

Gregory M. Vecchi, Ph.D.

CURRICULUM VITAE

(Updated May 2026)



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

CERTIFICATIONS AND LICENSES

Certified Master Trainer in Threat Evaluation and Reporting

- U.S. Department of Homeland Security
- October 2023

ASIS International | Certified Protection Professional (CPP) Eligible.

Association of Threat Assessment Professionals (ATAP) | Certified Threat Manager (CTM) Eligible.

Specialist Instructor

- Missouri Police Officer Standards and Training (POST)
- October 2017

Licensed Peace Officer

- Missouri Police Officer Standards and Training (POST)
- November 2017

FBI General Police Instructor

- Federal Bureau of Investigation
- April 2000

CURRENT EMPLOYMENT

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 company's day-to-day executive operations, including consulting and training activities, budgeting, finance, accounting, marketing, curriculum design, and expert witness services.

Trainer and Threat Consultant

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

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 and other prevention and response training. Conduct threat, risk, violence, and vulnerability assessments.

Hong Kong University

July 2025 - Present

School of Professional and Continuing Education
Postgraduate Diploma in Public Order Studies (Crisis Negotiation)

External Examiner

Serve as a subject matter expert in crisis negotiation: review and grade individual assignments, group presentations, and examinations.

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, tactical negotiation, criminology, and criminal justice. Serve on doctoral committees. Direct and manage the Criminal Justice Advisory Board and serve as an academic advisor for the Student Veterans of America Chapter.

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 from proposal to defense.

Doctoral Dissertation Committee Member

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

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 courses 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

Orrick, Missouri Police Department

December 2024 - Present

Plattsburg, Missouri
Training Officer

Reserve Police Officer

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

ADC NM LTD

January 2016 – December 2024

Albuquerque, New Mexico
Contractor (Remote)

Background Investigator

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

Clinton County Sheriff's Office

November 2017 – December 2024

Plattsburg, Missouri
Detective/Trainer

Reserve Deputy Sheriff

Conduct skill-based firearms, defensive tactics, and negotiation training. Assist in complex investigations—member of 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 (murders, rapes, and child sexual assaults), drug, outlaw motorcycle gangs (Hells Angels and Bandidos), white supremacist gangs, and organized crime matters (Russian and Italian). Investigated extremist violence and domestic terrorism concerning white supremacist (Ku Klux Klan affiliates), militia (Sovereign Citizens), and subversive (American Indian Movement) groups. Responded as a crisis negotiator to barricade and high-risk operations.

Used advanced behavioral analytical techniques in determining the cause and manner of death in homicide and suicide investigations. Analyzed violent crime scenes and victimology to determine the identity and intent of the perpetrators to enhance interviews and interrogations to obtain 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 that could indicate potential violent crime before it occurs. Also, the same behavioral baseline/anomaly methodology was used to teach police officers and teachers how to identify and prevent active shooters in schools.

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, accredited by the American National Standards Institute (ANSI). This program established standardized research design protocols and methodologies that were rigorous, reliable, and valid, and met industry standards.

Developed and published the Perpetrator-Motive Research Design (PMRD) methodology and protocols for interviewing incarcerated offenders to understand their motivations and the meaning behind their criminal behavior and develop threat profiles. This approach included identifying a specific research problem and questions about crimes that required understanding offender behavior from their perspective to empirically improve training and investigative operations. This process included an extensive review of existing literature, developing 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 FBI's ability 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 collecting artifacts from serial killers and other offenders, such as manifestos, paintings, greeting cards, personal letters, and other items, that the offenders never anticipated would be studied by law enforcement, thereby reducing 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 and 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 training programs, 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 law enforcement organizations' management and operational effectiveness in negotiation and de-escalation strategies and tactics. Developed and published the Behavioral Influence Stairway Model, which became an international standard for training 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 counseling FBI employees who experience personal problems, trauma, critical incidents, and 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) before 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, including extremist domestic and international terrorism, drug trafficking, money laundering, extortion, and organized crime. Used complex investigative techniques, including 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 to September 2003. Conducted background and due diligence investigations on congressional political appointees.

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. Converted investigative strengths—insider-risk detection, supply-chain forensics, ironclad chain-of-custody, and cross-functional coordination—into enterprise controls (playbooks, escalation, vendor oversight) that reduce foreseeable risk and demonstrate C-suite readiness.

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

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

Special Agent

Investigated U.S. Department of Justice employees who violated Federal bribery and corruption statutes. Specializing 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 entering the building at night by secretly neutralizing locks and security systems to install the devices. This required an extensive analysis of premises construction, security systems, and human activity to successfully plan and execute operations. 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 that would allow the trackers to be installed without detection.

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

Special Agent

Investigated violations of Federal law relating to food stamp trafficking. Specialized in undercover

operations targeting businesses that trafficked in food stamps and individuals who used food stamps to traffic in illicit drugs.

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. Specializing in crimes against persons, white-collar crime, and drug suppression. Conducted in-depth crime scene investigation and analysis, including bullet path trajectory, 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 reduce the opportunity and desire to engage in criminal acts. This included analyzing the premises' function and mission, relevant policies and procedures, local crime trends, and deficiencies related to assigned personnel. In addition, the premises and security measures were inspected, and an analysis was conducted of behavioral practices or conditions that contributed to, enabled, or encouraged the commission of crimes.

TEACHING EXPERIENCE

Faculty, Keiser University

July 2018 – Present

Graduate School

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 master's 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 master's course for assessment purposes.
- Committee chair of department advisory board.

Courses Taught

- Capstone (2024)
- Criminal Justice Policies and Practices (2020, 2021)
- Advanced Criminological Theory (2020)
- Border Security: Policy and Intervention (2026)
- Conflict Analysis and Resolution (2020, 2021, 2022, 2023, 2024, 2025, 2026)
- Criminal Justice Program Evaluation (2022)
- Crisis and Emergency Management (2025, 2026)
- Cyber Security (2022, 2025)
- Domestic and international Terrorism (2018, 2019, 2021, 2022, 2024)
- Dynamics of Terrorism (2018, 2020, 2022, 2023, 2024)
- Human Trafficking (2019, 2020)
- 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 Law Enforcement (2019, 2020, 2025)
- Seminar in Homeland Security (2018, 2019, 2022, 2025, 2026)
- Special Topics (2024)
- Theory in Criminology and Criminal Justice (2021, 2024)

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, 2024, 2025, 2026)
- 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 master's online courses in criminal justice.
- Serve as a 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)
- 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)

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 master's online courses in conflict resolution, criminal justice, forensic psychology, and criminal justice.

- Serve as a 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, domestic and international terrorism to worldwide mid-career and top management levels of law enforcement officers. 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 criminology courses.

Courses Taught

- Criminology (2003, 2004)

Waldorf University

March 2023 - Present

Online Campus

Remote (online)

- Adjunct Professor.
- Teach 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)

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. (2023). Fatal grievances: Forecasting and preventing active killer threats in school, campus, and workplace settings. Routledge.
- (3) 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.
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- (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

- (15) Davis, R. C., & Vecchi, G. M. (9 September 2025). 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*.
- (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.

- **Behavioral Threat Assessment: A Critical Security Layer for Preventing Targeted Violence**
2025 Physical Security Technology Showcase
ASIS International
Kansas City, Missouri
June 2025
 - This keynote presentation will cite the importance of establishing behavioral threat assessment capability in workplaces as a critical layer of security for preventing targeted violence attacks. Topics include understanding the difference between risk and threat, detecting and reporting concerning behavior, avoiding false negatives and positives, the threat assessment process, and developing and implementing threat assessment teams.
- **Concepts of Active Killer Behavioral Threat Assessment and Prevention**
Association of Threat Assessment Professionals-Great Plains Chapter
Kansas City, Missouri
December 2024
 - This presentation focused on the problems in security concerning targeted violence, proactive versus reactive approaches to violence prevention, the threat of targeted violence, offender motivation and behavior, targeted versus planned lethal violence, direct behaviors, threat enhancers and mitigators, and the behavioral threat assessment process.
- **Counterterrorism From a Law Enforcement Perspective**
U.S. Army Command and General Staff College
Fort Leavenworth, Kansas
May 2024
 - This presentation focused on the motivation and direct behaviors associated with terrorist ideologies and the role of law enforcement in counterterrorism operations. Topics included extremist and terrorist ideologies, types and classes of terrorism, operational definitions of terrorism, approaches to counterterrorism, law enforcement counterterrorism investigations, and case studies.
- **How to Prevent and Respond to an Active Killer Attack**
Apartment Association of Kansas City
Mission, Kansas
September 2023
 - This presentation focused on 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
Gladstone, Missouri
November 2024
Paola, Kansas
June 2023
 - This presentation focused on 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 incorporates a novel approach to identifying when an offender experiences a “fatal grievance”. It 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 concerning the assessed threat are also discussed.

- **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 applying hostage negotiation and behavioral analysis techniques to improve workplace communication quality. 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, as well as how to transition from short-term interventions to counseling. Topics included warning signs of stress, critical incidents, disasters and disaster syndrome, PTSD, the police role, the nature of crisis, crisis intervention, and critical incident stress debriefing methods.

- **Applying Psychology to Criminal Investigation Symposium 2018**

Applications of Behavioral Science for Criminal Investigations

Hong Kong Police Force

Hong Kong

November 2018

- This presentation focused on the application of behavioral science to criminal investigations. Topics included the history of the FBI Behavioral Science Unit, training, research, consultation, behavior-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 and 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 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 individuals with mental illness and personality disorders.
- **Communication Exploitation and Psychotic Behavior**
FBI National Academy Associates 2012 State Conference
Nashville, Tennessee
July 2012
 - Presented a seminar on using police negotiation techniques for communication exploitation and how to assess and deal with personality-disordered 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 using 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

- **Establishing Behavioral Threat Assessment Teams in Schools**

Safe and Supportive Schools Conference

Kansas State Department of Education

Manhattan, Kansas

United School Administrators of Kansas Conference

Wichita, Kansas

May 2025

- This presentation focused on identifying, assessing, and classifying targeted violence threats in school environments. Topics included the threat of targeted violence, offender motivations and behavior, planned lethal violence, direct behaviors, threat enhancers, and assessing the level of threat. The potential role of AI was also discussed.

- **Assessing and Preventing Active Killer Attacks**

Missouri School Board Association

2024 MSBA Annual Conference

Kansas City, Missouri

October 2024

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.

- **Understanding Active Killer Behavior and Planned Lethal Violence Stairway in the Prevention of Targeted Violence in Schools**
2024 Wisconsin School Safety Coordinators Association
Wisconsin Dells, Wisconsin
November 2023
 - This presentation focused on 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, and how to use this information to perform accurate threat assessments.
- **Understanding Active Killers and Threat Assessment**
Missouri School Board Association
2023 MSBA Annual Conference
Wichita, Kansas
November 2023
 - This presentation focused on 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, and how to use this information to perform accurate threat assessments.
- **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 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 with case studies, 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 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 developing professional and credible role players for skill-based interventions with persons in crisis. The workshop included a discussion and an expert demonstration on how role-playing is applied during training for practitioners who deal with emotional people in crisis, and how clients evaluate the performance of the role players. The workshop featured undergraduate students 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.
- **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 for 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 a 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, analyze, and develop a predictive behavioral analysis method for predicting, preventing, and mitigating active killer incidents using an Identify-Assess-Engage Model for use in school, university, and workplace contexts.
- **Tactical Conflict Resolution**
 - Research, analyze, and develop an end-to-end method of neutralizing conflict in compliance contexts involving difficult, dangerous, and disordered people.

CONSULTING EXPERIENCE

EXPERT WITNESS CONSULTATION AND TESTIMONY

- 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.

Cases available on request.

THREAT ASSESSMENT CONSULTING

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

- Adtalem Global Education
- Clarios
- International Business Machines (IBM)
- Johnson Controls (JCI)
- Kansas City Sports Commission
- Price Waterhouse Coopers (PWC)
- University of Texas Police-Houston

MEDIA CONSULTING AND PODCASTS

- **Fox News**
Nancy Guthrie Search: Gloves Found Inside Home
<https://www.livenowfox.com/video/fmc-j7fnol0ocvmu5luc>
February 13, 2026
- **Daily Mail**
Outfit clues that can unmask Nancy Guthrie's kidnapper: Suspect's distinctive backpack, gloves, and holster traced to Tucson Walmart
https://www.dailymail.co.uk/news/article-15550909/Nancy-Guthrie-suspects-jacket-backpack-mask.html?ico=authors_pagination_desktop
February 12, 2026
- **Arizona Daily Star**
Images in Nancy Guthrie Case Suggest Burglary Gone Wrong, Crime Experts Say
https://tucson.com/news/local/crime-courts/article_30166a96-fe88-4100-8611-4f4f9379db16.html#tracking-source=home-top-story
February 11, 2026
- **Today Show Australia**
Nancy Guthrie Missing Person

<https://spaces.hightail.com/receive/G3qLazNLGo>

February 11, 2026

- **CBS New York**

A Former Crisis Negotiator Talks About the Masked Person in New Video in Nancy Guthrie Case.

<https://www.cbsnews.com/newyork/video/a-former-crisis-negotiator-talks-about-the-masked-person-in-new-video-in-nancy-guthrie-case/>

February 11, 2026

- **Chaz & AJ in the Morning – WPLR Connecticut**

Former Special Agents on Nancy Guthrie Footage

<https://audioboom.com/posts/8860104-pod-pick-former-fbi-special-agents-on-nancy-guthrie-footage>

February 11, 2026

- **Newsweek**

Nancy Guthrie Photos Reveal 2 Clues About Potential Subject

<https://www.newsweek.com/nancy-guthrie-photos-reveal-clues-about-potential-subject-11500466>

February 10, 2026

- **CTV News - Toronto**

Nancy Guthrie Case

February 9, 2026

- **CBS News**

Retired FBI Negotiator on Nancy Guthrie Investigation as Apparent Ransom Deadline Looms

<https://www.cbsnews.com/video/retired-fbi-negotiator-on-nancy-guthrie-investigation-as-apparent-ransom-deadline-looms/>

February 9, 2026

- **Newsweek**

Ex-FBI Agent Weighs in on Nancy Guthrie Suspect

<https://www.msn.com/en-us/news/politics/ex-fbi-agent-thinks-suspect-in-nancy-guthrie-case-may-have-been-identified/ar-AA1VPyWR?cvid=69867b3c2b174141a79ae16c91cf0390&ocid=msedgntp>

February 7, 2026

- **Newsweek**

Nancy Guthrie Case is 'Unusual', Ex-FBI Agent Says

<https://www.newsweek.com/nancy-guthrie-case-is-unusual-ex-fbi-agent-says-11479138>

February 6, 2026

- **Newsweek**

Ex-FBI Agent Thinks Suspect in Nancy Guthrie Case May Have Been Identified

<https://www.newsweek.com/ex-fbi-agent-suspect-nancy-guthrie-case-may-identified-11477707>

February 6, 2026

- **Fox News Digital**

Former FBI Agent Warns AI Can Be 'Very, Very Realistic' in Proof-of-Life Ransom Negotiations

<https://www.foxnews.com/live-news/nancy-guthrie-disappearance-arizona-feb-5-live-updates>

February 5, 2026

- **Today Show Australia**
Nancy Guthrie Missing Person
<https://spaces.hightail.com/receive/EfTaq2ZJAM/dGF5bG9yLmNvcnJpZ2FuQG5pbmUuY29tLmF1>
February 5, 2026
 - **NewsNation**
Nancy Guthrie Missing Person
February 5, 2026
<https://pilot.latakoo.com/asset/22950915?share=b53wtfvijboxp5trxyqdmobdoqt3owoc>
 - **KMBC 9 News**
Deadly ICE Encounter Highlights Split-Second Decisions Under Federal Use-of-Force Policy
<https://www.kmbc.com/article/deadly-ice-shooting-federal-force-policy/69951228>
 - **NewsNation**
Charlie Kirk Shooting
<https://pilot.latakoo.com/asset/21729855?share=boevbbaqlr7sihv333cuffx72zb3k42>
 - **KCTV-5 News**
Retired Metro FBI Special Agent Speaks on Recent Campus Swatting Incidents
<https://www.kctv5.com/2025/08/26/retired-metro-fbi-special-agent-speaks-recent-campus-swatting-incidents/>
 - **New York Times**
New Video Shows Uvalde School Chief Trying to Negotiate with Gunman
<https://www.nytimes.com/2025/08/12/us/uvalde-documents-video-arredondo.html>
 - **Keiser Voices The Story of Success Podcast**
Understanding Behavioral Threat Assessment with Dr. Gregory Vecchi
<https://www.youtube.com/watch?v=6Km3FhrIkQ4>
 - **KCUR Radio-KC**
If Trump's Layoffs Hit the Kansas City FBI office, job cuts are 'only going to make things less safe'
<https://www.kcur.org/news/2025-02-24/if-trumps-layoffs-hit-the-kansas-city-fbi-office-job-cuts-are-only-going-to-make-us-less-safe>
- KCTV News**
SafeDefend Reacts to School Shooting in Wisconsin
<https://www.kctv5.com/video/2024/12/17/safedefend-reacts-school-shooting-wisconsin/>
- **Western Mass News**
Former FBI Chief Weighs in on Apparent Trump Assassination Attempt
September 16, 2024
<https://www.westernmassnews.com/2024/09/16/former-fbi-chief-weighs-apparent-trump-assassination-attempt/>

- **Daybreak Kamloops with Shelley Joyce**
Safety Tips from a Former FBI Analyst
July 9, 2024
<https://www.cbc.ca/listen/live-radio/1-108-daybreak-kamloops/clip/16080298-nato-summit-kayak-club-needs-giant-pumpkins-emerald>
- **Office Hours with David Meltzer**
Safety and Defense Against Targeted Violence
June 3, 2024
https://drive.google.com/file/d/1XylDP3hL1x-B_ZufR4MVMol1J7rqyatZ/view
- **The Jeff Katz Show**
Dealing with Violence Associated with Campus Protests
May 2, 2024
<https://www.audacy.com/podcast/jeff-katz-63a82/episodes/dr-greg-vecchi-may-2-2024-a0993>
- **Black Parenting Magazine Podcast**
Active Shooter Drills: 5 Tips for Keeping our Kids Safe
March 30, 2024
<https://www.youtube.com/watch?v=CjM8IDaqhME>
- **Issues and Ideas Radio**
Dealing with the Critical Time Gap Between the Beginning and End of a Targeted Violence Attack.
March 23, 2024
<http://issuesandideasradio.com/podcasts/gregvecchi.mp3>
- **Kansas City Business Journal**
Former FBI Agent: Safety Lessons from Mass Shooting at Rally.
February 22, 2024
<https://www.bizjournals.com/kansascity/news/2024/02/22/chiefs-super-bowl-parade-shooting-fbi-lessons.html>
- **Dallas Morning News**
Active Shooter Defense Becoming Big Business In Texas, but Experts Ask If It Is Paying Off.
February 20, 2024
<https://www.pennlive.com/nation-world/2024/02/active-shooter-defense-becoming-big-business-in-texas-but-experts-ask-if-its-paying-off.html?outputType=amp>
- **LiveNow Fox**
KC Security Expert Talks Chiefs Parade Shooting.
February 14, 2024
<https://www.livenowfox.com/video/1411453>
- **NewsNet**
Robb Elementary Police Response Report.
January 29, 2024
<https://www.newsnetmedia.com/clip/15448348/robb-elementary-police-response-report>
- **KFDA News Channel 10 (Amarillo, Texas)**

The Chat: SafeDefend Discussing the Prevention of Mass Shootings.

January 15, 2024

<https://www.newschannel10.com/video/2024/01/14/chat-safedefend-discussing-prevention-mass-shootings/>

- **KCRG (Cedar Rapids, Iowa)**

Former FBI Special Agent and Hostage Negotiator Weighs in on Perry High School Shooting.

January 5, 2024

<https://www.kcrg.com/2024/01/06/former-fbi-special-agent-hostage-negotiator-weighs-perry-high-school-shooting/>

- **CBS Evening News**

As Gun Violence Increases, Active Shooter Defense Industry Booms.

January 4, 2024

<https://www.cbsnews.com/news/active-shooter-defense-industry-safedefend/?intcid=CNM-00-10abd1h>

- **DC Velocity Podcast and Article**

Prepare, Prevent, and Protect: Interview with Greg Vecchi

December 28, 2023

<https://www.dcvelocity.com/podcasts>

<https://www.dcvelocity.com/articles/59431-prepare-prevent-and-protect-interview-with-greg-vecchi>

- **WKYC-TV (Cleveland)**

Current and Retired FBI Agents explain what you should do if you get caught in a mass shooting.

November 21, 2023

<https://www.wkyc.com/article/news/crime/how-to-survive-active-shooter-advice-fbi-agents/95-80b26077-a8b8-4daf-a12d-ac6c88aab1ef>

- **KTVK-TV**

Three Teens Shot in 2 Phoenix Shootings Over the Weekend; No Arrests Made.

November 6, 2023

<https://www.azfamily.com/2023/11/07/three-teens-shot-two-separate-shootings-over-weekend-no-arrests-made/?outputType=amp>

- **Western Mass News**

Experts Discuss Way to Talk to Your Kids About Maine Mass Shooting.

October 27, 2023

<https://www.westernmassnews.com/2023/10/27/experts-discuss-ways-talk-your-kids-about-maine-mass-shooting/>

- **CTV News**

CBSA Issue “Armed and Dangerous” Alert

October 26, 2023

<https://www.ctvnews.ca/video?clipId=2794653>

- **Western Mass News**

Former FBI Member Explains Ways to Protect Yourself During Active Shooter Situations.

October 26, 2023

<https://www.westernmassnews.com/2023/10/26/former-fbi-member-explains-ways-protect-yourself-during-active-shooter-situation/>

- **Global News**
Maine Shooting: At Least 18 Dead as Police Hunt ‘Armed and Dangerous’ Suspect.
October 26, 2023
<https://globalnews.ca/news/10050258/maine-mass-shooting-manhunt/>
- **NewsNation**
Baltimore University Looks to Build Security Wall After Shooting.
October 12, 2023
<https://www.newsnationnow.com/crime/baltimore-university-security-wall-shooting/>
- **KIMA-TV (WA)**
SafeDefend Director Advises on ‘Escape, Evade, Engage’ Strategy in Wake of Recent School Shooting Threats in Yakima County.
October 3, 2023
<https://kimatv.com/news/local/safedefend-director-advises-on-escape-evade-engage-strategy-in-wake-of-recent-school-shooting-threats-in-yakima-county>
- **The Crime Report**
Planning for the Unimaginable: Former FBI Agent Weighs in on School Shooter Misconceptions.
September 26, 2023
<https://thecrimereport.org/2023/09/26/preparing-for-the-unimaginable-former-fbi-agent-weighs-in-on-school-shooter-misconceptions/>
- **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-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-b4d2-475ddeed1ec.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>
<https://www.youtube.com/watch?v=CLGuCI9QF1A>

- **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_a3aef9d-393a-5817-a3c2-5bec8bb29005.html

- **News Press Now News**

Guns Galore: Firearms Owners Talk About What They Carry and Why
February 11, 2018

http://www.newspressnow.com/news/local_news/guns-galore-firearms-owners-talk-about-what-they-carry-and/article_097d9b2f-c84f-59d3-a9ab-6b7f18aeceb4.html
http://www.newspressnow.com/uploaded_videos/video-gun-show-comes-to-st-joseph/video_12846bc4-c33b-5da3-8c58-8772c8718c16.html

- **KATU News**

Former FBI Agents Express Embarrassment, Disapproval in Response to GOP Memo Release
February 2, 2018

<http://katu.com/news/local/former-fbi-agents-express-embarrassment-and-disapproval-in-response-to-gop-memo-release>

- **New York Daily News**

Trump Used Border Patrol Agent Tragedy to Promote His Wall – But Months Later, We Still Don't Know What Happened
January 18, 2018

<http://www.nydailynews.com/news/national/months-mystery-surrounds-border-patrol-agent-tragedy-article-1.3763946>

- **New York Daily News**

Few Answers After Border Patrol Agent's Grisly Death in Texas
November 21, 2017

<http://www.nydailynews.com/news/national/speculation-answers-border-patrol-agent-death-article-1.3648989>

- **New York Daily News**

Investigators Hope 'Psychological Autopsy' Will Help Uncover Stephen Paddock's Motives
October 4, 2017

<http://www.nydailynews.com/news/national/psychological-autopsy-uncover-las-vegas-gunman-motives-article-1.3541000>

- **MSNBC**
Insight into Active Shooter Behavior
October 2, 2017
- **La Verdad Nos Hace Libres Television (Beliz)**
Action Protocols in Hostage Negotiation
July 27, 2017
<https://www.youtube.com/watch?v=mPkLMMZ7r7A>
- **KATU News**
'It Becomes Sticky': Ex-FBI Agent Talks Possibility of Hate Crime Charges in MAX Stabbing
May 29, 2017
<http://nebraska.tv/news/nation-world/it-gets-sticky-retired-agent-says-hate-c>
- **Circle of Insight Online Radio**
Negotiating with a Suicide Bomber
May 4, 2017
<https://www.spreaker.com/user/8085756/a-briefing-with-a-former-bau-hostage-neg>
- **Jewish Telegraphic Agency**
JCC Bomb Threat Probe Hindered by Tech Disguises
February 1, 2017
<http://www.jta.org/2017/02/01/news-opinion/united-states/jcc-bomb-threat-probe-hindered-by-tech-disguises>
- **Al Jazeera English**
Active Shooters and Profiling
June 13, 2016
- **Vocativ**
How the U.S. Has Avoided Brussels-Style Terrorist Attacks.
March 23, 2016
<http://www.vocativ.com/news/300297/how-the-u-s-has-avoided-brussels-style-terrorist-attacks/>
- **Public News Service**
Power of Negotiation in Malheur Refuge Standoff.
February 17, 2016
<http://www.publicnewsservice.org/2016-02-17/public-lands-wilderness/power-of-negotiation-in-malheur-refuge-standoff/a50409-1>
- **Vocativ**
Thank Waco for the Oregon Standoff's Peaceful End.
February 12, 2016
<http://www.vocativ.com/news/283156/man-to-thank-for-peaceful-end-oregon-standoff/>
- **CCTV-America**
The Heat: Militias in the U.S.
January 22, 2016
<http://www.cctv-america.com/2016/01/22/the-heat-militias-in-the-u-s>

- **KATU News**
Past bloodshed keeps FBI cautious near Burns, retired agent says.
January 13, 2016
<http://katu.com/news/local/past-bloodshed-keeps-fbi-cautious-near-burns-retired-agent-says>
- **Los Angeles Times**
After Ruby Ridge and Waco, authorities keep a low profile in Oregon.
January 6, 2016
<http://www.latimes.com/nation/la-na-ff-ruby-ridge-waco-oregon-20160106-story.html>

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 a 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

- **Response Tactics and Incident Report Writing for Active Killer Events in Nightclubs**
Booby Trap
Miami, Florida (April 2024)
 - 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, along with best practices for controlling blood loss and drills. Incident report writing training included writing factual reports that are accurate, logical, clear, concise, and complete. Group exercises were conducted on best practices for notetaking, report construction and flow, obtaining information, and adequately describing persons, vehicles, weapons, and other items.
- **Behavioral Threat Assessment Team Training for Ohio K-12 Schools**
Findlay City Schools
Findlay, Ohio
November 2025

October 2023

March 2023

- This training focused on incorporating and implementing the Ohio State Attorney's Office requirements for establishing threat assessment teams for Findlay City Schools. This course was designed for school administrators, counselors, and 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.

- **Behavioral Threat Assessment Team Training for Workplaces**

MongoDB

Bozeman, Montana

September 2025

Parker Hannifin

Jeffersonville, Indiana

July 2024

Slater, Missouri

February 2024

- This training focused on forecasting and preventing planned lethal violence in workplaces. 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, an overview of behavioral threat assessment, threat assessment process, threat assessment structure, case studies, and best practices.

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

Lone Jack School Board

Lone Jack, Missouri (January 2025)

NCMIC

Clive, Iowa (October 2024)

Lone Jack School District

Lone Jack, Missouri (September 2024)

Wentzville School District

Wentzville, Missouri (August 2024)

Ellinwood School District

Ellinwood, Kansas (February 2024)

Gallatin School District

Gallatin, Missouri (August 2023)

St. John's Jesuit School

Toledo, Ohio (August 2023)

Louisburg Library

Louisburg, Kansas (August 2023, September 2025)

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, interactions, and trauma care were also covered.

- **Response Tactics for Active Killer Events**

Orrick School District

Orrick, Missouri (November 2025)

Metals USA

Liberty, Missouri (October 2023)

Parker Hannifin

Jeffersonville, Indiana (July 2024)

Buffalo, New York (May 2023)

Haverhill, Massachusetts (May 2023)

Lee's Summit, Missouri (April 2023)

Overland Park, Kansas (April 2023)

Ottawa, Kansas (March 2023)

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, along with best practices for controlling blood loss and drills.

- **VGI Behavioral Threat Assessment System: Forecasting and Preventing Planned Lethal Violence**

Kansas University 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

- 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.

TACTICAL NEGOTIATION, DE-ESCALATION, AND CRISIS INTERVENTION TRAINING

- **De-Escalation for Entertainment Venues**

Booby Trap

Miami, Florida

February 2024

This training focused on negotiation-based influence and persuasion in nightclub settings. Topics included, types of offenders, classifications and violence and vulnerabilities, offender motivations and behavior, what not to say to people, maintaining self-control, strip phrases, 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, how to generate compliance, case studies, and scenario exercises.

- **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)

LAW ENFORCEMENT AND SECURITY TRAINING

- **Close-Range Gunfighting**

Stowers Institute

Olathe, Kansas

December 2024

- **Defensive Tactics and Knife Defense Skills**

KU Health Systems

Olathe, Kansas

November 2024

July 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
 Plattsburg, Missouri
 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
- **Interviewing and Interrogation**
Mississippi Delta Law Enforcement Academy
 Moorhead, Mississippi
 April 2022
- **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**
Vecchi Group International, LLC
Plattsburg, Missouri
October 2023
- **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

- **FBI Counterterrorism Operations in Iraq**

Lectures for Lifetime Learners

Virtual

March 2025

- **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 RECEIVED

Training (Homeland Security)

- **Kansas Concealed Carry Handgun Instructor**
September 2024
- **Instructor Development – Threat Evaluation and Reporting Course**
Webinar
October 2023
- **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)

- **NRA Law Enforcement Handgun/Shotgun Instructor Course**
Sugar Creek, Missouri
October 2024
- **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

- **NRA Law Enforcement Handgun Instructor Course**
Garden Plain, KS
February 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 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)

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

- **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

Firearms Licenses

- **Federal Firearms License (FFL) (Type 1)**
Class III Special Occupational Taxpayer
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Raymore, Missouri
January 2022 – Present
- **Federal Firearms License (FFL) (Type 01)**
Class III Special Occupational Taxpayer
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Surfside Beach, South Carolina
September 2020 – June 2022
- **Federal Firearms License (FFL) (Type 01)**
Class III Special Occupational Taxpayer
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Saint Joseph, Missouri
June 2017- September 2020
- **Federal Firearms License (FFL) (Type 07)**
Class II Special Occupational Taxpayer
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Deadwood, South Dakota
July 2011-July 2021
- **Federal Firearms License (FFL) (Type 02)**
Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF)
Deadwood, South Dakota
July 2011-September 2020

Pawn License

- **Pawnbroker License**

City of Deadwood
Deadwood, South Dakota
July 2012-2014

Radio Station License

- **General Mobile Radio Service (GMRS) License**
WRYV454
Federal Communication Commission
Raymore, Missouri
September 2023 – Present

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 Rifle Association, Benefactor Life Member
- Society of Former Special Agents of the FBI, 2014 - Present

SERVICE ACTIVITIES

ADVISORY AND EDITORIAL BOARDS

- **Advisory Board Member**
 - *National Board of Forensic Evaluators* (2016-2024)
 - *SERAPH, Inc.* (2016-2020)
 - *Hong Kong University* (2021-2024)
- **Editorial Board**
British Journal of Forensic Practice (2009 – Present)
 - Perceived Occupational Stressors and Their Impact on Police Morale, Job Satisfaction, and Mental Health, Manuscript ID: JFP-11-2025-0105 (January 2026)
 - 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**
Frontiers in Psychology (2024 – Present)
 - Online harassment of Japanese celebrities and influencers, Manuscript ID: 1386146 (March 2024)
- **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**
Journal of Experimental Criminology (2026-Present)
 - Ego depletion and empathy: Exploring self-regulatory resource depletion in hostage and crisis negotiators, Manuscript ID: JOEX-D-25-00130 (January 2026)
- **Editorial Board**
Policing: A Journal of Policy and Practice (2026 – Present)
 - Police Hostage and Crisis Negotiators: Building Resilience in Specialist Roles, Manuscript ID: POLICE-2026-025 (April 2026)
- **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

APPLIED DOCTORAL PROJECT COMMITTEES

- **When violence is prevented: A comprehensive study of completed versus averted K-12 school shootings.**
By Frank Aiello
Keiser University
Fort Lauderdale, Florida
October 2025
- **What police agencies are doing to combat increased police officer attrition rates post George Floyd and COVID-19.**
By Brent Hoosac
Keiser University
Fort Lauderdale, Florida
June 2024
- **Double minorities in law enforcement: Retention, recruitment, promotion.**
By Andrielle Boone
Keiser University
Fort Lauderdale, Florida
April 2024
- **An examination of deterrence theory relevant to school shootings: A quantitative longitudinal study.**
By Clement Valot
Keiser University
Fort Lauderdale, Florida
September 2023

DISSERTATION COMMITTEES

- **A comparative analysis of mass shooter characteristics pre- and post-9/11: The pathway to violence, threat assessment, and prevention.**
By Jennifer Scheesley
Keiser University

Fort Lauderdale, Florida
February 2026

- **Mitigating police use of force through interpersonal communication: NYPD body-worn camera analysis.**
By Niazul Haque
Keiser University
Fort Lauderdale, Florida
August 2025
- **From posts to violence: Analyzing social media's impact on right-wing radicalization and terrorism.**
By Amanda Corbin
Keiser University
Fort Lauderdale, Florida
March 2025
- **Recruitment and retention in the post-Floyd era: A phenomenological study of Miami-Dade County law enforcement.**
By Carlos Vesco
Liberty University
Lynchburg, Virginia
December 2023
- **Pedophilia: Understanding the origins and problems within the criminal justice system.**
By James McElhaney
Liberty University
Lynchburg, Virginia
August 2023
- **A conceptual frame for U.S. 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 fundraising (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 fundraising (2011 – 2021)

HONORS AND AWARDS

- **Inducted into the Omicron Sigma Sigma Order of the Sword and Shield Honor Society**
Keiser University
Fort Lauderdale, Florida
March 2024
- **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 crime prevention, academic activities, and operational contributions to

the field of criminology.

- **Recipient of the Top Applied Learning Demonstration Award**

University of North Carolina-Wilmington

Wilmington, North Carolina

March 2018

In recognition of winning the 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

Inducted by 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, considering 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 recognized 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 recognized 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 the 2002 Student Life Achievement Award for Graduate Organization of the Year**
Nova Southeastern University
Fort Lauderdale, Florida
March 2002
This nomination is 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 Munich, Germany, International Atlantic Economic Society conference.