GREGORY M. VECCHI, PH.D.

CURRICULUM VITAE

Updated November 2026



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PROFESSIONAL SUMMARY

Retired FBI Supervisory Special Agent and former Unit Chief of the FBI Behavioral Science Unit (BSU) at the FBI Academy, Quantico, with 38 years of law enforcement experience, 6 years of U.S. Army active duty, and 21 years in academia. Behavioral threat assessment and management (BTAM) consultant and expert witness in premises liability, negligent security, and targeted violence cases, both civil and criminal, involving foreseeability and violence prevention. Developer of the Targeted Violence Stairway Model, which focuses on determining whether a person is on the pathway to violence while reducing and eliminating false positives and false negatives; the Behavioral Influence Stairway Model (BISM), adopted as a training standard for crisis negotiators by U.S. law enforcement agencies and the Hong Kong Police Negotiation Cadre; and the Perpetrator-Motive Research Design (PMRD). Certified FBI crisis (hostage) negotiator and London Metropolitan Police-certified hostage negotiator. Professor of Criminal Justice and Homeland Security and Director of Master of Arts Programs at Keiser University. Lead author of Fatal Grievances: Forecasting and Preventing Active Killer Threats in School, Campus, and Workplace Settings (Routledge, 2023).

AREAS OF EXPERTISE

- Behavioral threat assessment and management (BTAM) and targeted violence prevention
- Premises liability: foreseeability of violence and security policies and procedures
- Crisis (hostage) negotiation, de-escalation, and crisis intervention
- Active killer behavior, forecasting, and response
- Behavioral analysis of violent offenders and criminal investigative analysis
- Police investigations, procedures, use of force, and negotiation policy
- Interviewing and interrogation
- Domestic and international terrorism and extremist violence
- Outlaw motorcycle gangs and organized crime

EDUCATION

Doctor of Philosophy (Ph.D.), Conflict Analysis and Resolution, 2006

- Nova Southeastern University, Graduate School of Humanities and Social Sciences, Fort Lauderdale, Florida
- Conferred August 31, 2006. GPA: 4.0
- Dissertation: Assessing Organizational Group Conflict in Law Enforcement Hostage/Barricade Management (published by ProQuest, 2006)

Master of Science (M.S.), Criminal Justice, 1999

- The University of Alabama, School of Arts and Sciences, Tuscaloosa, Alabama
- Conferred December 19, 1999. GPA: 4.0
- Thesis: Is It All About Money? The Orientation Toward the Use of Asset Forfeiture by Drug Enforcement Officers: An Examination of the Application of Federal Policy

Bachelor of Science (B.S.), Management/Human Resources, 1991

- Park College, Parkville, Missouri
- Conferred September 28, 1991. GPA: 3.94

CERTIFICATIONS AND LICENSES

Crisis Negotiation, Threat Assessment, and Personnel Recovery

- Certified Master Trainer, Threat Evaluation and Reporting. U.S. Department of Homeland Security, October 2023
- Reintegration Team Chief. Joint Personnel Recovery Agency, May 2007
- Personnel Recovery Debriefer. Joint Personnel Recovery Agency, May 2007
- Certified London Hostage Negotiator. London Metropolitan Police (107th Hostage Negotiator's Course), October 2005
- Certified FBI Crisis Prevention and Intervention Program (CPIP). FBI Academy, May 2005
- Certified FBI Employee Assistance Peer (EAP). FBI Academy, October 2004
- Certified FBI Crisis (Hostage) Negotiator. FBI Academy, May 2002 (Auxiliary Crisis Negotiator, FBI Miami Division, January 1998)

Law Enforcement and Instruction

- Licensed Peace Officer. Missouri Police Officer Standards and Training (POST), November 2017 - Present
- Specialist Instructor. Missouri POST, October 2017 (Probationary Specialist Instructor, November 2016)
- FBI General Police Instructor. Federal Bureau of Investigation, April 2000

Research, Accreditation, and Education

- Appointment to the Graduate Faculty. Missouri Western State University, January 2017
- Assessor, Federal Law Enforcement Training Accreditation (FLETA), April 2011
- Certified FBI Researcher. FBI National Behavioral Science Research Certification Course, February 2011
- Accreditation Manager and Assessor. FLETA, February 2007
- Certified to Administer the Conflict Dynamics Profile. Eckerd College, June 2003

Firearms, Defensive Tactics, and Personal Protection Instruction

- Certified USCCA Concealed Carry Instructor. U.S. Concealed Carry Association, November 2022
- Certified Missouri Concealed Carry Instructor. Cass County (Missouri) Sheriff's Office, September 2022
- Kansas Concealed Carry Handgun Instructor, September 2024
- Certified NRA Law Enforcement Handgun Instructor. NRA Law Enforcement Division, February 2019
- Certified NRA Training Counselor. National Rifle Association, August 2016
- Certified NRA Instructor: Pistol (2011); Personal Protection Outside the Home (2016); Home Firearm Safety (2016); Personal Protection in the Home (2015); Refuse To Be A Victim (2009); Basic Instructor Training recertification (2015)
- Certified NRA Chief Range Safety Officer (September 2011) and Range Safety Officer (March 2011)
- Certified Enhanced Carry Pistol Use of Force Instructor. South Dakota Law Enforcement Training Center, September 2015

- Certified Utah Non-Resident Concealed Firearm Instructor. Utah Department of Public Safety, June 2011 (recertified May 2014)
- Certified Center Axis Relock (CAR) Basic Instructor. Natural Tactical Systems, August 2016
- Suarez Tactics Instructor. Suarez Tactics (Gabe Suarez)
- Instructor, Missouri Firearms Safety Training Course, January 2016
- Contemporary Jeet Kune Do (Progressive Fighting Systems, Paul Vunak): Senior Full Instructor (September 2022); Full Instructor (November 2019); Phase-One Instructor (August 2016); Apprentice Instructor (November 2015)
- Rapid Assault Tactics (RAT) Instructor. Progressive Fighting Systems, August 2016 (recertified November 2019)
- Latosa Escrima Instructor, Level 1. Latosa Escrima (Rene Latosa), September 2015
- Wing Tsung: Certified Trainer (September 2006) and Instructor (January 2016). World Martial Arts Alliance

SECURITY CLEARANCE

Held a Top Secret/SCI security clearance during FBI service (1996 - 2014).

EXPERT WITNESS CONSULTATION AND TESTIMONY

Retained as a consulting and testifying expert in more than 50 civil and criminal matters, for both plaintiffs and defendants. Areas of opinion include:

- Behavioral analysis
- Confirmation bias
- Escalation of violence by white-collar offenders
- Interviewing and interrogation
- Outlaw motorcycle gangs
- Police investigations and procedures
- Police negotiation policies and procedures
- Premises liability
- Security policies and procedures
- Targeted violence
- Threat assessment and violence prevention policy and procedures

A list of cases in which testimony was given in the previous four years, as required by Fed. R. Civ. P. 26(a)(2)(B), is maintained separately and is available on request.

THREAT ASSESSMENT CONSULTING

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

- Adtalem Global Education
- Clarios
- International Business Machines (IBM)
- Johnson Controls (JCI)
- Kansas City Sports Commission
- PricewaterhouseCoopers (PwC)
- University of Texas Police - Houston

CURRENT PROFESSIONAL POSITIONS

Vecchi Group International, LLC (VGI), Raymore, Missouri **March 2014 - Present**
Owner and Manager; Trainer and Threat Consultant

- Manage executive operations, including consulting and training, budgeting, finance, marketing, curriculum design, and expert witness services.
- Provide expert witness consultation and testimony in civil and criminal litigation involving targeted violence, premises liability, and security and police practices.
- Conduct behavior-based research, training, and consultation in threat assessment, prevention, and response; risk, vulnerability, and violence assessment; and behavioral analysis.
- Train and consult in law enforcement and business negotiation, crisis intervention, conflict resolution, interviewing and interrogation, deception detection, case analysis, investigation, crisis management, firearms, and use of force.

SafeDefend, LLC, Olathe, Kansas **October 2022 - Present**
Director of Training

- Develop and manage all training on the SafeDefend system and on targeted violence prevention and response.
- Conduct threat, risk, violence, and vulnerability assessments.

Keiser University, Graduate School, Fort Lauderdale, Florida (remote) **July 2018 - Present**
Professor of Criminal Justice and Homeland Security; Director of Master of Arts Programs
(See Academic Appointments and Teaching.)

University of Hong Kong, Hong Kong **July 2025 - Present**
School of Professional and Continuing Education
External Examiner, Postgraduate Diploma in Public Order Studies (Crisis Negotiation)

- Serve as subject matter expert in crisis negotiation.
- Review and grade individual assignments, group presentations, and examinations.

Orrick Police Department, Orrick, Missouri **December 2024 - Present**
Reserve Police Officer; Training Officer

- Conduct skill-based firearms, defensive tactics, negotiation, and threat assessment training.
- Assist in complex investigations.

LAW ENFORCEMENT, INVESTIGATIVE, AND MILITARY EXPERIENCE

ADC NM Ltd., Albuquerque, New Mexico (remote contractor) **January 2016 - December 2024**
Background Investigator

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

Clinton County Sheriff's Office, Plattsburg, Missouri **November 2017 - December 2024**
Reserve Deputy Sheriff; Detective/Trainer

- Conducted skill-based firearms, defensive tactics, and negotiation training.
- Assisted in complex investigations.
- Served on the Crisis Negotiation Team.

Federal Bureau of Investigation **September 1996 - February 2014**

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

- Investigated Indian Country violent crimes (homicides, rapes, and child sexual assaults).

- Investigated drug, outlaw motorcycle gang (Hells Angels and Bandidos), white supremacist gang, and organized crime (Russian and Italian) matters.
- Investigated extremist violence and domestic terrorism matters, including white supremacist (Ku Klux Klan-affiliated) and Sovereign Citizen groups.
- Responded as a crisis negotiator to barricade and high-risk operations.
- Used advanced behavioral analytical techniques to determine cause and manner of death in homicide and suicide investigations.
- Analyzed violent crime scenes and victimology to determine the identity and intent of perpetrators and to enhance interviews and interrogations that obtained 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 (more than 100,000 visitors during the annual Sturgis Motorcycle Rally), developing behavioral baselines to identify anomalies indicating potential violent crime.
- Applied the same baseline-and-anomaly methodology to train police officers and teachers to identify and prevent active shooters in schools.

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

- Led a unit of 20 personnel in Behavior-Based Specialty Areas (BBSAs): 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 supporting the BBSAs.
- Increased the BSU operating budget from $50,000 to $800,000 in under three years.
- Directed the development and implementation of the FBI National Behavioral Science Research Certificate Program, the first FBI program accredited by the American National Standards Institute (ANSI), establishing standardized, rigorous, reliable, and valid research design protocols.
- Developed and published the Perpetrator-Motive Research Design (PMRD), a methodology for interviewing incarcerated offenders to understand their motivations and the meaning behind their criminal behavior and to develop threat profiles.
- Realigned the BSU's relationship with John Jay College of Criminal Justice to use doctoral dissertation studies to answer research questions identified in the field, incorporating results into empirically based training and investigative operations.
- Created the Evil Minds Research Museum, a collection of offender artifacts (manifestos, paintings, greeting cards, personal letters, and other items) used to study offender motivation while reducing social desirability bias in research.
- Oversaw research and consultation on national security matters for the Intelligence Community and supervised the operation of a Sensitive 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 cases involving atypical homicides and rapes, hostage-taking, and kidnapping.
- Developed and delivered training, research, and consultation in threat assessment, crisis and hostage negotiation, conflict resolution, conflict and crisis management and communication, and global hostage-taking.
- Served as Primary Research Investigator for the Global Hostage-Taking Research and Analysis Project, using the PMRD methodology with incarcerated offenders.

- Developed and published the Behavioral Influence Stairway Model (BISM), which became an international standard for training law enforcement negotiators in many U.S. agencies and the Hong Kong Police Negotiation Cadre.
- Served as an Employee Assistance Program (EAP) counselor and provided critical incident stress management and debriefings through the FBI Crisis Intervention Program (CIP).

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

- Coordinated responses and deployed to domestic and international hostage, barricade, and kidnapping situations.
- Provided operational consultation to, and 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.
- Maintained and updated the Hostage Barricade Database System (HOBAS), used for trend analysis and to improve negotiation training and operational protocols.
- Served as EAP counselor (October 2004 - January 2006) and divisional EAP Coordinator (July 2005 - January 2006).

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 in response to domestic and international terrorism and other critical threats.
- Coordinated FBI rotations to Iraq and developed threat training programs.
- Supervisor, FBI Baghdad Operations Center, Baghdad, Iraq (January - April 2004), supporting the FBI counterterrorism mission.
- In Baghdad, responded to and recovered human remains and evidence from improvised explosive devices (IEDs), interviewed enemy combatants, developed sources, and conducted document exploitation.
- Served as liaison with the U.S. military, contractors, and international partners, and oversaw construction of the new operations center in the Green Zone.

Special Agent, Miami Division, Miami, Florida (March 1997 - September 2003)

- Investigated domestic and international terrorism, drug trafficking, money laundering, extortion, and organized crime using wiretaps, pen registers, domestic and international undercover operations, and tracking devices.
- Investigated international terrorism matters following the 9/11 attacks, specifically the hijackers who took flight training in Florida.
- Specialized in Russian/Eurasian/Israeli organized crime and international drug trafficking.
- Led a multi-agency FBI/DEA/DOT-OIG investigation that dismantled an aviation-based drug-trafficking and stolen-aircraft-parts scheme in Miami, securing federal convictions, asset recovery, and restitution.
- Served as a field crisis (hostage) negotiator (January 1998 - September 2003).
- Conducted background and due diligence investigations of congressional and political appointees.

U.S. Department of Justice, Office of the Inspector General **January 1993 - September 1996**

Special Agent, McAllen, Texas

- Investigated Department of Justice employees for violations of federal bribery and corruption statutes, specializing in drug trafficking, bribery, immigration document vending, and smuggling involving corrupt U.S. Immigration employees and Border Patrol agents.
- Served as technical agent, covertly installing audio/video recording devices in Immigration offices on the U.S.-Mexico border to document inspectors accepting bribes, which required covert night entry and extensive analysis of premises construction, security systems, and human activity patterns.

- Covertly installed vehicle-tracking devices at Border Patrol checkpoints to collect evidence against agents allowing illegal drugs into the U.S., using behavioral pattern analysis to avoid detection.

U.S. Department of Agriculture, Office of Inspector General **May 1992 - January 1993**
Special Agent, Atlanta, Georgia

- Investigated 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 by military personnel, specializing in crimes against persons, white-collar crime, and drug suppression.
- Conducted crime scene investigation and analysis, including bullet trajectory, fingerprint recovery, and identification.
- Conducted dozens of Crime Prevention Surveys for area commanders, analyzing premises function and mission, policies and procedures, local crime trends, personnel deficiencies, physical security measures, and behavioral practices that enabled crime.

ACADEMIC APPOINTMENTS AND TEACHING

Keiser University, Graduate School (online) **July 2018 - Present**
Department of Criminal Justice and Homeland Security
Professor of Criminal Justice and Homeland Security (adjunct, July 2018; full-time faculty since July 2020)
Director of Master of Arts Programs

- Develop and teach online master's and doctoral courses in criminal justice, criminology, and homeland security.
- Direct the Master of Arts in Criminal Justice and Master of Arts in Homeland Security programs, including curriculum review, retention, and recruitment.
- Led a full curriculum review and overhaul of all master's programs and aligned program and course learning objectives for assessment.
- Serve on doctoral committees (see Doctoral and Thesis Committees).
- Chair the department's Criminal Justice Advisory Board.
- Serve as academic advisor to the Student Veterans of America chapter.
- Research, publish, and present in threat assessment, tactical negotiation, criminology, and criminal justice.

Courses taught:

- Advanced Criminological Theory (2020)
- Border Security: Policy and Intervention (2026)
- Capstone (2024)
- Conflict Analysis and Resolution (2020 - 2026, annually)
- Crisis and Emergency Management (2025, 2026)
- Criminal Justice Policies and Practices (2020, 2021)
- Criminal Justice Program Evaluation (2022)
- Cybersecurity (2022, 2025, 2026)
- Domestic and International Terrorism (2018, 2019, 2021, 2022, 2024, 2026)
- Dynamics of Terrorism (2018, 2020, 2022, 2023, 2024)
- Human Trafficking (2019, 2020)
- Intelligence and Investigations (2026)
- Organizational and Interpersonal Conflict Management and Resolution (2021)

- Policy Analysis in Criminal Justice (2025, 2026)
- Professionalism and Ethics (2019, 2020, 2021, 2024, 2025, 2026)
- Proseminar in Criminal Justice and Criminology (2021)
- Research Methods (2020, 2023, 2024, 2025)
- Seminar in Correctional Systems (2019)
- Seminar in Court Systems (2022)
- Seminar in Criminal Justice (2020, 2022, 2023, 2024, 2025)
- Seminar in Homeland Security (2018, 2019, 2022, 2025, 2026)
- Seminar in Law Enforcement (2019, 2020, 2025, 2026)
- Special Topics (2024)
- Theory in Criminology and Criminal Justice (2021, 2024)

Liberty University, Helms School of Government (online) **July 2020 - Present**

Adjunct Professor

- Teach online undergraduate, master's, and doctoral courses in criminal justice, including leadership, management, administration, decision-making, and social aspects of criminal justice organizations.
- Serve as a reader on master's thesis and doctoral dissertation committees.

Courses taught:

- Administration of Justice Organizations (CJUS 520) (2020 - 2023)
- Criminal Justice Integration (CJUS 500) (2020, 2021)
- Criminal Justice Organizational Conflict (CJUS 830) (2024)
- Criminal Justice Research and Writing (CJUS 230) (2024, 2025, 2026)
- Introduction to Criminal Justice (CJUS 200) (2023, 2024, 2025, 2026)
- Leadership, Ethics, and Policing (CJUS 610) (2020, 2021, 2022)
- Transnational Organized Crime (CJUS 810) (2021, 2023)

Florida Institute of Technology (online) **July 2007 - Present**

Adjunct Professor, School of Psychology and Liberal Arts

- Teach undergraduate courses in criminal justice and forensic psychology, including crisis negotiation, behavioral analysis, and threat assessment.

Courses taught:

- Advanced Topics in Forensic Psychology: Threat Assessment, Behavioral Analysis, and Crisis Negotiation (PSF 4515) (2012 - 2026, annually)
- Crisis and Conflict Resolution (2010, 2011)
- Criminal Investigations (2010)
- Criminology (2010)
- Human Behavior Perspective (2008 - 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)

Waldorf University, Homeland Security (online) **March 2023 - Present**

Adjunct Professor

- Teach undergraduate courses in homeland security.

Courses taught:

- Ethical and Legal Issues in Homeland Security (HLS-3304) (2023, 2024)
- Preparedness and Response Partners (HLS-4302) (2024, 2025, 2026)
- Terrorism Response Operations (HLS-3050) (2023, 2024, 2025, 2026)

Missouri Western State University, St. Joseph, Missouri **August 2016 - July 2020**

Assistant Professor of Criminal Justice, Department of Criminal Justice, Legal Studies, and Social Work

- Developed and taught undergraduate in-person, hybrid, and online criminal justice courses.
- Served on the University Undergraduate Curriculum Committee.
- Appointed to the Graduate Faculty (2017).

Courses taught:

- Criminal Justice Communications (LAW 300) (2017 - 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 - 2020)
- Police Administration and Planning (LAW 460) (2016 - 2020)
- Profiling/Behavioral Analysis (LAW 492/550/598) (2017 - 2020)
- Selected Topics: Hong Kong Study Away (LAW 392) (2019)

Police Instructor, Law Enforcement Academy

- Developed and taught Missouri POST-accredited courses to police cadets.
- Served as the State of Missouri subject matter expert in communication obstacles, dealing with aggressive individuals, and tactical communication.

Courses taught (2016 - 2020):

- Communication Obstacles (7 academy classes, 2017 - 2020)
- Crisis/Hostage Negotiation (2017)
- De-escalation (4 academy classes, 2016 - 2019)
- Hostile Behavior Management/Dealing with Aggressive Behavior (8 academy classes, 2017 - 2020)
- Interview and Interrogation (6 academy classes, 2017 - 2019)
- Judgment Shooting and Use of Force (4 academy classes, 2018 - 2019)
- Report Writing (2019)
- Tactical Communications (10 academy classes, 2017 - 2020)

Nova Southeastern University, Fort Lauderdale, Florida **2002 - 2020**

Adjunct Professor, Department of Conflict Analysis and Resolution; Department of Multidisciplinary Studies/National Security Affairs; Institute for the Study of Human Services/Criminal Justice Institute

- Taught online master's courses in conflict resolution, criminal justice, and forensic psychology.
- Served as reader and content expert on doctoral dissertation committees.

Courses taught:

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

Black Hills State University, Spearfish, South Dakota **2011 - 2016**

Adjunct Professor

- Developed and taught undergraduate in-person, hybrid, and online criminal justice courses.

Courses taught:

- Crisis Leadership (2011 - 2016)

Cornell University, Samuel Curtis Johnson School of Management **2010 - 2014**

Adjunct Professor, Emerging Markets Institute

- Developed and taught behavior-based crisis leadership and negotiation seminars for senior business executives in Ithaca and New York City, New York, and in Beijing, Nanjing, and Shanghai, People's Republic of China.

Courses taught:

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

FBI National Academy, Quantico, Virginia **2006 - 2008**

National Academy Instructor, Behavioral Science Unit

- Developed and taught residential undergraduate- and graduate-level courses, accredited by the University of Virginia, to mid-career and senior law enforcement officers from around the world.
- Subjects included behavior-based conflict resolution, crisis and emergency management, negotiation, stress, suicide intervention, extremism, and domestic and international terrorism.

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, Online Campus **2003 - 2004**

Adjunct Professor

- Taught online undergraduate criminology courses.

Courses taught:

- Criminology (2003, 2004)

PUBLICATIONS

Books

Vecchi, G. M. (under contract). Preventing active killer attacks: Forecasting and policy applications. Rowman & Littlefield.

Quigley, T., & Vecchi, G. M. (2023). Evidence-based hostage/crisis negotiation reference guide (2nd ed.). Quigtales, LLC.

Vecchi, G. M., Markey, M. A., & Daniels, J. A. (2023). Fatal grievances: Forecasting and preventing active killer threats in school, campus, and workplace settings. Routledge.

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

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

Book Chapters

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.

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.

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.

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.

Encyclopedia Entries

Vecchi, G. M. (2020). Crisis negotiation in the law enforcement context. In Encyclopedia of crisis analysis. Oxford University Press.

Peer-Reviewed Journal Articles

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, 48, 230-239.

Daniels, J. A., Angleman, A. J., Vecchi, G. M., Bilsky, K. D. P., Leonard, J., Page, J., Brunson, M., Grinnan, E., Chamberlain, S., Haist, J., & Ramirez, B. (2016). Motives of criminal captive-takers: A preliminary investigation. Journal of Police and Criminal Psychology, 31(4), 250-260. https://doi.org/10.1007/s11896-015-9188-z

Daniels, J. A., Angleman, A. J., Vecchi, G. M., Bilsky, K. D. P., Leonard, J., Grinnan, E., Brunson, M., Page, J., Little, W., Haist, J., Chamberlain, S., & Ramirez, B. (2016). A pilot study of criminal captive-takers' modus operandi. Journal of Police and Criminal Psychology, 31(1), 37-47. https://doi.org/10.1007/s11896-015-9167-4

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, 18, 11-18.

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.

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

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

Ireland, C. A., & Vecchi, G. M. (2009). The behavioral influence stairway model (BISM): A framework for managing terrorist crisis situations? Behavioral Sciences of Terrorism and Political Aggression, 1(3), 203-208.

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.

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

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

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

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

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

Manuscripts Under Review

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.

Professional and Practitioner Publications

Davis, R. C., & Vecchi, G. M. (2025, September 9). A dynamic approach for assessing indicators of progress and high-risk indicators: How crisis negotiators can assist commanders in managing risk in hostage and barricaded management. FBI Law Enforcement Bulletin.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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.

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

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

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

CURRENT RESEARCH

Research in Progress

Active Killer Threat Assessment. Developing a predictive behavioral analysis method for forecasting, preventing, and mitigating active killer incidents in school, university, and workplace settings using an Identify-Assess-Engage model.

Tactical Conflict Resolution. Developing an end-to-end method for neutralizing conflict in compliance contexts involving difficult, dangerous, and disordered people.

INVITED PRESENTATIONS

- Connecting the Right Dots: Recognizing the Pathway to Targeted Violence. DHS Corporate Security Symposium, Kansas City, Missouri, August 2026.
- Behavioral Threat Assessment and Management (BTAM) in the Expert Witness Arena: Defending Foreseeability in Premises Liability Cases. Association of Threat Assessment Professionals, Great Plains Chapter, Kansas City, Missouri, May 2026.
- Behavioral Threat Assessment: A Critical Security Layer for Preventing Targeted Violence (keynote). ASIS International, 2025 Physical Security Technology Showcase, Kansas City, Missouri, June 2025.
- Concepts of Active Killer Behavioral Threat Assessment and Prevention. Association of Threat Assessment Professionals, Great Plains Chapter, Kansas City, Missouri, December 2024.
- Understanding Targeted Violence, Concerning Behaviors, and How to Prevent Violence. Rotary Club, Gladstone, Missouri, November 2024; Paola, Kansas, June 2023.
- Counterterrorism from a Law Enforcement Perspective. U.S. Army Command and General Staff College, Fort Leavenworth, Kansas, May 2024.
- How to Prevent and Respond to an Active Killer Attack. Apartment Association of Kansas City, Mission, Kansas, September 2023.
- Understanding Active Killer Behavior and the Planned Lethal Violence Stairway in the Prevention of Attacks in School Settings. Keiser University and U.S. Department of Homeland Security Career Symposium (virtual), February 2023.
- Using Behavioral Science and FBI Hostage Negotiation Techniques to Improve the Quality of Communication in the Workplace (keynote). CMO Symposium, Istanbul, Turkey (virtual), March 2022.
- From Crisis Intervention to Counseling: Critical Incident Stress Management and Debriefings. University of Hong Kong, Hong Kong, November 2018.
- Applications of Behavioral Science for Criminal Investigations. Applying Psychology to Criminal Investigation Symposium 2018, Hong Kong Police Force, Hong Kong, November 2018.
- Profiling Serial Offenders. Applying Psychology to Criminal Investigation Symposium 2018, Hong Kong Police Force, Hong Kong, November 2018.

- Crisis Negotiation and Offender Profiling. International Institute of Criminological and Forensic Psychopathological Sciences, UNINT University, Rome, Italy, April 2018.
- Active Shooter: Behavioral Indicators of Active Shooters and Their Value in Threat Assessment. Mid-States Organized Crime Information Center (MOCIC) 34th Annual Conference and Training Session, Deadwood, South Dakota, August 2014.
- De-Escalation Techniques. 2012 Veterans Administration Police Conference, Minneapolis, Minnesota, October 2012.
- Communication Exploitation and Psychotic Behavior. FBI National Academy Associates 2012 State Conference, Nashville, Tennessee, July 2012.
- The Negotiated Resolution Model; and keynote address on behavioral science research for law enforcement training and consultation. 2010 National American College of Forensic Examiners Conference, American College of Forensic Examiners International (ACFEI), Orlando, Florida, September 2010.
- Training on conflict and crisis management and communication. 2008 National American College of Forensic Examiners Conference, ACFEI, San Diego, California, September 2008.
- Training on conflict and crisis management. 2007 National Certified in Homeland Security Conference, ACFEI, Kansas City, Missouri, October 2007.
- Seminar for police psychologists on active listening as an influence technique in hostage negotiation, crisis intervention, and undercover operations. Consortium of Police Psychological Services (COPPS) Conference, Fort Lauderdale, Florida, May 2006.

CONFERENCE PRESENTATIONS

- Establishing Behavioral Threat Assessment Teams in Schools. Safe and Supportive Schools Conference, Kansas State Department of Education, Manhattan, Kansas; and United School Administrators of Kansas Conference, Wichita, Kansas, May 2025.
- Assessing and Preventing Active Killer Attacks. Missouri School Board Association 2024 Annual Conference, Kansas City, Missouri, October 2024.
- Understanding Active Killer Behavior and the Planned Lethal Violence Stairway in the Prevention of Targeted Violence in Schools. 2023 Wisconsin School Safety Coordinators Association, Wisconsin Dells, Wisconsin, November 2023.
- Understanding Active Killers and Threat Assessment. Missouri School Board Association 2023 Annual Conference, Kansas City, Missouri, November 2023.
- 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.
- Understanding Targeted Violence, Concerning Behaviors, and How to Prevent Violence. United School Administrators of Kansas Conference, Wichita, Kansas, June 2023.
- Understanding and Assessing Concerning Behavior. Safe and Supportive Schools Conference, Kansas State Department of Education, Manhattan, Kansas, January 2023.
- Practitioner Partnerships: The Potential of Multiple Stakeholder "Wins" (panel). Academy of Criminal Justice Sciences 59th Annual Conference, Las Vegas, Nevada, March 2022.
- Role Playing in Criminal Justice Scenarios (workshop; Top Applied Learning Demonstration Award). Conference on Applied Learning in Higher Education, University of North Carolina Wilmington, Wilmington, North Carolina, March 2018.
- Investigating Sexual Assault on Indian Reservations. Child Abuse: Education, Prevention, and Investigation, Missouri Western State University, St. Joseph, Missouri, April 2017.
- Making School Safe for Your Child. Association for Conflict Resolution 2012 Annual Conference, New Orleans, Louisiana, September 2012.
- Barricaded Hostage and Crisis Situations in Schools: A Review of Recent Incidences (with J. A. Daniels and T. E. Royster). 2007 National Conference on Safe Schools, Hamilton Fish Institute, Washington, D.C., October 2007.

- Descriptive Analysis of Domestic Violence in Hostage and Barricaded Situations. 2007 Annual Convention, American Psychological Association, San Francisco, California, August 2007.
- Training on crisis negotiation techniques for mediators and conflict resolution professionals. Fourth Annual Association for Conflict Resolution (ACR) Conference, Sacramento, California, September 2004.
- Training on crisis negotiation techniques for conflict resolution professionals; chair, Crisis Negotiation Section annual meeting; sponsor, focus group on the effect of 9/11 on conflict resolution practice. Third Annual ACR Conference, Orlando, Florida, October 2003.
- 9/11 A Year Later (panel chair). Second Annual ACR Conference, San Diego, California, August 2002.
- Economic Factors in Drug Law Enforcement Decisions (paper). International Atlantic Economic Society Conference, Munich, Germany, March 2000.

WEBINARS AND PANELS

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

SELECTED MEDIA COMMENTARY

Commentary on targeted violence, threat assessment, crisis negotiation, kidnapping, and terrorism for more than 80 national, international, and regional outlets. Selected appearances are listed below; a complete list is provided separately.

- The New York Times. "New Video Shows Uvalde School Chief Trying to Negotiate with Gunman." August 12, 2025.
- The Wall Street Journal. "FBI Seeks Insight into Mass Killers' Minds." September 18, 2018.
- Los Angeles Times. "After Ruby Ridge and Waco, Authorities Keep a Low Profile in Oregon." January 6, 2016.
- USA Today. "Austin Police Have Received More than 1,200 Suspicious Package Calls Since Bombings Started." March 20, 2018.
- CBS Evening News. "As Gun Violence Increases, Active Shooter Defense Industry Booms." January 4, 2024.
- Nancy Guthrie kidnapping investigation (February 2026): commentary for CBS News, CBS New York, Fox News, Fox News Digital, Newsweek (four articles), NewsNation, WPLR Connecticut, Daily Mail, Arizona Daily Star, CTV News, and Today (Australia).
- Fox News Digital. "Former FBI Agent Warns AI Can Be 'Very, Very Realistic' in Proof-of-Life Ransom Negotiations." February 5, 2026.
- NewsNation. "Baltimore University Looks to Build Security Wall After Shooting." October 12, 2023.
- MSNBC. "Insight into Active Shooter Behavior." October 2, 2017.
- Al Jazeera English. "Active Shooters and Profiling." June 13, 2016.
- The Washington Times. "Mark Conditt's Behavior Diverges from Serial Bomber Patterns, Analysts Say." March 21, 2018.
- New York Daily News. "Investigators Hope 'Psychological Autopsy' Will Help Uncover Stephen Paddock's Motives." October 4, 2017.
- Dallas Morning News. "Active Shooter Defense Becoming Big Business in Texas, but Experts Ask If It Is Paying Off." February 20, 2024.

- Kansas City Business Journal. "Former FBI Agent: Safety Lessons from Mass Shooting at Rally." February 22, 2024.
- Society for Human Resource Management (SHRM). "Mass Shootings, Many in the Workplace, Are on the Rise." June 5, 2023.
- The Crime Report. "Planning for the Unimaginable: Former FBI Agent Weighs in on School Shooter Misconceptions." September 26, 2023.
- Inside Edition. "How Michael Bloomberg's Housekeeper Survived Being Kidnapped." February 7, 2022.
- Keiser University. "How Kidnappings Are Investigated and the Role of the Crisis Negotiator." February 13, 2026.

TRAINING SEMINARS AND WORKSHOPS CONDUCTED

Targeted Violence Prevention and Response

- Behavioral Threat Assessment Team Training for Ohio K-12 Schools (Ohio phased threat assessment model). Findlay City Schools, Findlay, Ohio, March 2023, October 2023, November 2025.
- Behavioral Threat Assessment Team Training for Workplaces. MongoDB, Bozeman, Montana (September 2025); Parker Hannifin, Jeffersonville, Indiana (July 2024) and Slater, Missouri (February 2024).
- VGI Behavioral Threat Assessment System: Forecasting and Preventing Planned Lethal Violence (for clinical psychologists). University of Kansas Health System, Olathe, Kansas (December 2024); Sandbox Therapy Group, PLLC, Monroe, Washington (virtual, August 2024); Center for Assessment and Treatment, Hackettstown, New Jersey (virtual, April 2023).
- Response Tactics for Active Killer Events. Orrick School District, Orrick, Missouri (November 2025); Parker Hannifin, seven sites in Indiana, New York, Massachusetts, Missouri, and Kansas (March 2023 - July 2024); Metals USA, Liberty, Missouri (October 2023).
- Response Tactics and Incident Report Writing for Active Killer Events in Nightclubs. Miami, Florida, April 2024.
- SafeDefend System Training and Response to Targeted Violence. Eleven schools, districts, and organizations in Missouri, Kansas, Iowa, Ohio, and Texas, January 2023 - September 2025 (including Wentzville, Lone Jack, Gallatin, and Ellinwood School Districts; St. John's Jesuit School; North Texas Collegiate Academy; Findlay City Schools; NCMIC; Visiting Nurse Association; and Louisburg Library).

Tactical Negotiation, De-Escalation, and Crisis Intervention

- The Law Enforcement Negotiation Process; Psychopathology and Suicide Intervention; Prison Negotiations. U.S. Bureau of Prisons, Camp Dodge, Iowa, August 2023.
- De-Escalation for Entertainment Venues. Miami, Florida, February 2024.

FBI Crisis Negotiation Training

- FBI Crisis Negotiation Training Seminar. Orlando Police Department (2013); Anchorage Police Department and Alaska State Troopers (2005); South Carolina crisis response personnel, Columbia (2003); Plantation, Sunrise, Miramar, and Pembroke Pines (Florida) Police Department crisis response units (2002 - 2003).
- FBI Crisis Negotiation Basic Course. FBI Minneapolis Division (2012); FBI Miami Division (2002).
- FBI Psychopathology and Problem-Solving/Crisis Intervention Seminar. New Agents Training Unit, FBI Academy, Quantico, Virginia, 2006 - 2010.
- FBI National Crisis Negotiation Course. Crisis Negotiation Unit, FBI Academy, Quantico, Virginia, September 2002 and September 2005.

Law Enforcement and Security Training

- Close-Range Gunfighting. Stowers Institute, Olathe, Kansas, December 2024.

- Defensive Tactics and Knife Defense Skills. University of Kansas Health System, Olathe, Kansas, July and November 2024.
- Pistol and Rifle Transition Skills. Clinton County Sheriff's Office, Plattsburg, Missouri, May 2024.
- Gun-on-Gun and Gun-on-Knife Interface Encounters. Clinton County Sheriff's Office (July 2023); Barton County Sheriff's Office, Great Bend, Kansas (April 2024).
- Interviewing and Interrogation. Harrison County Law Enforcement Training Academy, Biloxi, Mississippi (May 2022); Mississippi Delta Law Enforcement Academy, Moorhead, Mississippi (April 2022).
- Judgment Shooting in Deadly Force Situations; De-Escalation and Crisis Intervention for First Responders. Surfside Beach Police Department, Surfside Beach, South Carolina, March - April 2021.
- Application of the Behavioral Influence Stairway Model to a Suicide Case Study. FBI Columbia Crisis Negotiation Course, Georgetown, South Carolina, February 2021.
- Tactical Conflict Resolution for Law Enforcement Negotiators. Horry County Police Negotiators, Myrtle Beach, South Carolina, September 2020.
- De-Escalation/Psychopathology. Law Enforcement Crisis Intervention Team (CIT), St. Joseph, Missouri, 2017 - 2018 (three sessions).
- De-escalation. Court Services and Offender Supervision Agency (CSOSA), Washington, D.C., 2016 - 2017 (three sessions).
- Communication and Conflict Resolution; Fair and Impartial Policing; Interview and Interrogation; Law Enforcement and Autism; Law Enforcement Mental Health. Clinton County Sheriff's Office, Missouri, May 2017.
- Officer Wellness, De-Escalation, and Crisis Management. Grundy County Sheriff's Office, Missouri, April 2017.
- Behavioral Aspects of Active Shooters. Aberdeen Police Department, Aberdeen, South Dakota, November 2013.
- Conflict and Crisis Communication Seminar. Orlando Police Department, Orlando, Florida, August 2013.
- Workplace Violence Seminar. U.S. Postal Inspection Service, Potomac, Maryland, April and December 2007.
- Negotiation Techniques for Undercover Officers Seminar. Federal Law Enforcement Training Center, Glynco, Georgia, August 2003.

International Seminars and Workshops

- Kidnap and Counterterrorism Negotiations; Tactical Conflict Resolution. Police Negotiation Cadre, Hong Kong Police Force, Hong Kong, November 2018.
- Advanced Crisis Negotiation Techniques. 13th Annual Upper Red River Valley Crisis Negotiation Conference and Competition, Regina, Canada, June 2018.
- De-Escalation Tactics and Psychopathology. Police and Crisis Teams (PACT), Saskatoon, Canada (May 2018); Saskatoon Police Service (May 2017).
- Business Negotiations. Toronto Raptors (NBA), Toronto, Canada, December 2016.
- Advanced Crisis Negotiation Workshop. Hong Kong Police Negotiation Cadre, Hong Kong, May 2013 and May 2014.
- Conflict and Crisis Management Seminar. FBI National Academy Associates Retrainer, Tallinn, Estonia, September 2007.
- Public Corruption Seminar; Money Laundering Seminar. Economic and Financial Crimes Commission (EFCC), Lagos, Nigeria, April - May 2006.
- International Kidnapping Seminar. FBI Academy, Quantico, Virginia, December 2005.
- Bank Robbery Investigations Seminar. Dubai Police Academy, Dubai, United Arab Emirates, March 2005.
- Organized Crime and Major Case Management Seminar. Moldovan National Police, Chisinau, Republic of Moldova, March 2001.

Firearms and Personal Protection

- G-RAT Pistol Gunfighting Course. Longmont, Colorado, October 2026.
- Rapid Assault Tactics (RAT). Richfield, Ohio, June 2026.
- Center Axis Relock (CAR) Gunfighting System courses (dry-fire orientation, one-day, and two-day). Hong Kong (2019); St. Joseph, Missouri (2016); Greenfield, Indiana (2016).
- Police Use of Deadly Force Simulator Training. Deadwood, South Dakota, 2014 - 2016.
- Firearms Qualification (Pistol and Rifle). Clinton County Sheriff's Office, Missouri, 2017.
- NRA Basic Range Safety Officer Course. South Dakota, Missouri, and Iowa, 2015 - 2017.
- Concealed carry permit and personal protection courses (Missouri, South Carolina, South Dakota Enhanced, and Utah Non-Resident permit courses; NRA Basic Pistol; NRA FIRST Steps; Basic Personal Protection for Women). Virginia, South Dakota, Missouri, and South Carolina, 2011 - 2023.

Other Seminars

- FBI Counterterrorism Operations in Iraq. Lectures for Lifetime Learners (virtual), March 2025.
- Hong Kong Worlds Apart: A Comparative Study of the Hong Kong and U.S. Criminal Justice and Social Work Systems. Missouri Western State University, St. Joseph, Missouri, March 2019.
- Workplace Violence Prevention Through Threat Assessments in the Workplace. IBC's Premier Safety Conference, South Sioux City, Nebraska, March 2019.
- Certified in Homeland Security Level V Seminar. Naval Air Station Fallon, Nevada (September 2015); Naval Base San Diego, California (July 2015, April 2016).
- Eurasian Organized Crime and Enterprise Theory of Investigation Seminar. Minnesota West Community and Technical College (2013); International Association of Law Enforcement Analysts (2003); Florida Association of Asian Crime Investigators (2002); American Society for Industrial Security (2002).
- Conflict and Crisis Communication Seminar. Delivered 2002 - 2008 for ACFEI, Nova Southeastern University Center for Psychological Studies, the U.S. National Transportation Safety Board, the FBI Citizens' Academy, the U.S. Department of Energy, Florida Institute of Technology, the FBI Office of Equal Employment Opportunity Affairs, and the South Carolina Council for Conflict Resolution.
- Trauma in the Iraq Theater of Operations Seminar. Veterans Administration, New Orleans, Louisiana, April 2004.
- Behavioral Assessment (Profiling) Seminar. Nova Southeastern University (2002, 2003); Florida Institute of Technology (2002).

PROFESSIONAL TRAINING RECEIVED

Threat Assessment and Homeland Security

- Instructor Development, Threat Evaluation and Reporting Course. U.S. Department of Homeland Security (webinar), October 2023.
- Certified in Homeland Security Levels IV and V. Kansas City, Missouri, October 2007.
- FEMA Incident Command and Emergency Management series: ICS-402 Overview for Executives and Senior Officials and ICS-210 Initial Incident Command (February 2007); IS-100, IS-200, IS-547, IS-700, and IS-800 (June 2006). Quantico, Virginia.

Hostage Negotiation, Crisis Intervention, Kidnapping, and Personnel Recovery

- FBI Personnel Recovery Level I Course. Quantico, Virginia, September 2007.
- Reintegration Team Chief Responsibilities Course (PR-241) and Personnel Recovery Debriefer's Course (PR-240). Spotsylvania, Virginia, May 2007.
- 107th Hostage Negotiator's Course. Metropolitan Police Service, 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 and Weapons of Mass Destruction: A Critical Incident Stress Management Perspective. International Critical Incident Stress Foundation (ICISF), West Palm Beach, Florida, November 2002.
- FBI National Crisis Negotiation Course. Quantico, Virginia, May 2002.
- Critical Incident Stress Management Basic and Advanced Courses. ICISF, Panama City, Florida, November 2001.

Research, Accreditation, and Instruction

- Human Research/Institutional Review Board (IRB) Training. Collaborative Institutional Training Initiative (CITI), August 2015 - Present.
- ANSI Personnel Certification Accreditation Course (ANSI/ISO/IEC 17024). American National Standards Institute, Washington, D.C., January 2015.
- Assessor Training Program. Federal Law Enforcement Training Accreditation (FLETA), Dumfries, Virginia, April 2011.
- FBI National Behavioral Science Research Certification Course. Behavioral Science Unit, Quantico, Virginia, February 2011.
- Certified Forensic Consultant Course. Dallas, Texas, June 2007.
- Accreditation Manager and Accreditation Assessor Training Program Courses. FLETA, Quantico, Virginia, February 2007.
- FBI Instructor Development Course. Miami, Florida, April 2000.

Firearms, Use of Force, and Defensive Tactics

- Contemporary Jeet Kune Do Instructor Retreat. Progressive Fighting Systems, San Diego, California, September 2026.
- NRA Law Enforcement Handgun/Shotgun Instructor Course. Sugar Creek, Missouri, October 2024.
- USCCA Concealed Carry Instructor Course. Independence, Missouri, November 2022.
- Contemporary Jeet Kune Do and Rapid Assault Tactics instructor courses and retreats. Progressive Fighting Systems, California and Indiana, 2015 - 2022 (Apprentice, Phase-One, and Full Instructor courses; RAT Instructor Course and recertification; instructor retreats).
- NRA Law Enforcement Handgun Instructor Course. Garden Plain, Kansas, February 2019.
- NRA Training Counselor Certification Course. Fairfax, Virginia, August 2016.
- Center Axis Relock (CAR) Gunfighting System 5-Day Instructor Course and 2-Day Operator Course (Natural Tactical Systems, May 2016); eLearning Course (Sabre Tactical, April 2016).
- NRA instructor and personal protection courses (Pistol Instructor, 2011; Range Safety Officer and Chief Range Safety Officer, 2011; Refuse To Be A Victim Instructor, 2009; Personal Protection in the Home Instructor and Basic Instructor recertification, 2015; Basics and Advanced Personal Protection Outside the Home, 2016; Home Firearms Safety Instructor, 2016; Personal Protection Outside the Home Instructor, 2016).
- 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.
- Latosa Escrima Instructor Level 1 Course. Petaluma, California, September 2015.
- Utah Non-Resident Concealed Firearm Instructor Course (June 2011) and Recertification (May 2014). Salt Lake City, Utah.

PROFESSIONAL MEMBERSHIPS

- Academy of Criminal Justice Sciences, 2020 - Present
- American Legion, Life Member
- ASIS International, 2021 - Present
- Association for Conflict Resolution, 2001 - 2006
- Association of Threat Assessment Professionals, 2019 - Present
- Blackbelt Society, Life Member

- FBI Agents Association, Life Member
- Federal Law Enforcement Officers Association, 2010 - Present
- Florida Association of Hostage Negotiators, 2001 - 2003
- International Association of Law Enforcement Firearms Instructors, 2017 - Present
- International Critical Incident Stress Foundation, 2001 - 2010
- International Law Enforcement Educators and Trainers Association, 2011 - Present
- International Narcotic Enforcement Officers Association, 1993 - 2005
- National Rifle Association, Benefactor Life Member
- Society of Former Special Agents of the FBI, 2014 - Present

SERVICE

Advisory Boards

- National Board of Forensic Evaluators, 2016 - 2024
- SERAPH, Inc., 2016 - 2020
- University of Hong Kong, 2021 - 2024

Association for Conflict Resolution, Crisis Negotiation Section

- Chair Emeritus, 2004 - Present
- Co-Founder and Co-Chair, 2001 - 2004

Ad Hoc Manuscript Reviewer

- British Journal of Forensic Practice (15 reviews, 2014 - 2026)
- Frontiers in Psychology (1 review, 2024)
- International Journal of Conflict Management (2 reviews, 2019)
- Journal of Experimental Criminology (1 review, 2026)
- Policing: A Journal of Policy and Practice (1 review, 2026)
- Psychology, Crime and Law (2 reviews, 2018 - 2023)
- SAGE Open (2 reviews, 2017 - 2018)

DOCTORAL AND THESIS COMMITTEES

Dissertation Committees

- Howell, M. (2026). The impact of active killer defense training preparations and the church. Keiser University.
- Scheesley, J. (2026). A comparative analysis of mass shooter characteristics pre- and post-9/11: The pathway to violence, threat assessment, and prevention. Keiser University.
- Haque, N. (2025). Mitigating police use of force through interpersonal communication: NYPD body-worn camera analysis. Keiser University.
- Corbin, A. (2025). From posts to violence: Analyzing social media's impact on right-wing radicalization and terrorism. Keiser University.
- Vesco, C. (2023). Recruitment and retention in the post-Floyd era: A phenomenological study of Miami-Dade County law enforcement. Liberty University.
- McElhaney, J. (2023). Pedophilia: Understanding the origins and problems within the criminal justice system. Liberty University.
- Brown, T. (2023). A conceptual frame for U.S. counterterrorism policy: Examining the effectiveness against al-Qaeda and its associates prior to 9/11. Liberty University.
- Markel, S. (2020). The impact of bankruptcy, duty-related stress, and policing in Detroit. Nova Southeastern University.

- Melton, A. (2018). The rise of American extremism: An exploratory analysis of American religious and political extremism from presidents Jimmy Carter to Barack Obama: 1977-2016. Nova Southeastern University.
- Grier, S. (2018). Gun-free zones: A geographical opinion study on attitudes toward gun-free zones and the safety impact on residents. Nova Southeastern University.
- Bardon, J. (2018). A phenomenological study of methamphetamine and heroin users' arrest experiences. Nova Southeastern University.
- Swank, J. F., Jr. (2018). Stop and frisk among college-educated police officers in suburban western Pennsylvania: An exploratory study. Nova Southeastern University.
- Massnick, K. A. (2017). Correctional officers: How do they perceive sexual offenders? Nova Southeastern University.
- Turner, F. (2016). How far is too far? Opinions from law enforcement representatives and policymakers on the militarization of policing. Nova Southeastern University.
- Fielder, J. (2016). Balancing civil liberties and security: Case of conflicts over securing public space. Nova Southeastern University.
- Stephens, J. C. (2014). A phenomenological investigation of transformative experiences of people kidnapped for ransom in Nigeria: Struggles to survive. Nova Southeastern University.
- Whitman, B. (2013). Law enforcement organizational culture and its impact on police conduct. Nova Southeastern University.
- O'Grady, M. A. (2011). Filicide: A conflict resolution perspective. Nova Southeastern University.
- Gaskew, T. (2007). Confronting political Islam: An ethnographic representation of Muslim Americans in the aftermath of 9/11. Nova Southeastern University.

Applied Doctoral Project Committees

- Aiello, F. (2025). When violence is prevented: A comprehensive study of completed versus averted K-12 school shootings. Keiser University.
- Hoosac, B. (2024). What police agencies are doing to combat increased police officer attrition rates post George Floyd and COVID-19. Keiser University.
- Boone, A. (2024). Double minorities in law enforcement: Retention, recruitment, promotion. Keiser University.
- Valot, C. (2023). An examination of deterrence theory relevant to school shootings: A quantitative longitudinal study. Keiser University.

Master's Thesis Committees

- Gray, K. E. (2021). An analysis of effects of vicarious trauma among attorneys: A descriptive qualitative approach to develop training programs focused on reducing vicarious trauma among attorneys. Liberty University.
- Sentiger, A. (2021). The effects of state-level firearm restrictions on homicide. Liberty University.

HONORS AND AWARDS

- Inducted, Warriors Legacy Hall of Fame and Warriors Legacy Society. Richfield, Ohio, December 2025.
- Inducted, Omicron Sigma Sigma Order of the Sword and Shield Honor Society. Keiser University, March 2024.
- Appointed Missouri POST Subject Matter Expert for Tactical Communication, Communication Obstacles, Dealing with Aggressive Behavior, and Dealing with Death. Missouri Police Officer Standards and Training, Jefferson City, Missouri, November 2018.
- Appointed Honorary Visiting Fellow. Hong Kong Police College, Hong Kong, November 2018.
- Bruno Callieri Award and Honorary Membership. International Institute of Criminological and Forensic Psychopathological Sciences, UNINT University, Rome, Italy, April 2018. For research in crime prevention, academic activities, and operational contributions to criminology.

- Top Applied Learning Demonstration Award. Conference on Applied Learning in Higher Education, University of North Carolina Wilmington, March 2018. For the best applied learning demonstration (role-playing in criminal justice scenarios).
- Compass Award. Alpha Chi Honor Society, Missouri Western State University, November 2017. Selected as the chapter's most influential professor.
- Thomas Jefferson Award. University of Virginia, May 2010. For research and publications in crisis communication and management.
- Certificate of Appreciation. Publications by DOJ Authors, Justice Libraries, Washington, D.C., April 2010.
- Faculty Community-Based Applied Research Grant Excellence in Research Scholarship Award. Quality of Life Council, Nova Southeastern University, May 2009. For the Comprehensive Analysis of Military Offenders (CAMO) BSU research project grant.
- Distinguished Alumni Achievement Award (2007). Nova Southeastern University, January 2008. For conflict resolution contributions to academia and law enforcement.
- Nominated, Student Life Achievement Award for Graduate Organization of the Year. Nova Southeastern University, March 2002 and March 2008.
- President's Faculty Scholarship Award for Excellence in Research and Scholarship (2002 - 2003). Nova Southeastern University, May 2002. Funded research on the classification of incarcerated hostage-takers.
- Jim Elmore Scholarship Award. Graduate School of Humanities and Social Sciences, Nova Southeastern University, April 2000 and August 2002. For presenting "Economic Factors in Drug Law Enforcement Decisions" (Munich, 2000) and chairing the panel "9/11 A Year Later" (2002).

References and a Rule 26 testimony list are available on request.