

Gregory M. Vecchi, Ph.D.

CURRICULUM VITAE

(Updated September 2023)



CONTACT INFORMATION

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EDUCATION

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

Master of Science (M.S.): Criminal Justice

The University of Alabama

School of Arts & Sciences

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

Bachelor of Science (B.S.): Management/Human Resources

Park College Parkville, Missouri

Degree Conferral Date: September 28, 1991

GPA: 3.94

SECURITY CLEARANCE

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

CURRENT EMPLOYMENT

SafeDefend, LLC

October 2022 - Present

11040 South Green Road
Olathe, Kansas 66061
greg.vecchi@safedefend.com
(913) 856-2800 (office)
www.safedefend.com

Director of Training

Develop and manage all training regarding the SafeDefend system, as well as other prevention and response training. Conduct threat, risk, violence, and vulnerability assessments.

Vecchi Group International, LLC

March 2014 - Present

1802 North Prairie Lane
Raymore, Missouri 64083
info@vecchigroup.com
(605) 920-0229 (cell)
(605) 559-0414 (fax)
www.vecchigroup.com

Owner and Manager

Manage the day-to-day operations of the company to include consulting and training activities, budgeting, finance, accounting, marketing, curricula design, and expert witness services.

Trainer and Consultant

Conduct behavior-based research, training, and consultation activities in threat assessment, risk and vulnerability assessment, violence assessment, behavioral analysis, law enforcement and business negotiations, crisis intervention, conflict resolution, interview and interrogation, deception detection, case analysis and investigation, crisis management, firearms, and use-of-force.

Keiser University

July 2018 – Present

Graduate School
Department of Criminal Justice and Homeland Security
Remote (online)
www.keiseruniversity.edu/grad-school/faculty/

Professor of Criminal Justice and Homeland Security

Develop and teach online graduate courses in criminal justice and homeland security. Conduct research, publish, and present scholarly works in threat assessment, criminology, and criminal justice. Academic advisor for all masters-level students in the department. Direct and manage the Criminal Justice Advisory Board.

Director of Master of Arts Programs

Responsible for curriculum reviews and updates for all Master of Arts degrees in criminal justice and homeland security. Conduct retention and recruitment activities to keep and increase enrollment for all Master of Arts degrees.

Liberty University

July 2020 – Present

Graduate School

Helms School of Government
Remote (online)
<https://catalog.liberty.edu/undergraduate/faculty/#v554133>

Adjunct Professor

Teach graduate courses in criminal justice. Topics included leadership, management, administration, decision-making, and social aspects of criminal justice organizations.

Master's Thesis Committee Member

Serve on master's thesis committees as chair and reader. Guide students through the thesis process of proposal through defense of thesis.

Doctoral Dissertation Committee Member

Serve on doctoral dissertation committees as chair and reader. Guide students through the thesis process of proposal through defense of thesis.

Florida Institute of Technology

July 2007 – Present

Undergraduate School
School of Psychology and Liberal Arts
Remote (online)
www.fit.edu/psychology-and-liberal-arts/

Adjunct Professor

Teach undergraduate course in advanced topics in forensic psychology. Topics include crisis negotiation behavioral analysis, and threat assessment.

Waldorf University

March 2023 – Present

Homeland Security
Remote (online)
www.waldorf.edu

Adjunct Professor

Teach undergraduate courses in homeland security.

PRACTITIONER EXPERIENCE

ADC NM LTD

January 2016 - Present

Albuquerque, New Mexico
Contractor (Remote)

Background Investigator

Conduct security clearance background and due diligence investigations for the U.S. Department of Defense and U.S. Department of Homeland Security. Hold Top Secret government clearance.

Clinton County Sheriff's Office

November 2017 - Present

Plattsburg, Missouri
Unpaid Volunteer

Reserve Deputy Sheriff

Conduct skill-based firearms, defensive tactics, and negotiation training. Assist in complex investigations. Member of Crisis Negotiation Team.

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), terrorism, drug, gang, and organized crime matters. Investigated extremist violence and domestic terrorism with respect to white supremacist (Ku Klux Klan affiliates), militia (Sovereign Citizens), and subversive (American Indian Movement) groups.

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, to enhance interviews and interrogations for the purpose of obtaining admissions and confessions. Conducted civil rights and due diligence investigations of alleged corruption and abuse by law enforcement officers.

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 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 Behavioral-Based Specialty Areas (BBSAs) that included Threat Assessment, Aberrant Behavior, Communication Exploitation, Cyber Adversaries, Death Investigations, Futures, Gangs, Intelligence and Counter-Espionage, Global Hostage-Taking, Interpersonal Violence, Extremist, Domestic, and International 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.

Led the development and implementation of the FBI National Behavioral Science Research Certificate Program, which was accredited by the American National Standards Institute (ANSI). This program established standardized research design protocols and methodologies that were rigorous, reliable, valid, and which meet established research industry standards.

Developed and published the Perpetrator-Motive Research Design (PMRD) methodology and protocols used for interviewing incarcerated offenders to understand their motivations and the meaning behind their criminal behavior to develop threat profiles. This approach included determining a specific research problem and questions that pertained to specific crimes that required an understanding of offender behavior from their perspective to empirically improve training and investigative operations. This process included an extensive review of existing literature, the development of codebooks and protocols, interacting with and interviewing offenders, and producing training guides, reports, and journal articles.

Realigned the relationship with John Jay College of Criminal Justice by establishing the use of doctoral students to conduct dissertation studies on research questions directly related to problems identified in

the field. This leveraged the ability of the FBI to lead applied research projects and incorporate the results into empirically based training programs and investigative operations.

Created the Evil Minds Research Museum to assist in better understanding the motivation of various offenders and the meaning behind their behavior. This involved the collection of serial killer and other offender artifacts such as manifestos, paintings, greeting cards, personal letters, and other items that the offenders never anticipated would be studied by law enforcement, which reduced the problem of social desirability and its impact on research.

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)

Oversaw and conducted case consultations involving kidnapping, murder, and other violent crimes, to develop investigative leads and identify perpetrators. Analyzed and assessed criminal threat behavior in dozens of criminal cases involving atypical homicides and rapes, as well as hostage-taking and kidnapping.

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. Specialty areas included threat assessments, crisis and hostage negotiation, conflict resolution, conflict and crisis management and communication, and global hostage-taking.

Served as the Primary Research Investigator for the Global Hostage-Taking Research and Analysis Project, which used the Perpetrator-Motive Research Design (PMRD) methodology to understand criminal behavior and threats through research involving the interviewing of incarcerated offenders.

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. Developed and published the Behavioral Influence Stairway Model, which became an international standard for the training of law enforcement negotiators in many U.S. law enforcement agencies and the Hong Kong Police Negotiation Cadre.

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 communicated threats; 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.

Maintained and updated the Hostage Barricade Database System (HOBAS), which collected biographical and case-related information from hostage and barricaded incidents in the U.S. This information was used for research involving trend analysis and improving law enforcement negotiation training and operational protocols.

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 extremist domestic and international terrorism and other critical threats, coordinated FBI rotations to Iraq, and crafted RDT threat 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 interview and 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 extremist domestic and international terrorism, drug trafficking, money laundering, extortion, and organized crime. Used complex investigative techniques to include wiretaps, pen registers, domestic and international undercover operations, and racking devices.

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

Specialized in Russian/Eurasian/Israeli organized crime and international drug trafficking. Was a field crisis (hostage) negotiator from January 1998 – September 2003. Conducted background and due diligence investigations on congressional political appointees.

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

U.S. Department of Justice – Office of the Inspector General
McAllen, Texas

January 1993 – September 1996

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 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 to secretly install the devices. This required an extensive analysis of premise construction and security systems, as well as human activity analyses 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 to identify patterns of behavior, so the installation of the trackers would go undetected.

U.S. Department of Agriculture – Office of Inspector General
Atlanta, Georgia

May 1992 – January 1993

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.

U.S. Army – Criminal Investigation Command (CID)
El Paso, Texas

January 1989 – April 1992

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.

TEACHING EXPERIENCE

Faculty, Keiser University
Graduate School

July 2018 – Present

Department of Criminal Justice and Homeland Security

- Adjunct Professor.
- Promoted to full time faculty in July 2018.
- Professor of Criminal Justice and Homeland Security
- Develop and teach masters-level online courses in criminal justice and homeland security.
- Develop and teach doctoral-level online courses in criminology and criminal justice.
- Direct and manage the Master of Arts in Criminal Justice and Master of Arts in Homeland Security degree programs.
- Conducted full curriculum review and overhaul of all master's degree programs.
- Aligned program and learning objectives for each masters-level course for assessment purposes.
- Committee chair of department advisory board.

Courses Taught

- Criminal Justice Policies and Practices (2020, 2021)
- Advanced Criminological Theory (2020)
- Conflict Analysis and Resolution (2020, 2021, 2022, 2023)
- Criminal Justice Program Evaluation (2022)
- Cyber Security (2022)
- Domestic and international Terrorism (2018, 2019, 2021, 2022)
- Dynamics of Terrorism (2018, 2020, 2022, 2023)
- Human Trafficking (2019, 2020)
- Organizational and Interpersonal Conflict Management and Resolution (2021)
- Professionalism and Ethics (2019, 2020, 2021)
- Proseminar in Criminal Justice and Criminology (2021)
- Research Methods (2020)
- Seminar in Correctional Systems (2019)
- Seminar in Court Systems (2022)
- Seminar in Criminal Justice (2020, 2022, 2023)
- Seminar in Law Enforcement (2019, 2020)
- Seminar in Homeland Security (2018, 2019, 2022)
- Theory in Criminology and Criminal Justice (2021)

Adjunct Faculty, Florida Institute of Technology

July 2007 – Present

School of Psychology

- Adjunct Professor.
- Teach undergraduate courses in criminal justice and forensic psychology.

Courses Taught

- Advanced Topics in Forensic Psychology (Threat Assessment, Behavioral Analysis, and Crisis Negotiation) (PSF 4515) (2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Criminal Investigations (2010)
- Criminology (2010)
- Crisis and Conflict Resolution (2010, 2011)
- Human Behavior Perspective (2008, 2009, 2010, 2011, 2012, 2013)
- Introduction to Criminal Justice (2010, 2011, 2013)
- Personal and Professional Development (2013)
- Theories of Crime and Criminal Behavior/Criminology (2009, 2010)
- White Collar Crime (2011, 2012)

Adjunct Faculty, Liberty University

July 2020 – Present

Helms School of Government

- Adjunct Professor.
- Teach masters-level online courses in criminal justice.
- Serve as reader and content expert for thesis and dissertation committees.

Courses Taught

- Administration of Justice Organizations (CJUS 520) (2020, 2021, 2022, 2023)
- Criminal Justice Integration (CJUS 500) (2020, 2021)
- Leadership, Ethics, and Policing (CJUS 610) (2020, 2021, 2022)
- Transnational Organized Crime (CJUS 810) (2021, 2023)

Adjunct Faculty, Nova Southeastern University

January 2006 – December 2020

Department of Conflict Analysis and Resolution

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

- Adjunct Professor
- Taught masters-level online courses in conflict resolution, criminal justice, forensic psychology, and criminal justice.
- Serve as reader and content expert for doctoral level dissertation committees.

Courses Taught

- Behavioral Criminology (2008, 2009, 2010, 2011, 2014, 2015, 2016, 2017, 2018, 2019, 2020)
- Capstone Project Supervisor (2017, 2018, 2019)
- Conflict and Crisis Management (2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015)
- Conflict and Crisis Negotiation Crisis Intervention & Negotiation Center for Psychological Studies (2003)
- Critical Incidents Response (2004, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014)
- Executive Leadership and Critical Issues (2007, 2008)
- International Crime (2016)
- Investigative Processes (2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018)
- Law Enforcement Interviewing (2017)
- Practicum and Internship Supervisor (2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018)
- Terrorists and Terrorism (2011, 2012, 2013, 2014, 2015, 2016)
- Introduction to Dispute Resolution (ADRB 2000) (2002)

Faculty, Missouri Western State University

August 2016 – July 2020

Law Enforcement Academy

St. Joseph, Missouri

- Police Instructor.
- Developed and taught law enforcement training courses to police cadets that were accredited by the Missouri Police Officer Standards and Training (POST) organization.
- Served as the State of Missouri subject matter expert in communication obstacles, dealing with aggressive individuals, and tactical communication.

Courses Taught

- Communication Obstacles (August 2017, March 2018, September 2018, November 2018, February 2019, September 2019, March 2020)
- Crisis/Hostage Negotiation (September 2017)
- De-escalation (December 2016, February 2017, February 2018, February 2019)
- Hostile Behavior Management/Dealing with Aggressive Behavior (March 2017, September 2017, February 2018, March 2018, September 2018, February 2019, September 2019, February 2020)
- Interview and Interrogation (March 2017, September 2017, February 2018, March 2018, September 2018, February 2019)
- Judgment Shooting and Use-of-Force (April 2018, October 2018, April 2019, October 2019)
- Report Writing (September 2019)
- Tactical Communications (February 2017, August 2017, September 2017, March 2018, August 2018, November 2018, December 2018, February 2019, September 2019, February 2020)

Faculty, Missouri Western State University**August 2016 – July 2020**

Department of Criminal Justice, Legal Studies, and Social Work
St. Joseph, Missouri

- Assistant Professor of Criminal Justice.
- Developed and taught undergraduate in-person, hybrid, and online courses in criminal justice.
- Served on University Undergraduate Curriculum Committee.

Courses Taught

- Criminal Justice Communications (LAW 300) (2017, 2018, 2019, 2020)
- Criminal Justice Concepts and Issues: Conflict and Crisis Management (LAW 315) (2016, 2017)
- Independent Research (LAW 450 and 680) (2017, 2018, 2019)
- Introduction to Policing (formerly Modern Police Procedures) (LAW 130) (2016, 2017, 2018, 2019, 2020)
- Police Administration and Planning (LAW 460) (2016, 2017, 2018, 2019, 2020)
- Profiling/Behavioral Analysis (LAW 492/550/598) (2017, 2018, 2019, 2020)
- Selected Topics: Hong Kong Study Away (LAW 392) (2019)

Adjunct Faculty, Black Hills State University**2011 - 2016**

Spearfish, South Dakota

- Adjunct Professor.
- Developed and taught undergraduate in-person, hybrid, and online courses in criminal justice.
- Served on University Undergraduate Curriculum Committee.

Courses Taught

- Crisis Leadership (2011, 2012, 2013, 2014, 2015, 2016)

Adjunct Faculty, Cornell University**2011 - 2014**

Samuel Curtis Johnson School of Management Ithaca, New

Ithaca, New York

New York City, New York

Beijing China

Nanjing, China

Shanghai, China

- Adjunct Professor.
- Developed and taught behavior-based 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, Nanjing, and Shanghai, Peoples Republic of China.

Courses Taught

- Crisis Leadership and Negotiation for Business Leaders (2010, 2012, 2013, 2014)

Faculty, FBI National Academy**2006 - 2008**

Behavioral Science Unit

FBI Academy

Quantico, Virginia

- National Academy Instructor.
- Developed and taught residential undergraduate- and graduate-level courses in behavior-based conflict resolution, crisis and emergency management, negotiation, stress, suicide intervention, extremism and domestic terrorism, and international terrorism to mid-career and top management levels of law enforcement officers worldwide. These courses were accredited by the University of

Virginia, Charlottesville, Virginia.

Courses Taught

- Behavioral Aspects of Suicide Assessment and Intervention Seminar (CJ475, Session 225)
- Conflict and Crisis Management (CJ519, Sessions 227 – 234)
- Critical Incident Stress and Debriefings Seminar (CJ475, Session 232)
- Negotiation Concepts for Commanders Seminar (CJ361, Session 222)
- Terrorists and Freedom Fighters Seminar (CJ518, Session 226)

University of Phoenix

2003 - 2004

Online Campus

Remote (online)

- Adjunct Professor.
- Taught courses in criminology.

Courses Taught

- Criminology (2003, 2004)

Waldorf University

March 2023 - Present

Online Campus

Remote (online)

- Adjunct Professor.
- Taught courses in homeland security.

Courses Taught

- Terrorism Response Operations (HLS-3050) (2023)

PUBLICATIONS

BOOKS

- (6) **Vecchi, G. M.** (under contract). Preventing active killer attacks: Forecasting and policy applications. Rowman & Littlefield.
- (5) Quigley, T., & **Vecchi, G. M.** (2023). Evidence-based hostage/crisis negotiation reference guide (2nd ed.). Quigtales, LLC.
- (4) **Vecchi, G. M.**, Markey, M. A., & Daniels, J. A. (2022). Fatal grievances: Forecasting and preventing active killer threats in school, campus, and workplace settings. Routledge.
- (1) Ireland, C. A., Fisher, M., **Vecchi, G. M.** (Eds.). (2011). *Conflict and crisis communication: Principles and practice*. London, UK: Routledge.
- (2) **Vecchi, G. M.** (2006). *Assessing organizational group conflict in law enforcement hostage/barricade management*. Proquest.
- (1) **Vecchi, G. M.**, & Sigler, R. T. (2001). *Asset forfeiture: A study of policy and its practice*. Carolina Academic Press.

BOOK CHAPTERS

- (4) Wong, P. W. C., **Vecchi, G. M.**, Wong, G. K. H. (2022). The Police Negotiation Cadre of the Hong Kong Police. In M. Pompili (Ed.), *Suicide risk assessment and prevention*. Springer Cham.
- (3) 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*. Routledge.
- (2) 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*. Routledge.
- (1) **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*. Routledge.

PEER-REVIEWED JOURNALS

- (25) Daniels, J. A., Turner, F. W., **Vecchi, G. M.**, Cooke, B., & Cascio, M. (under review). School personnel perception of preparedness, safety/security, and prevention of violence in schools in the United States. *Security Journal*.
- (24) **Vecchi, G. M.** (2020). Crisis negotiation in the law enforcement context. (2020). *Encyclopedia of Crisis Analysis*. Oxford University Press.
- (23) **Vecchi, G. M.**, Wong, G. K. H., Wong, P. W. C., & Markey, M. A. (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.
- (22) Daniels, J. A., Angleman, A. J., **Vecchi, G. M.**, Bilsky, K. D. P., Leonard, J., & Page, J. (2015). Motives of criminal captive-takers: A Preliminary investigation. *Society for Police and Criminal Psychology*, December 2015, 1-11.
- (21) Daniels, J. A., Angleman, A. J., **Vecchi, G. M.**, Bilsky, K. D. P., Leonard, J., Grinnan, E., & Brunson, M. (2015). A pilot study of criminal captive-taker's modus operandi. *Journal of Police and Criminal Psychology*, 30(1), 1-62.
- (20) **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.
- (19) 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.
- (18) Booth, B., Van Hasselt, V. B., & **Vecchi, G. M.** (2011). Addressing school violence. *FBI Law Enforcement Bulletin*, 80, 1-9.
- (17) 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.

- (16) 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.
- (15) 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.
- (14) 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.
- (13) **Vecchi, G. M.** (2009). Conflict and crisis communication: Methods of crisis intervention and stress management. *Annals of American Psychotherapy* 12(4), 54- 63.
- (12) **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.
- (11) **Vecchi, G. M.** (2009). Conflict and crisis communication: The behavioral influence stairway model and suicide intervention. *Annals of American Psychotherapy* 12(2), 32-39.
- (10) **Vecchi, G. M.** (2009). Conflict and crisis communication: A methodology for influencing and persuading behavioral change. *Annals of American Psychotherapy* 12(1), 34-42.
- (9) **Vecchi, G. M.** (2009). The FBI Behavioral Science Unit's Evil Minds Research Museum. *Annals of American Psychotherapy* 12(4), 14-16.
- (8) 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.
- (7) 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.
- (6) 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.
- (5) **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.
- (4) 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.
- (3) **Vecchi, G. M.** (2002). Hostage/barricade management: A hidden conflict within law enforcement. *FBI Law Enforcement Bulletin*, 71(5), 1-7.
- (2) **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.

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

TRADE PUBLICATIONS

- (14) **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.
- (13) **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.
- (12) **Vecchi, G. M.** (2016). Conflict resolution: Negotiating with Heart. *ACResolution Journal*, 15(1&2), 42-43.
- (11) **Vecchi, G. M., & Dover, T. J.** (2010). The FBI Behavioral Science Unit's approach to world- class training. *Forensic Examiner*, 19(3), 74-80.
- (10) **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.
- (9) **Vecchi, G. M.** (2009). Critical incident response, management, and resolution: Managing Transportation Disasters. *Inside Homeland Security* 7(3), 15-24.
- (8) **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.
- (7) **Vecchi, G. M.** (2009). Critical incident response, management, and resolution. *Inside Homeland Security* 7(1), 57-64.
- (6) **Vecchi, G. M.** (2010). Principles and approaches to criminal investigation: Part 4. *Forensic Examiner*, 19(2), 10-15.
- (5) **Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 3. *Forensic Examiner*, 18(4), 10-15.
- (4) **Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 2. *Forensic Examiner*, 18(3), 8-12.
- (3) **Vecchi, G. M.** (2009). Principles and approaches to criminal investigation: Part 1. *Forensic Examiner*, 18(2), 8-13.
- (2) **Vecchi, G. M.** (2004). Active listening and communication skills for crisis negotiation mediators. *ACResolution* (3) 2, 18-23.
- (1) **Vecchi, G. M.** (2003). Active listening: The key to effective crisis negotiation. *ACR Crisis Negotiation News*, 1, 4-6.

INVITED PRESENTATIONS

- **How to Prevent and Respond to an Active Killer Attack**

Apartment Association of Kansas City
Mission, Kansas
September 2023

- This presentation focused on the motivation and direct behaviors associated with active killers in the context of targeted violence. Topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors, threat enhancers, situational distress factors, threat assessment, behavioral threat forecasting, escaping-evading-engaging the offender, and stop the bleed procedures.

- **Understanding Targeted Violence, Concerning Behaviors, and How to Prevent Violence**

Rotary Club
Paola, Kansas
June 2023

- This presentation focused on the motivation and direct behaviors associated with active killers in the context of targeted violence. Topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors, threat enhancers, situational distress factors, threat assessment, and behavioral threat forecasting.

- **Understanding Active Killer Behavior and the Planned Lethal Violence Stairway in the Prevention of Attacks in School Settings.**

Keiser University & U.S. Department of Homeland Security Career Symposium
Virtual
February 2023

- This seminar focused on the process of understanding active killer motivation and behavior along the planned lethal violence stairway, as the basis for preventing attacks in schools, campuses, and workplaces. The methodology includes a fresh approach to determining when an offender experiences a “fatal grievance” and is confirmed to be on the pathway to violence, and how to accurately plot direct behaviors of planned lethal violence in a time series format to determine the level of threat. Engagement options are also discussed with respect to the threat level assessed.

- **Using Behavioral Science and FBI Hostage Negotiation Techniques to Improve the Quality of Communication in the Workplace**

CMO Symposium
Istanbul, Turkey (virtual)
March 2022

- This keynote presentation focused on the application of hostage negotiation and behavioral analysis techniques to improve the quality of communication in the workplace. Topics included needs assessment, crisis intervention, and principled negotiation techniques for use in the international business marketing environment to influence and persuade behavioral change.

- **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.
- **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 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.

- **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.

- **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.

CONFERENCE PRESENTATIONS

- **Understanding Targeted Violence, Concerning Behaviors, and How to Prevent and Respond to Violence**
National School Safety Conference
School Safety Advocacy Council
Las Vegas, Nevada
July 2023
 - This presentation focused on the motivation and direct behaviors associated with active killers in the context of targeted violence. Topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors, threat enhancers, situational distress factors, threat assessment, and behavioral threat forecasting with case study, and best practices for closing the critical time gap between the beginning and end of an attack.
- **Understanding Targeted Violence, Concerning Behaviors, and How to Prevent Violence**
United Schools Administrators of Kansas
USA-Kansas Conference
Wichita, Kansas
June 2023
 - This presentation focused on the motivation and direct behaviors associated with active killers in the context of targeted violence. Topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors, threat enhancers, situational distress factors, threat assessment, and behavioral threat forecasting.
- **Understanding and Assessing Concerning Behavior**
Safe and Supportive Schools Conference
Kansas State Department of Education
Manhattan, Kansas
January 2023
 - This presentation focused on understanding the mindset of active killers, how to assess concerning behaviors, and how to use this information to prevent targeted violence. Topics included types of predatory behavior, motivation of school attackers, vetting concerning behavior to avoid false positives and false negatives, and how to use this information to develop accurate threat confidence levels and interventions.
- **Academy of Criminal Justice Sciences 59th Annual Conference**
Practitioner Partnerships: The Potential of Multiple Stakeholder “Wins”
Las Vegas, Nevada
March 2022
 - This panel discussion focused on how to build collaborative partnerships between academe and practitioners. The panel topics included how to institute effective internships, practicums, and advisory boards to improve the quality of criminal justice programs.
- **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.

- **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.

- **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.

- **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.

CURRENT RESEARCH

- **Active Killer Threat Assessment**
 - Research, analysis, and develop of a predictive behavioral analysis method for predicting, preventing, and mitigating active killer incidents in terms of an Identify-Assess-Engage Model for use in school, university, and workplace contexts.
- **Tactical Conflict Resolution**
 - Research, analysis, and development of an end-to-end method of neutralizing conflict in compliance contexts involving difficult, dangerous, and disordered persons.

CONSULTING EXPERIENCE

EXPERT WITNESS CONSULTING

- **Violence and Threat Assessment**
Granger v. Rent-A-Center
Case # WD79584
August 2022
Kansas City, Missouri
Deposed as an expert witness regarding the escalation to violence of white-collar offenders.
- **Confirmation Bias Expert Witness**
Fabia v. Commonwealth of the Northern Mariana Islands
Case # 21-00315-TR
May 2022
Certified as an expert witness in a Daubert Hearing regarding confirmation bias.
Testified in trial as an expert witness regarding confirmation bias.
- **Police Investigations and Procedures Expert Witness**
Fabia v. Commonwealth of the Northern Mariana Islands
Case # 21-00315-TR
May 2022
Certified as an expert witness in a Daubert Hearing regarding police investigations and procedures.
Testified in trial as an expert witness regarding police investigations and procedures.

- **Interview Coercion and Confirmation Bias**
Michigan v. Williamson
 Case # MI660029
 February 2022
 Consulted on process used by the police in obtaining a confession from defendant involving alleged coercion and confirmation bias resulting in alleged false confession.
- **Threat Assessment Procedures**
Corbishley v. Napolitano
 Expert Institute Case # 0-120713
 December 2021
 Consulted on process used in determining the existence of alleged credible threats against defendant by plaintiff.
- **Security Clearance Procedures**
Page Employment v. Department of Public Safety
 Expert Institute Case # 0-114808
 April 2021
 Consulted on denial of Contract Security Company license against the State of Main, Department of Public Safety.
- **Criminal Profiling**
Udell v. Best Buy, et al.
 Expert Institute Case # 0-066595
 September 2019
 Consulted on personality and behavioral characteristics on an offender to opine on consistency with a crime involving an elderly woman who was beaten and killed by a delivery man after installing her washer and dryer.
- **Confirmation Bias Expert Witness**
U.S. v. Efraim Atalig and Evelyn Atalig
 Case Number: 8-CR-00013
 July 2020
 District Court for the Northern Mariana Islands
 Certified as an expert witness in Daubert Hearing regarding confirmation bias and intimidation by FBI investigators.
- **Interrogation Expert Witness**
U.S. v. Efraim Atalig and Evelyn Atalig
 Case Number: 8-CR-00013
 July 2020
 District Court for the Northern Mariana Islands
 Certified as an expert witness in Daubert Hearing regarding interrogation.
- **Law Enforcement Policies and Procedures**
Amick v. Oregon County, et al.
 Case No. 17-3391 (W.D. Mo.)
 June 2019
 Oregon County, Missouri
 Deposed as an expert witness regarding police actions during an arson and murder investigation.

- **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.

THREAT ASSESSMENT CONSULTING

Conducted threat assessments of targeted violence in the workplace and other environments:

- **Adtalem Global Education**
 2020 - 2023 (4 cases)
- **Clarios**
 2020 (1 case)
- **International Business Machines (IBM)**
 2017 – 2018 (6 cases)
- **Johnson Controls (JCI)**
 2017 – 2019 (9 cases)
- **Price Waterhouse Cooper (PWC)**
 2017 – 2021 (6 cases)
- **University of Texas Police-Houston**
 2023 (1 case)

MEDIA CONSULTING

- **WKXW-FM (NJ)**
How to Prepare for Active Shooter Drills in NJ Schools
 August 28, 2023
<https://nj1015.com/active-shooter-lockdown-drills-schools-safe-defend-escape-evade-engage/>
- **WISC-TV (CBS) Madison (WI)**
How to Approach Difficult Conversations About School Shootings with Your Kids
 August 17, 2023
https://www.channel3000.com/news/how-to-approach-difficult-conversations-about-school-shootings-with-your-kids/article_aaad17e4-3d01-11ee-97cc-8bc5dc6d469c.html

- KRLD-AM News Radio (TX)**
A Former FBI Agent Talks About Escape, Evade, and Engage-And Things to Know to Keep Your School Safe
 August 1, 2023
<https://omny.fm/shows/krl-d-news/a-former-fbi-agent-talks-about-escape-evade-and-en>
- Society of Human Resource Management (SHRM)**
Mass Shootings-Many in the Workplace are on the Rise.
 June 5, 2023
<https://www.shrm.org/resourcesandtools/hr-topics/risk-management/pages/mass-shootings-many-in-the-workplace-are-on-the-rise.aspx>
- KXII News 2**
Hot be Prepared for an Active Shooter Situation.
 May 11, 2023
<https://www.kxii.com/2023/05/11/how-be-prepared-an-active-shooter-situation/>
- Ashville Watchdog**
Was It Just a Fireworks Prank? Or Was a Possibly Tragedy Avoided?
 July 18, 2022
<https://avlwatchdog.org/was-it-just-a-fireworks-prank-or-was-a-possible-tragedy-averted/>
- Inside Edition**
How Michael Bloomberg's Housekeeper Survived Being Kidnapped.
 February 7, 2022
<https://www.youtube.com/watch?v=7B5PACykZvc>
- Lancaster News Press/Lancaster Online**
Kidnapping of Amish Teen Likely Wasn't Related to Sex Trafficking: Experts.
 July 15, 2020
https://lancasteronline.com/news/local/kidnapping-of-amish-teen-likely-wasnt-related-to-sex-trafficking-experts/article_92fb5b80-c51b-11ea-9950-df7d4d1e4b3b.html
- 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**

- **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>

FIREARMS CONSULTING

- **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/Trainer

Ozzy & Jack's World Tour, Season 1, Episode 3 ("Father Knows West"; 32:39-36:39)

Deadwood, South Dakota

October 2015 (Aired on August 7, 2016, History Channel)

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. Also trained them on fast draw using a Ruger Vaquero.

TRAINING SEMINARS AND WORKSHOPS CONDUCTED

TARGETED VIOLENCE PREVENTION AND RESPONSE TRAINING

- **SafeDefend System Training and Response to Targeted Violence**

Gallatin School District

Gallatin, Missouri (August 2023)

St. John's Jesuit School

Toledo, Ohio (August 2023)

Louisburg Library

Louisburg, Kansas (August 2023)

North Texas Collegiate Academy

Denton, Texas (August 2023)

Visiting Nurse Association (VNA)

Kansas City, Missouri (June 2023)

Findlay City Schools

Findlay, Ohio (January 2023)

- This training focused on how to operate the SafeDefend System and the use of response tactics in the event of a targeted violence situation, specifically active killer attacks. This course was designed for all employees. Specific topics included an overview of relevant active killer statistics, offender motivations, types of violence, SafeDefend notification and protection procedures, ethical dilemmas, escape considerations and tactics (run), evasion considerations and tactics (hide), and offender engagement considerations and tactics (fight). Law enforcement

response and interactions and trauma care were also covered.

- **The VGI Behavioral Threat Assessment System: Forecasting and Preventing Planned Lethal Violence**
Center for Assessment and Treatment
Hackettstown, New Jersey (Virtual)
April 2023
 - This training focused on forecasting and preventing planned lethal violence using the VGI Behavioral Threat Assessment structure and processes. This course was designed for clinical psychologists who conduct proactive behavioral risk and threat assessments to prevent targeted violence. Specific topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors of planned lethal violence, threat enhancers, situational distress factors, overview of behavioral threat assessment, threat assessment process, threat assessment structure, case studies, and best practices.
- **Employee Response Tactics for Active Killer Events**
Parker Hannifin
Haverhill, Massachusetts (May 2023)
Buffalo, New York (May 2023)
Overland Park, Kansas (April 2023)
Lee's Summit, Missouri (April 2023)
Ottawa, Kansas (March 2023)
 - This training focused on response tactics in the event of a targeted violence situation, specifically active killer attacks. This course was designed for all employees. Specific topics included an overview of relevant active killer statistics, offender motivations, types of violence, ethical dilemmas, escape considerations and tactics (run), evasion considerations and tactics (hide), and offender engagement considerations and tactics (fight). Law enforcement response and interactions were also covered.
- **Behavioral Threat Assessment Team Training for Ohio K-12 Schools**
Findlay City Schools
Findlay, Ohio
March 2023
 - This training focused on incorporating and implementing the Ohio State Attorney's Office requirements for the establishment of threat assessment teams for Findlay City Schools. This course was designed for school administrators, school counselors, and school security personnel who conduct proactive behavioral threat assessments to prevent targeted violence. Specific topics included an overview of behavioral threat assessment, the Ohio phased threat assessment model, planned lethal violence, direct behaviors of targeted violence, threat enhancers, situational distress factors, the behavioral threat assessment process, case studies, and best practices.
- **Employee Response Tactics for Active Killer Events**
Parker Hannifin
Slater, Missouri
March 2023
 - This training focused on response tactics in the event of a targeted violence situation, specifically active killer attacks. This course was designed for all employees. Specific topics included an overview of relevant active killer statistics, offender motivations, types of violence,

ethical dilemmas, escape considerations and tactics (run), evasion considerations and tactics (hide), and offender engagement considerations and tactics (fight). Law enforcement response and interactions were also covered. In addition, Parker Hannifin medical responders were trained on how to stop bleeding and the use of tourniquets.

U.S. BUREAU OF PRISONS TRAINING

- **The Law Enforcement Negotiation Process**

U.S. Bureau of Prisons

Camp Dodge, Iowa

August 2023

This training focused on negotiation-based influence and persuasion in correctional settings. Topics included an understanding of conflict in terms of needs, instrumental and expressive behavior and how to deal with it, applications of active listening and crisis intervention, case studies, and role-play exercises.

- **Psychopathology and Suicide Intervention**

U.S. Bureau of Prisons

Camp Dodge, Iowa

August 2023

This training focused on negotiation-based approaches to communicating with subjects who have mental illness and personality disorders, and suicidal ideation. Topics included an understanding of the DSM and its use in negotiation, psychosis, bipolar disorder, antisocial personality disorder, narcissistic personality disorder, suicide assessment and intervention in correctional settings and role-play exercises.

- **Prison Negotiations**

U.S. Bureau of Prisons

Camp Dodge, Iowa

August 2023

- This training focused on law enforcement negotiation in correctional settings. Topics included situational dynamics, advantages and disadvantages of prison negotiations, priorities and goals, extended negotiations, influence the leadership of inmates, negotiation strategies, negotiable and non-negotiable demands, surrender, hostage survival, best practices for using interpreters and third-party intermediaries, and case studies.

FBI TRAINING

- **FBI Crisis Negotiation Basic Course**

FBI Minneapolis Division

Minneapolis, Minnesota

June 2012

FBI Miami Division

Miami, Florida

October 2002

- **FBI Crisis Negotiation Training Seminar**

Orlando Police Department

Orlando, Florida

September 2013

Anchorage Police Department and 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

- **FBI National Crisis Negotiation Course**

Crisis Negotiation Unit

FBI Academy

Quantico, Virginia

September 2005

September 2002

- **FBI Psychopathology and Problem-Solving/Crisis Intervention Seminar**

New Agents Training Unit

FBI Academy

Quantico, Virginia

(2006-2010)

POLICE TRAINING

- **Interviewing and Interrogation**

Harrison County Law Enforcement Training Academy

Biloxi, Mississippi

May 2022

- **Interviewing and Interrogation**

Mississippi Delta Law Enforcement Academy

Moorhead, Mississippi

April 2022

- **Gun and Knife Interface Encounters**

Clinton County Sheriff's Office

Plattsburg, Missouri

July 2023

- **Judgment Shooting in Deadly Force Situations**

Surfside Beach Police Department

Surfside Beach, South Carolina
April 2021

- **De-Escalation and Crisis Intervention for First Responders**
Surfside Beach Police Department
Surfside Beach, South Carolina
April 2021
- **De-Escalation and Crisis Intervention for First Responders**
Surfside Beach Police Department
Surfside Beach, South Carolina
March 2021
- **Application of the Behavioral Influence Stairway Model to Suicide Case Study**
FBI Columbia
Crisis Negotiation Course
Georgetown, South Carolina
February 2021
- **Behavioral Aspects of Active Shooters**
Aberdeen Police Department
Aberdeen, South Dakota
November 2013
- **De-escalation**
Court Services and Offender Supervision Agency (CSOSA)
Washington DC
November 2016
June 2017
May 2017
- **De-Escalation/Psychopathology**
Law Enforcement Crisis Intervention Team (CIT)
St. Joseph, Missouri
April 2018
October 2017
April 2017
- **Communication and Conflict Resolution**
Clinton County Sheriff's Office
Clinton County, Missouri
May 2017
- **Conflict and Crisis Communication Seminar**
Orlando Police Department
Orlando, Florida
August 2013
- **Workplace Violence Seminar**
U.S. Postal Inspection Service
Potomac, Maryland

December 2007

April 2007

- **Fair and Impartial Policing**
Clinton County Sheriff's Office
Clinton County, Missouri
May 2017
- **Interview and Interrogations**
Clinton County Sheriff's Office
Clinton County, Missouri
May 2017
- **Law Enforcement and Autism**
Clinton County Sheriff's Office
Clinton County, Missouri
May 2017
- **Law Enforcement Mental Health**
Clinton County Sheriff's Office
Clinton County, Missouri
May 2017
- **Negotiation Techniques for Undercover Officers Seminar**
Federal Law Enforcement Training Center
Glynco, Georgia
August 2003
- **Officer Wellness, De-Escalation, and Crisis Management**
Grundy County Sheriff's Office
Grundy County, Missouri
April 2017
- **Tactical Conflict Resolution for Law Enforcement Negotiators**
Horry County Police Negotiators
Myrtle Beach, South Carolina
September 2020

INTERNATIONAL SEMINARS AND WORKSHOPS

- **Advanced Crisis Negotiation Techniques**
13th Annual Upper Red River Valley Crisis Negotiation Conference and Competition
Regina, Canada
June 2018
- **Advanced Crisis Negotiation Workshop**
Hong Kong Police Negotiation Cadre
Hong Kong
May 2013
May 2014

- **Bank Robbery Investigations Seminar**
Dubai Police Academy
Dubai, United Arab Emirates
March 2005
- **Business Negotiations**
Toronto Raptors NBA Team
December 2016
Toronto, Canada
- **Conflict and Crisis Management Seminar**
National Academy Associates Retrainer
Tallinn, Estonia
September 2007
- **De-Escalation Tactics and Psychopathology**
Police and Crisis Teams (PACT)
Saskatoon, Canada
May 2018
Saskatoon Police Services
Saskatoon, Canada
May 2017
- **International Kidnapping Seminar**
FBI Academy
Quantico, Virginia
December 2005
- **Kidnap and Counterterrorism Negotiations**
Police Negotiation Cadre
Hong Kong Police Force
Hong Kong
November 2018
- **Money Laundering Seminar**
Economic and Financial Crimes Commission (EFCC)
Lagos, Nigeria
April 2006
- **Public Corruption Seminar**
Economic and Financial Crimes Commission (EFCC)
Lagos, Nigeria
May 2006
- **Organized Crime & Major Case Management Seminar**
Moldovan National Police
Chisinau
Republic of Moldova
March 2001
- **Tactical Conflict Resolution**

Police Negotiation Cadre
Hong Kong Police Force
Hong Kong
November 2018

WEBINARS/PANELS

- **Behavioral Threat Forecasting and Prevention**
Panel Discussion
West Virginia University
April 2023
- **Behavioral Aspects of Active Killers**
Webinar
Nova Southeastern University/College of Psychology
February 2017
- **Conflict and Crisis Communication**
Webinar
Association for Conflict Resolution
May 2006
- **De-Escalation and the Behavioral Influence Stairway Model (BISM)**
Webinar
Broward County Crime Commission
October 2020
- **Forensic Behavioral Analysis and Communication**
Webinar
National Board of Forensic Evaluators
June 2016

FIREARMS AND PERSONAL PROTECTION

- **Basic Personal Protection for Women**
Weapon Concepts, LLC
Spearfish, South Dakota (2014, 2015)
- **Center Axis Relock (CAR) Gunfighting System Orientation Dry-Fire Course**
Vecchi Group International, LLC
Hong Kong
March 2019
- **Center Axis Relock (CAR) Gunfighting System One Day Gunfighting Course**
Vecchi Group International, LLC
St. Joseph, Missouri
December 2016
- **Center Axis Relock (CAR) Gunfighting System Two Day Gunfighting Course**
Vecchi Group International, LLC
Greenfield, Indiana

August 2016

- **Firearms Qualification-Pistol**
Clinton County Sheriff's Office
Clinton, County, Missouri
May 2017
November 2017
- **Firearms Qualification-Rifle**
Clinton County Sheriff's Office
Clinton, County, Missouri
November 2017
- **Missouri Concealed Weapons Permit Course**
Vecchi Group International, LLC
Garden City, Missouri (November 2022)
Plattsburg, Missouri (May 2023, July 2023, September 2023)
- **NRA Basic Range Safety Officer Course**
Weapon Concepts, LLC
Deadwood, South Dakota
St. Joseph, Missouri (2015, 2016)
Red Oak, Iowa (2017)
- **NRA Basic Pistol Shooting Course**
Weapon Concepts, LLC
Spotsylvania, Virginia (2011)
Deadwood, South Dakota (2012)
- **NRA FIRST Steps Pistol Orientation Course**
Weapon Concepts, LLC
Spotsylvania, Virginia (2011)
- **Police Use of Deadly Force Simulator Training**
Vecchi Group International, LLC
Deadwood, South Dakota (2014, 2015, 2016)
- **South Carolina Concealed Weapons Permit Course**
Vecchi Group International, LLC
Surfside Beach, SC (November 2020)
- **South Dakota Enhance Concealed Carry Course**
Vecchi Group International, LLC
Deadwood, South Dakota (2016)
- **Utah Non-Resident Concealed Firearm Permit Course**
Weapon Concepts, LLC
Spotsylvania, Virginia (2011)
Deadwood, South Dakota (2012, 2013, 2014, 2015, 2016)

OTHER SEMINARS

- **Behavioral Assessment (Profiling) Seminar**
Nova Southeastern University
 Center for Psychological Studies
 Fort Lauderdale, Florida
 June 2003
 July 2002
Florida Institute of Technology
 Melbourne, Florida
 February 2002

- **Certified in Homeland Security Level V Seminar**
Naval Air Station Fallon
 Fallon, Nevada
 September 2015
Naval Base San Diego
 San Diego, California
 July 2015
 April 2016

- **Conflict and Crisis Communication Seminar**
American College of Forensic Examiners International
 San Diego, California
 September 2008
 Kansas City, Missouri
 September 2007
Nova Southeastern University
 Center for Psychological Studies
 Fort Lauderdale, Florida
 January 2008
 May 2006
 June 2003
 June 2002
U.S. National Transportation Safety Board Disaster Assistance
 Ashburn, Virginia
 December 2007
FBI Citizens' Academy
 Quantico, Virginia
 October 2007
 May 2007
U.S. Department of Energy HR/EEO/Diversity Training Seminar
 Washington, D.C.
 July 2007
Florida Institute of Technology Department of Psychology
 Melbourne, Florida
 March 2007
 November 2003
FBI Office of Equal Employment Opportunity Affairs
 Las Vegas, Nevada
 July 2004
South Carolina Council for Conflict Resolution

Columbia, South Carolina
October 2003

- **Eurasian Organized Crime and Enterprise Theory of Investigation Seminar**
Minnesota West Community and Technical College
Brookings, South Dakota
November 2013
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
- **Hong Kong Worlds Apart: A comparative Study Presentation of the Hong Kong and U.S. Criminal Justice and Social Work Systems**
Missouri Western State University
Saint Joseph, Missouri
March 2019
- **Trauma in the Iraq Theater of Operations Seminar**
Veterans Administration
New Orleans, Louisiana
April 2004
- **Workplace Violence Prevention Through Threat Assessments in the Workplace**
IBC's Premier Safety Conference
South Sioux City, Nebraska
March 2019

PROFESSIONAL TRAINING, CERTIFICATIONS, & LICENSES

Training (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

Training (Hostage Negotiation/Crisis Intervention/Kidnapping/Personnel Recovery)

- **FBI Personnel Recovery Level I Course**
Quantico, Virginia
September 2007
- **Reintegration Team Chief Responsibilities Course (PR-241)**
Spotsylvania, Virginia
May 2007
- **Personnel Recovery Debriefing Course (PR-240)**
Spotsylvania, Virginia
May 2007
- **107th Hostage Negotiator's Course**
Metropolitan Police Department, United Kingdom
London, England
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

Training (Firearms and Personal Protection)

- **USCCA Concealed Carry Instructor Course**
United States Concealed Carry Association
Independence, Missouri
November 2022
- **Contemporary Jeet Kune Do Instructor Retreat**
Progressive Fighting Systems
San Clemente, California
September 2022
- **Contemporary Jeet Kune Do Full Instructor Course**
Progressive Fighting Systems
Carlsbad, California
November 2019

Rapid Assault Tactics (RAT) Instructor Course (Golden Goose, Clinch – Ground, Energy Drills – Weapons)

Progressive Fighting Systems
Carlsbad, California
November 2019

- **Rapid Assault Tactics (RAT) Instructor Course**
Progressive Fighting Systems
Greenfield, Indiana
August 2016
- **Contemporary Jeet Kune Do Phase-One 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**
Natural Tactical Systems
Deadwood, South Dakota
May 2016
- **Center Axis Relock (CAR) Gunfighting System 5 Day Instructor Shooting Course**
Natural Tactical Systems
Williamsport, Pennsylvania
May 2016
- **Center Axis Relock (CAR) Gunfighting System eLearning Course**
Sabre Tactical
Online
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
- **Contemporary Jeet Kune Do Apprentice Instructor Course**
Progressive Fighting Systems
Mission Viejo, California
November 2015
- **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
- **Instructor Retreat Seminar**
Progressive Fighting Systems
Mission Viejo, California
September 2015
- **Instructor Level 1 Course**
Latosa Escrima
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

Training (Research)

- **IRB Certified**
Missouri Western State University
Online
June 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**
Behavioral Science Unit
Quantico, Virginia
February 2011
- **Assessor Training Program**
Federal Law Enforcement Training Accreditation (FLETA)
Dumfries, Virginia
April 2011
- **Certified Forensic Consultant Course**
Dallas, Texas
June 2007
- **Accreditation Manager Training Program Course**
FLETA
Quantico, Virginia
February 2007
- **Accreditation Assessor Training Program Course**
FLETA
Quantico, Virginia
February 2007
- **FBI Instructor Development Course**
Miami, Florida
April 2000

Certifications (Hostage Negotiation/Crisis Intervention/Kidnapping)

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

Certifications (Firearms and Personal Protection)

- **Certified USCCA Concealed Carry Instructor**
United States Concealed Carry Association
Independence, Missouri
November 2022
- **Certified Missouri Concealed Carry Instructor**
Cass County (Missouri) Sheriff's Office
Harrisonville, Missouri
September 2022
- **Certified Senior Full Instructor**
Progressive Fighting Systems
San Clemente, California
September 2022
- **Certified Full Instructor**
Progressive Fighting Systems
Carlsbad, California
November 2019
- **Re-Certified Rapid Assault Tactics (RAT) Instructor**
Progressive Fighting Systems
Carlsbad, California
November 2019
- **Certified Phase-One Instructor**
Progressive Fighting Systems
Greenfield, Indiana

August 2016

- **Certified Rapid Assault Tactics (RAT) 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
- **Certified 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

Certifications (Police Training)

- **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

Certifications (Research and Education)

- **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

Firearms Licenses

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

- **Class II Special Tax Stamp**

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Raymore, Missouri
January 2022 – Present

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

- **Class II Special Tax Stamp**

Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Surfside Beach, South Carolina
September 2020 – June 2022

- **Federal Firearms License (FFL) (Type 07)**
Class II Special Tax Stamp
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Deadwood, South Dakota
July 2011-July 2021
- **Federal Firearms License (FFL) (Type 1)**
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Saint Joseph, Missouri
June 2017- September 2020
- **Federal Firearms License (FFL) (Type 02)**
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Deadwood, South Dakota
July 2011-September 2020

Law Enforcement License

- **Missouri Peace Officer Class A License #67001**
State of Missouri
Police Officer Standards and Training (POST)
Jefferson City, Missouri
February 2017 – Present

Pawn License

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

ASSOCIATION MEMBERSHIPS

- Academy of Criminal Justice Sciences 2020 – Present
- American Legion, Life Member
- American Society for Industrial Society International 2021 – Present
- 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 Law Enforcement Firearms Instructor Association, 2022 – Present

- National Rifle Association, Benefactor Life Member
- National Tactical Officers Association, 2022 – Present
- Society of Former Special Agents of the FBI, 2014 - Present

SERVICE ACTIVITIES

ADVISORY AND EDITORIAL BOARDS

- **Advisory Board Member**

- *National Board of Forensic Evaluators* (2016-Present)
- *SERAPH, Inc.* (2016-2020)
- *Hong Kong University* (2021-Present)

- **Editorial Board**

British Journal of Forensic Practice (2009 – Present)

- Pilot evaluation of electronic monitoring scheme in UK, Manuscript ID: JFP-08-2022-0042R (January 2023)
- Pilot evaluation of electronic monitoring scheme in UK, Manuscript ID: JFP-08-2022-0042 (August 2022)
- Involuntary psychiatric admissions initiated by two U.S. police departments: A descriptive analysis, Manuscript ID: JFP-03-2021-0011-R1 (August 2021)
- The Bias in Judgment: When Naïve Knowledge Challenges Expert Knowledge in Criminal Trials, Manuscript ID: JFP-06-20210035 (August 2021)
- Involuntary psychiatric admissions initiated by two U.S. police departments: A descriptive analysis, Manuscript ID: JFP-03-2021-0011 (May 2021)
- 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)

- **Editorial Board**

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)

- **Editorial Board**

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)
- Police negotiators and suicide crisis situations: a mixed methods examination of incident details,

characteristics of individuals and precipitating factors, Manuscript ID: TPPL-2022-0095 (March 2023)

- **Editorial Board**

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)

THESIS COMMITTEES

- **An analysis of effects of vicarious trauma among attorneys: A descriptive qualitative approach to develop training programs focused on reducing vicarious trauma among attorneys.**

By Kyla Eileen Gray
Liberty University
Lynchburg, Virginia
September 2021

- **The effects of state-level firearm restrictions on homicide.**

By Adrian Sentiger
Liberty University
Lynchburg, Virginia
February 2021

DISSERTATION COMMITTEES

- **Pedophilia: Understanding the origins and problems within the criminal justice system.**

By James McElhaney
Liberty University
Lynchburg, Virginia
August 2023

- **A conceptual frame for us counterterrorism policy: Examining the effectiveness against al-Qaeda and its associates prior to 9/11.**

By Thomas Brown
Liberty University
Lynchburg, Virginia
April 2023

- **The impact of bankruptcy, duty related stress and policing in Detroit.**

By Sarah Markel
Nova Southeastern University
Fort Lauderdale, Florida
March 2020

- **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

VOLUNTEER WORK

- **Punishers Law Enforcement Motorcycle Club**
Provide voluntary services to assist law enforcement and first responders in need. Activities include funeral support, poker runs, guest speaking, and fund raising (2022 - Present)
- **Warfighters Motorcycle Club**
National Charter Member, Retired
Provided voluntary services to assist veterans in need. Activities include funeral support, poker runs, guest speaking, and fund raising (2011 – 2021)

HONORS AND 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**
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, DC
 April 2010
 In recognition of publications by U.S. Department of Justice authors.
- **Faculty Community-Based Applied Research Grant Excellence in Research Scholarship Award**
Quality of Life Council
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.

- **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
- **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.