections in the greater spectrum of the criminal justice system while analyzing and evaluating the significant problems facing the system today.

Instructor
Seminar in Law Enforcement
Graduate School
Keiser University
For Lauderdale, Florida
(2019)

Taught a graduate course in law enforcement. Topics included a social psychological examination of current issues and problems in municipal law enforcement, including recruiting and training law enforcement officers, informal exercise of police authority, police role conflict, the relative significance of law enforcement and social service, and interactional dynamics of police subculture.

Instructor
Seminar in Homeland Security
Graduate School
Keiser University
For Lauderdale, Florida
(2018, 2019)

Taught a graduate course in homeland security. Topics included an overview of homeland security, prevention, deterrence, preemption, defense, response strategies and systems risk management, DHS, FEMA, intelligence, and border/transportation security.

Missouri Western State University:

Assistant Professor
Criminal Justice Communications (LAW 300)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2017, 2018, 2019)

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 (LAW 315)
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
Independent Research (LAW 450 and 680)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2017, 2018, 2019)

Supervised undergraduate and graduate students in learning various types of mood and personality disorders and how to role-play these scenarios for law enforcement, corrections, and social work students.

Assistant Professor
Introduction to Policing (formerly Modern Police Procedures) (LAW 130)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2016, 2017, 2018, 2019)

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 (LAW 460)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2016, 2017, 2018, 2019)

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 (LAW 492/550/598)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2017, 2018, 2019)

This course introduces 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.

Assistant Professor
Selected Topics: Hong Kong Study Away (LAW 392)
Department of Criminal Justice, legal Studies, and Social Work
Missouri Western State University
St. Joseph, Missouri
(2019)

This course provided a comparison study of criminal justice, legal, and social work systems between Hong Kong and the United States. During this course, 16 students were taken to Hong Kong, where they studied policing, corrections, fire and ambulance services, courts, social welfare, mental health, and Chinese and Muslim faith traditions. The students also interacted with the faculty and students of Hong Kong University, where they toured and took classes.

Police Instructor
Behavioral Aspects of Criminal Investigation
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(April 2017, April 2018)

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
(August 2017, March 2018, September 2018, November 2018, February 2019, September 2019)

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. The role of the police officer in involuntary detentions is discussed.

Police Instructor
Crisis/Hostage Negotiation
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(September 2017)

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
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(December 2016, February 2017, February 2018, February 2019)

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/Dealing with Aggressive Behavior
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri

(March 2017, September 2017, February 2018, March 2018, September 2018, February 2019, September 2019)

Basics of threat assessment and officer safety with regards to dealing with aggressive and dangerous individuals. Emphasis was placed on active listening skills, appropriate intervention responses to anxiety, verbal aggression, and physical assault.

Police Instructor
Interview and Interrogation
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(March 2017, September 2017, February 2018, March 2018, September 2018, February 2019)

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

Police Instructor
Judgment Shooting and Use-of-Force
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(April 2018, October 2018)

Basics of situational awareness and the application of the law to shooting simulator situations involving active shooters, courts and corrections, vehicle stops, robbery and assault, suicide, alcohol and drugs, and domestic violence. Topics included safety, negligence, threat assessment, body alarm response, action-reaction drills, and understanding the OODA Loop (Observe, Orient, Decide, Act).

Police Instructor
Report Writing
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(September 2019)

Basics of effective report writing for law enforcement officers. Topics included grammar, mechanics, structure, and completion of effective interview and incident reports, arrest sheets, affidavits, face sheets, continuation sheets, and supplemental reports. Demonstrations and practical exercises were part of the curriculum.

Police Instructor
Tactical Communications
Law Enforcement Academy
Missouri Western State University
St. Joseph, Missouri
(February 2017, August 2017, September 2017, March 2018, August 2018, November 2018, December 2018, February 2019, September 2019)

Basics of effective communications as a law enforcement officer with typical individuals. Topics included approaches to developing rapport, maintaining control, encouraging cooperation, and obtaining information. Demonstrations and practice sessions were part of the curriculum.

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, 2018, 2019)

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.

Capstone Project Supervisor
Master of Science in Forensic Psychology
Nova Southeastern University
Fort Lauderdale, Florida
(2017, 2018, 2019)

Supervised and advised students on their capstone project for the Master of Science in Forensic Psychology. The paper synthesizes forensic psychology principles, personality disorders, violence and risk assessment, research, ethics, best practices, and communication skills.

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, 2018)

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 and Internship Supervisor
Department of Conflict Analysis and Resolution
Department of Multidisciplinary Studies/National Security Affairs Institute for the Study of Human Services/Criminal Justice Institute

School of Psychology
Nova Southeastern University
Fort Lauderdale, Florida
(2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018)

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 (ADRB 2000)
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 in 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

Workplace Violence Prevention Through Threat Assessments in the Workplace

Presented keynote address to corporate safety and risk managers on the landscape of violent threats in the workplace. Special emphasis was focused on the active killer and how to conduct threat assessments in order to prevent acts of violence based on behavioral analysis techniques.

IBC's Premier Safety Conference
South Sioux City, Nebraska
March 2019

Hong Kong World's Apart: A comparative Study Presentation of the Hong Kong and U.S. Criminal Justice and Social Work Systems

Presented on an overview of the Hong Kong and U.S. criminal justice and social work systems. Topics included comparisons of police, corrections, courts, and welfare systems. Differences in cultures and government operations were also discussed.

Missouri Western State University
Saint Joseph, Missouri
March 2019

Behavioral Aspects of Active Shooters

Presented training on known behavioral indicators relating to active shooters in the United States 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

Communication and Conflict Resolution
Prepared and presented a seminar on effective communication and dealing with conflict in a constructive way to gain compliance.

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

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
April 2018

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

Fair and Impartial Policing
Prepared and presented a seminar on conducting fair and impartial policing using ethics, integrity, and unbiased approaching to policing approaches.

Clinton County Sheriff's Office

Clinton County, Missouri
May 2017

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

Law Enforcement Mental Health
Prepared and presented a seminar on how to assess and effectively deal with various mood and personality disorders.

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

Law Enforcement and Autism
Prepared and presented a seminar on the characteristics of autism and law enforcement best practices for dealing with autism.

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

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

Kidnap and Counterterrorism Negotiations
Police Negotiation Cadre
Hong Kong Police Force
Hong Kong
November 2018

Prepared and presented a workshop to law enforcement crisis negotiators on kidnap and counterterrorism negotiations. Topics included motivation, types of incidents, initial actions, site security, equipment, family/company liaison, third party intermediaries, communication strategies, themes and tactics, anticipated issues and responses, and media matters. A case study on the interrogation of Saddam Hussein was presented.

Tactical Conflict Resolution
Police Negotiation Cadre
Hong Kong Police Force
Hong Kong
November 2018

Prepared and presented a workshop to law enforcement crisis negotiators on behavior-based advanced negotiation tactics, techniques, and procedures. Aspects of the Tactical Conflict Resolution Model were presented that included the revised Behavioral Influence Stairway Model, behavioral threat and needs assessment, active listening, crisis intervention, conflict behavior, and situational considerations. A U.S. suicidal case study was presented for analysis in contrast with Hong Kong suicidal cases.

Advanced Crisis Negotiation Techniques
13th Annual Upper Red River Valley Crisis Negotiation Conference and Competition
Regina, Canada
June 2018

Prepared and presented a workshop to law enforcement crisis negotiators on behavior-based advanced negotiation tactics, techniques, and procedures. Aspects of the Tactical Conflict Resolution Model were presented that included behavioral threat and needs assessment, active listening, crisis intervention, conflict behavior, and situational considerations. The focus of the workshop was on influencing the perception of the subject.

De-Escalation Tactics and Psychopathology
Police And Crisis Teams (PACT)
Saskatoon, Canada
May 2018

Prepared and presented a workshop to law enforcement officers 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.

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 Orientation Dry-Fire Course
Vecchi Group International, LLC
Hong Kong (March 2019)

Conducted a four hour dry-fire orientation training in the CAR Gunfighting System to advanced tactical units of the Hong Kong Police Force.. 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 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-Pistol
Clinton County Sheriff's Office
Clinton, County, Missouri
May 2017
November 2017

Conducted pistol 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.

Firearms Qualification-Rifle
Clinton County Sheriff's Office
Clinton, County, Missouri
November 2017

Conducted rifle 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. Crisis negotiations (accepted for publication). *Encyclopedia of Crisis Analysis.* Oxford: Oxford University Press.

Vecchi, G. M., Wong, G. K. H., Wong, P. W. C., & Markey, (2019). Negotiating in the skies of Hong Kong: The efficacy of the Behavioral Influence Stairway Model (BISM) in suicidal crisis situations. *Aggression and Violent Behavior: A Review Journal*, 48, 230-239.

Vecchi, G. M., & Johnsgaard, J. B. (2019). The Center Axis Relock (CAR) system: Theory and practice (Part 2). International Association of Law Enforcement Firearms Instructors. *The Firearms Instructor Magazine*, 62, 35-42.

Johnsgaard, J. B., & Vecchi, G. M. (2018). The Center Axis Relock (CAR) system: Theory and practice (part 1). International Association of Law Enforcement Firearms Instructors. *The Firearms Instructor Magazine*, 61, 34-39.

Vecchi, G. M. (2016). Conflict resolution: Negotiating with Heart. *ACResolution Journal, 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.

DISSERTATION COMMITTEE MEMBER SERVICE

The impact of bankruptcy, duty related stress and policing in Detroit
By Sarah Markel
Nova Southeastern University
Fort Lauderdale, Florida
Under Review

The rise of American extremism: An exploratory analysis of American religious and political extremism from presidents Jimmy Carter to Barack Obama: 1977-2016
By Alwyn Melton
Nova Southeastern University
Fort Lauderdale, Florida
October 2018

Gun-free zones: A geographical opinion study on attitudes toward gun-free zones and the safety impact on residents
By Sean Grier
Nova Southeastern University
Fort Lauderdale, Florida
July 2018

A phenomenological study of methamphetamine and heroin users' arrest experiences
By James Bardon
Nova Southeastern University
Fort Lauderdale, Florida
May 2018

Stop and frisk among college-educated police officers in suburban western Pennsylvania: An exploratory study
By John F. Swank, Jr.
Nova Southeastern University
Fort Lauderdale, Florida
March 2018

Correctional officers: How do they perceive sexual offenders?
By Kimberlie A. Massnick
Nova Southeastern University
Fort Lauderdale, Florida
May 2017

Balancing civil liberties and security: Case of conflicts over securing public space
By Justin Fielder
Nova Southeastern University
Fort Lauderdale, Florida
May 2016

How far is too far? Opinions from law enforcement representatives and policymakers on the militarization of policing
By Fred Turner
Nova Southeastern University
Fort Lauderdale, Florida
September 2016

A phenomenological investigation of transformative experiences of people kidnapped for ransom in Nigeria: Struggles to survive
By Jerry Chukwu Stephens
Nova Southeastern University
Fort Lauderdale, Florida
July 2014

Law enforcement organizational culture and its impact on police conduct
By Bruce Whitman
Nova Southeastern University
Fort Lauderdale, Florida
September 2013

Filicide: A conflict resolution perspective
By Mary Ann O'Grady
Nova Southeastern University
Fort Lauderdale, Florida
May 2011

Confronting political Islam: An ethnographic representation of Muslim Americans in the aftermath of 9/11
By Tony Gaskew
Nova Southeastern University
Fort Lauderdale, Florida
August 2007

CURRENT RESEARCH

2018 – Present: Perceptions of preparedness and preventative measures to address violence in schools.

This research is designed to capture the perceptions of administrators, teachers, school psychologists, social workers, custodians, and school resource officers on preparedness and preventative measures to combat violence in in K-12 public schools. The research focuses on what is currently working and what needs to be improved upon with regards to assessing and improving measures to address violence in primary schools. This research project is a collaborative effort with Keiser University, Fort Lauderdale, Florida

2017 – Present: Mitigating firearm ambushes: The functional range of motion of the Center Axis Relock (CAR) System firearms shooting platform

This research examines ways to mitigate and increase the survival rate of law enforcement officers who are ambushed while seated 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 defensive techniques that afford the officer the best chance of survival. The focus of the research compares traditional firearm shooting platforms with the Center Axis Relock (CAR) System method in terms of functional range and accuracy under stress. This research project is an international and interdepartmental collaboration.

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

Seminar on From Crisis Intervention to Counselling
Critical Incident Stress Management and Debriefings
University of Hong Kong
Hong Kong
November 2018

This presentation focused on the application of critical incident stress management and debriefings for first responders and how to move from short term interventions to counseling. Topics included warning signs of stress, critical incidents, disasters and disaster syndrome, PTSD, police role, nature of crisis, crisis intervention, and critical incident stress debriefing methods.

Applying Psychology to Criminal Investigation Symposium 2018
Applications of Behavioral Science to Criminal investigations
Hong Kong Police Force
Hong Kong
November 2018

This presentation focused on the application of behavioral science to criminal investigations. Topics included history of the FBI Behavioral Science Unit, training, research, consultation, behavioral-based specialty areas, Evil Minds Research Museum, Perpetrator-Motive Research Design, offender-based research, and psychopathy.

Applying Psychology to Criminal Investigation Symposium 2018
Profiling Serial Offenders
Hong Kong Police Force
Hong Kong
November 2018

This presentation focused on the criminal profiling of serial offenders. Topics included history of profiling, modus operandi, behavioral signature, victimology, crime scene investigation, psychopathology, FBI Criminal Investigative Analysis methodology, investigative psychology, experiential versus empirical methods, serial killer myths, and a case study of Dennis Rader.

International Institute of Criminological and Forensic Psychopathological Sciences
Crisis Negotiation and Offender Profiling
UNINT University
Rome, Italy
April 2018

These presentations focused on de-escalation and an overview of offender profiling.

The former focused on understanding the crisis state, role of the intervenor, understanding conflict and needs assessment, conflict behavior, threat assessment and how to deal with instrumental and expressive behavior. The latter focused on the history of offender profiling in the United States, Criminal Investigative Analysis, and Investigative Psychology.

Conference on Applied Learning in Higher Education
Role Playing in Criminal Justice Scenarios
University of North Carolina
Wilmington, North Carolina
March 2018

This workshop focused on how to develop professional and credible role players for use in skill-based interventions with persons in crisis. The workshop included discussion and an expert demonstration on how role playing is applied during training for practitioners who deal with emotional persons in crisis and how clients evaluate the performance of the role players. The workshop featured undergraduate students who were trained as role players for criminal justice scenarios.

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 Debriefer's 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

Hostage Negotiation/Crisis Intervention/Kidnapping Certifications

Reintegration Team Chief
Joint Personnel Recovery Agency
Spotsylvania, Virginia May 2007

Personnel Recovery Debriefer *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:

Missouri Peace Officer Class A License #67001
State of Missouri
Jefferson City, Missouri
February 2017-Present

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 2011-Present

Pawnbroker License
City of Deadwood Deadwood, South Dakota July 2012-2014

OTHER PROFESSIONAL ACTIVITIES

Advisory Board Member
National Board of Forensic Evaluators (2016-Present)
SERAPH, Inc. (2016-Present)

Chair Emeritus
Crisis Intervention Section Association for Conflict Resolution (2004 – Present)
Co-Founder and Co-Chair Crisis Intervention Section Association for Conflict Resolution (2001 – 2004)

Editorial Board Article Reviews
British Journal of Forensic Practice (2009 – Present)

> *-Discussion on criminalization of corporate liability in the Russian Federation, Manuscript ID:* JFP-02-2019-0005 *(February 2019)*
>
> *-Witness interview strategy for critical incidents (WISCI), Manuscript ID: JFP-03-2018-007 (March 2018)*
>
> *-The 3 R's of risk management for violent extremism, Manuscript ID: JFP-07-2016-0029 (August 2016)*
>
> *-Complaints, justice, and frontline policing: A qualitative study, Manuscript ID:*

JFP-11-2015-0051 (December 2015)

-Predictors of punitive attitudes among police officers, Manuscript ID: JFP-04-2015-0025 (May 2015)

-Homicide-suicide in police families: An analysis of cases from 2007-2014, Manuscript ID: JFP-07-2014-0019 (September 2014)

International Journal of Conflict Management (2018-Present)

-*There's nothing that compares to it: A grounded theoretical analysis of the experiences of police hostage and crisis negotiators*. Manuscript ID: IJCMA-01-2019-0003 *(February 2019)*

-*There's nothing that compares to it: A grounded theoretical analysis of the experiences of police hostage and crisis negotiators*. Manuscript ID: IJCMA-01-2019-0003-R1 *(April 2019)*

Psychology, Crime, and Law Journal (2018-Present)

-From deployment to debriefing: Introducing the D.I.A.M.O.N.D. model of hostage and crisis negotiation, Manuscript ID: GPCL-2018-0111 (August 2018)

SAGE Open Journal of Police Emergency Response (2017 – Present)

-Manuscript # SO-17-0759 entitled "Fighting police trauma: Practical approaches to addressing psychological needs of officers " (May 2018)

-Manuscript # SO-17-0619 entitled "Revisiting the compassion fatigue, burnout, compassion satisfaction, and resilience connection among CISM responders" (July 2017)

Journal of Forensic Psychopathology, Legal Medicine, and Criminology
University of Rome Sapienza (2018 - Present)

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

HONORS & AWARDS

Appointed as the Missouri Police Officer Standards and Training (POST) Subject Matter Expert for Tactical Communication, Communication Obstacles, Dealing with Aggressive Behavior, and Dealing with Death

Police Officer Standards and Training (POST)
Jefferson City, Missouri
November 2018

Appointed Honorary Visiting Fellow
Hong Kong Police College
Hong Kong
November 2018

Recipient of the Bruno Callieri Award
Honorary Member
International Institute of Criminological and Forensic Psychopathological Sciences
UNINT University
Rome, Italy
April 2018

In recognition of research in the field of crime prevention, academic activities, and operational contributions to the field of criminology.

Recipient of Top Applied Learning Demonstration Award
The Impact of Applied Learning
University of North Carolina-Wilmington
Wilmington, North Carolina
March 2018

In recognition of winning best applied learning demonstration regarding role playing in criminal justice scenarios at the Conference on Applied Learning in Higher Education.

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.

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.

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
Association of Threat Assessment Professionals, 2019 – Present
FBI Agents Association, Life Member
Federal Law Enforcement Officers Association, 2010 - Present
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