

# CURRICULUM VITAE

## Philip Hayden, ED. D.

### ADDRESS

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### TELEPHONE

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### EDUCATION

1997, Ed.D., Nova Southeastern University, Adult Education  
1980, M.S., Adelphi University, Management/Accounting  
1972, B.S., Adelphi University, Business Administration

### PROFESSIONAL EXPERIENCE

#### **Expert Witness, Court Certified – January 1999 – Present**

\* Consultant/Expert Witness in the areas of Use of Force, Tactics, and Mental Mindset during high-risk situations. Since his retirement, Dr. Hayden has testified as an expert witness and has been deposed in both criminal and civil cases. He has consulted on cases with the following:

United States Attorney's Offices in New York City, New York; El Paso, Texas; Portland, Oregon; Alexandria, Virginia; and Eastern District of Pennsylvania;

State Attorney's Offices for the City of Lafayette, Louisiana; Miami – Dade and Sarasota, Florida; and Wilmington, Delaware;

Defense Attorneys in Richmond, Virginia; Baltimore and Prince George's County, Maryland; and Las Vegas, Nevada;

Swedish Defense Ministry in Stockholm, Sweden.

#### **Board Member and Consultant – January 1999 – Present:**

\* Secredo Inc. International – Consultant & Security Specialist

Conduct security, leadership, and management seminars for large European corporations as well as tabletop exercises to enhance productivity during a critical incident.

#### **National Advisory Board – May 2002 – Present:**

\* Force Science Research Center – Minnesota State University

Responsible for reviewing policy, procedures, and research regarding police use of force during arrest procedures, vehicle stops, etc.

#### **Vice President Client Relations – January 2002 – December 2006:**

\* M. Morgan Cherry and Associates

This is an international private investigation firm with offices in Fairfax, Virginia; London, England; Cairo, Egypt; and Bogotá, Columbia.



## **Private Consultant – January 1999 - December 2005:**

- \* Communication Resource Inc. (CRI) – Consultant & Security Specialist

Conducted security assessments and crisis management exercises and designed security analysis programs for the United States Department of Agriculture.

- \* Kroll and Associates – Consultant & Security Specialist

Conducted security assessments, designed security analysis programs for large corporations, and developed behavior modification techniques designed to enhance performance for high-level executives.

- \* Safeboard Body Armor Company – Consultant & North American Representative

Developed and sold body armor products.

- \* Volvo Car Special Vehicles Division – Senior Consultant & Product Design Specialist

Researched and designed Volvo's North American prototype police vehicle.

## **FEDERAL BUREAU OF INVESTIGATION**

### **Supervisory Special Agent - FBI Academy, August 1983 - January 1999:**

#### **Program Manager for the Law Enforcement Training for Safety and Survival Sub-Unit, June 1992 – January 1999**

- \* Created and instituted the Law Enforcement Training for Safety and Survival Program. This program taught law enforcement officers how to conduct arrests of potentially violent subjects in a way that was conducive to their safety as well as the safety of innocent persons and the subject involved.
- \* Conducted training for over 6,000 federal, state, city, and local police officers throughout the United States and 2,000 foreign police officers throughout the world.
- \* Created and instituted the Tactical Instructor Program for the Federal Bureau of Investigation. This program trained over 350 FBI and police tactical instructors throughout the United States, Canada, and Sweden.

#### **Program Manager for the Tactical Instructor Program for New Agent Training, June 1990-June 1992**

- \* Developed the tactical curricula for New Agent Training. Taught over 1,500 new agents principles of arrest and investigative techniques, firearms and planning concepts.

### **Special Operations and Research Unit, August 1983 – June 1990**

- \* Created and instituted the Tactical Air Operations (TAO) and Rappel Master Programs and developed the training curricula for rappelling, helicopter tactical operations, sniper, and crisis management.
- \* Primary instructor for SWAT, TAO, and Sniper Programs.

### **Special Agent - New York and Chicago Offices, August 1973 – August 1983:**

- \* Investigated and conducted arrests in criminal cases, organized crime, and foreign counterintelligence.
- \* Participated in several hundred arrests of violent and non-violent criminals.
- \* Certified by the FBI as an instructor in the following areas: tactical concepts for law enforcement officers; defensive tactics; special weapons and tactics (SWAT); crisis management; firearms; sniper; rappelling; helicopter tactical operations; hostage negotiations; bomb investigations; and pilot-in-command for fixed-winged aircrafts

## **Lesson Plans Designed, Developed, and Implemented for the Federal Bureau of Investigation**

- \* Making Arrests and Handling Subjects; Preparation for Arrest and Search Warrants; Site Survey; Law Enforcement Operation Order for Arrest and Search Plans; Approaching an Entry Point; Conventional Room Entry; Techniques for Room Clearing; Procedures and Equipment for Room Clearing; Clearing Hallways; Interior Movement: Stairways, Attics, Roofs, and Crawl Spaces; Vehicle Stops; Quick Entries; Use of Ballistic Shields in Entries and Vehicle Clearing; Mechanical Breaching; Tactical Air Operations; and Rappel Master Instructor.

## **Articles Written for the Federal Bureau of Investigation**

- \* Redesigning the Curriculum of a Survival Awareness Course for Law Enforcement Officers; An Evaluation of the Adequacy of Basic Training for the Safe Apprehension of Dangerous Criminals by Violent Crimes Task Forces; A Comparison of Personality Factors of Law Enforcement Officers Related to Safely Executing Arrest Warrants; Development of a Curriculum for Teaching the FBI Deadly Force Policy to All Federal Violent Crimes Task Forces; Development of a Training Program for Teaching FBI Task Force Members How To Properly Prepare for Conducting High Risk Arrests; Comparison of the Performance of Three Types of Ammunition for Use by the Federal Bureau of Investigation.

## **Videos Produced for the Federal Bureau of Investigation**

- \* Approaching an Entry Point; Clearing Stairways; Conventional Room Entry; Planning an Arrest or Search Warrant; Techniques Outside an Entry Point; Clearing a Hallway.

## **Featured in a Made for TV Documentary on the Survival Mindset for Police Officers**

- \* Inside the FBI: SURVIVING THE STREET. Printz Production, Distributed by Chevron Publishing.

## **PROFESSIONAL MEMBERSHIPS & CERTIFICATIONS**

- \* Private Investigator: Certified by the State of Virginia
- \* Federal Bureau of Investigation Agents Association
- \* Society of Former Special Agents of the Federal Bureau of Investigation
- \* New Jersey State Law Enforcements Officers Association
- \* International Association of Chiefs of Police
- \* International Society of Law Enforcement Trainers
- \* Tactical Officers Association
- \* International Society of the 173rd Airborne Brigade

## **MILITARY EXPERIENCE**

### **Service**

- \* Entered the U.S. Army as a Private in 1964 and retired on a disability as a Captain in 1968 due to wounds received while serving with the 173rd Airborne Brigade in Vietnam.

### **Training Received**

- \* Advanced Infantry and Demolitions Training; Non-Commissioned and Officers Candidate; and Airborne, Ranger, Pathfinder, Jungle, and Sniper Schools.

### **Awards Received**

- \* Purple Heart, Vietnamese Cross of Gallantry, Conspicuous Service Cross, Army Commendation for Valor, Bronze Star for Valor, and the Distinguished Service Cross.

