

# Stephen R. Band, Ph.D.

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## **EDUCATION**

1986. **Post-Doctoral Fellow, Forensic Psychology**

Indiana University School of Medicine; Indianapolis, IN

1984. **Ph.D., Counseling & Personnel Services; Counseling Psychology**

Fordham University at Lincoln Center; New York City, NY

Graduate School of Education

1976. **M.A., Counseling**

Seton Hall University; South Orange, NJ

Graduate School of Education

1973. **B.A., Psychology**

Kean University (formerly Newark State College), Union, NJ

## **OVERVIEW**

**July 2, 2005 – present:**

**Behavioral Science Consultant & Licensed Mental Healthcare Provider**

Behavioral Intelligence Specialists, LLC (**BIS, LLC**)\*

(540) 846-5429

**Practice office:**

**Behavioral Intelligence  
Specialists, LLC**

8425 Dorsey Circle #102

Manassas, VA 20110

\***BIS, LLC** is owned and operated by Dr. Band. The LLC is positioned to serve government and private sector clients specific to consultation, training & research in the applied behavioral sciences to include personnel assessment and licensed professional counseling and licensed marriage & family therapy. The LLC's present operational focus is insider threat, counterintelligence, counterterrorism, military, law enforcement and behavioral health. BIS, LLC has historically served ManTech, Booze-Allen-Hamilton, Chenega, Castalia-Raytheon, Métis, HITO, and OGSystems as a sub-contractor, and serves as direct and personal services contractor in current activity. BIS, LLC services have been provided to: FBI; NCIS; OSI; Fairfax County, VA Police Department; Memphis, TN Police Department; the Department of Defense, Investigative Techniques Unlimited, LLC, Naval Special Warfare Development Group, and the National Geospatial-intelligence Agency (NGA). Dr. Band provides licensed professional counseling and psychotherapy by appointment.

## **Behavioral Healthcare Provider in Private Practice**

**Licensed Marriage and Family Therapist** and Professional Counselor [2013-present]

Duties: Providing a full range of psychotherapy and crisis intervention counseling services for individuals, couples, and families. See website: [www.drstephenrband.com](http://www.drstephenrband.com) for a full description.

## **Behavioral On-call Team (BOT) Coordinator and Member** [2005-present]

Fairfax County Police Department (FCPD)

Incident Support Services Program

Duties: Serve as the Coordinator and a member of the BOT. In this capacity provide on-call behavioral emergency response services to FCPD's Incident Support Services program in accordance with FCPD's standard operating policies and procedures for Officer Involved shootings and other critical incidents. Consultation and training services are provided as directed by the FCPD limited to license professional counseling and licensed marriage & family therapy.

## Experiential History

### **Behavioral Science Division Team Member**

National Geo-spatial Intelligence Agency (NGA) [2006 - 2019]

Serve as a behavioral science team member dedicated to training, research and consultation in the applied behavioral sciences in support of insider threat operations. In this capacity hold a credential as a subcontractor.

Duties: Provides expert level consultation, training and research support.

- Insider threat mitigation efforts
- Personnel security and clearance adjudication matters pursuant to Intelligence Community Directive 704 - Personnel Security Standards and Procedures Governing Eligibility for Access to Sensitive Compartmented Information and Other Controlled Access Program Information. Behavioral science and assessment tasks have include but are not limited to:
  - behavioral and cultural aspects of analytic products
  - Structured feedback and analytical recommendations to capture critical information that can be incorporated into operational, investigative, an analytical methodologies. I have provided support to include:
    - Detection of Deception
    - Threat and Risk Assessment
    - Support to Polygraph operations
    - Counterintelligence
    - Insider Threat Office support
    - Cyber-insider threat support
    - Deployment psychology and screening

### **Consultant**

Federal Bureau of Investigation (FBI) [2006-2013]

Duties: Served as a (contractor) member of the FBI's **Undercover Safeguard Unit**. In this capacity, monitored the wellness, readiness and voluntary status of FBI undercover employees via psychological testing and clinical/operational interview. In this capacity engaged in behavioral health assessment, consultation, training and research. Selected by FBI and served on a personal services contract due to legacy of creating and leading the FBI's Under Safeguard Unit.

### **Behavioral Science Directorate (BSD) Member**

Department of Defense-Counterintelligence Field Activity (CIFA) [2005-2007]

Duties: Served as a senior member of the former CIFA's BSD; in this capacity developed cyber-counterintelligence insider threat strategies and supported training, research and consultation.

**FBI Special Agent; Supervisory Special Agent; Assistant Inspector; Unit Chief [1983 – 2005] (retired: 07/01/2005)**

Duties: Served as **Chief of the FBI's Behavioral Science Unit**, at the FBI Academy, Quantico, Virginia. Entered on duty as a Special Agent 12/11/1983 and held positions of increased responsibility over 22 years of dedicated service to the FBI. Engaged in complex investigative, operational and administrative activities requiring extreme trust and accountability. Investigative experience has included but was not limited to: counter-terrorism; **counterintelligence**; special events management security; and, undercover operations. Provided leadership and vision to achieve excellence in national and international operations, personnel assessment, research, training and consultative activity specific to the FBI's strategic priorities. Served as chief a prominent behavioral science services unit of national reputation. Responsible for the delivery of creative educational products for FBI employees and all client groups supported by the FBI (to include the most senior national and international law enforcement leaders). The applied behavioral science (National Academy) program provides both undergraduate and graduate level courses accredited by the University of Virginia (UVA). Former member of UVA's (FBI Academy) adjunct faculty. Additionally, acted intermittently as executive in charge of the FBI's Law Enforcement (training) Programs Section; and, serve as a voting member of the FBI's Institutional Review Board (IRB) for human research. Served as a member of the FBI Academy Curriculum Committee; a member of the FBI (peer) critical incident debriefing team; a member of the FBI's critical incident negotiating team; and, developed and administered the FBI's Undercover Safeguard Unit (USU): a national program developed and designed to psychologically select, assess, monitor the wellness and readiness of UC operatives with psychological testing and operational/clinical interview. The USU has been modeled nationally and internationally. Additional FBI activity included, but was not limited to: Certified Police Instructor; Hostage Negotiator; instructor and a graduate of the FBI's Executive Development Institute I and II.

**Behavioral Health Professional (1977- 1983); [2013 – present]**

Duties: Immediately prior to FBI employment, served as Director of Psychiatric Emergency Services and the mental health crisis intervention team at St. Mary's Hospital, Passaic, NJ. Previous employment in this field also included Director, Moderate Security Unit, Trenton State Psychiatric Hospital, Trenton, NJ, a forensic evaluation and treatment facility; and Program Coordinator of a children's in-patient treatment center at the same facility. These positions afforded both educational and clinical settings for the practice of unique and applied aspects of behavioral science assessment and mental health care. Operate in private practice established 2013.

**Police Officer (1973 – 1977)**

Elizabeth, NJ; Police Department  
(Certified Police Officer: Graduate, New Jersey State Police Academy, Sea Girt, NJ; 140<sup>th</sup> Municipal Class).

Duties: Subsequent to acquiring a B.A. in psychology, and during completion of the M.A. program in Counseling, served local community as a Police Officer. The traditional duties of Police Officer were complemented by activities to include developing and implementing a successful program designed to recruit female and minority candidates for law enforcement careers.

## **LICENSURE; PROFESSIONAL ORGANIZATION**

**Licensed Professional Counselor (Virginia) license # 0701001517 [current];**

**Licensed Marriage and Family Therapist (Virginia) license # 0717000087 [current].**

Member: American Psychological Association (APA) since 1986; **elected to APA 'Fellow' 2004.**

Member: APA Division 18, Psychologists in Public Service

Member: APA Division 13, Consulting Psychologists

**Clinical Fellow: American Association for Marriage and Family Therapy**

Professional Member: American Counseling Association

## **TEACHING/CONSULTATIVE EXPERIENCE [1989-present]**

Former adjunct faculty member, University of Virginia  
Instructor of record, FBI Academy, National Academy:

- Applied Behavioral Science for Law Enforcement Operations
- Stress Management in Law Enforcement

Guest Lecturer

- ODNI-NITTF Insider Threat Hub Behavioral Science Instructor
- JCITA guest Counterintelligence consultant/instructor
- Management's Commitment to Undercover Operations
- Psychology of Survival
- History of the FBI's Behavioral Science Unit
- Undercover Stress Management
- Insider Threat (to include cyber espionage and sabotage)

Former Summer Seminar Faculty: Fordham University, New York City

- Response to School Violence
- Strategies for Assessing Student Behavior: School Violence Issues and Answers

Former Guest Instructor Federal Law Enforcement Training Academy, Glynco, GA.

- Developed and facilitated instruction on the psychology of undercover operations (2006) in support of USAF-OSI operations.
- Assisted the development of Fairfax County Police Department's Incident Support Service Program to include advocating the role of Police Psychologist. Continue as Consultant to the Personnel Services Bureau.
- Operated as Senior Consulting Psychologist to Department of Defense Behavioral Science Directorate. In this capacity provide training, research and consultation in support of counterintelligence operations and liaison with other community members.

Guest Instructor Fairfax County Criminal Justice Academy

- Incident Support Services Introduction
- Peer Support in-service Training
- Law Enforcement Suicide
- Officer Involved Shooting (OIS) Incident response – psychological factors

## **RESEARCH INTERESTS**

- Insider Threat in support of the US Counterintelligence Community and cyber insider threat behavioral rule set research.
- Police Officer performance and applied behavioral science specific to law enforcement operations. Additionally, established the FBI-Behavioral Science Unit joint research programs with John Jay College of Criminal Justice at New York City and Marymount University at Arlington, Virginia.

## **AWARDS AND HONORS**

Police commendations for excellence in policing and bravery in the line of duty; Department of Defense certificate of recognition for service to the United States during the Cold War; FBI certificate of commendation awarded for assistance provided during the millennium (terrorist) threat; FBI-New York Office letter of commendation for negotiated hostage rescue; elected to 'Fellow' of the American Psychological Association; cash incentive and time-off awards for excellence in leadership at the FBI Academy; 2005 Fordham University, Graduate School of education: alumni of the year award; and, Kean University 2007 Alumni of the year. I received a Unit Citation and professional contribution award as a member of NGA's Threat Mitigation Center.

## **ARTICLES**

Band, S. R. and H. E. McInturff. The Complete Investigator: Recognizing the Potential for Suicide and Violence. *FBI Law Enforcement Bulletin* pp. 18-20 (September, 1985)

Band, S. R. and C. A. Manuele. Stress and Police Officer Job Performance: An Examination of Effective Coping Behavior. *Police Studies* No. 10 pp. 122-131 (1987).

Sheers, N. J. and S. R. Band. Ammunition Selection: Research and Measurement Issues. *FBI Law Enforcement Bulletin* pp. 16-19 (November, 1989)

Band, S. R. and I. J. Vasquez. The Will to Survive. *FBI Law Enforcement Bulletin* pp. 1-5 (August, 1991)

Band, S. R. and D. C. Sheehan. Managing Undercover Stress: The Supervisors Role. *FBI Law Enforcement Bulletin* pp. 1-7 (February, 1999)

Band, S. R. and J. A. Harpold. School Violence: Lessons Learned. *FBI Law Enforcement Bulletin* pp. 9-16 (September, 1999)

## **DOCTORAL DISSERTATION**

Characteristic Self-Esteem and Coping Efficacy in relation to Police Officer Performance, Fordham University doctoral dissertation, 1983.

## **BOOK CHAPTERS AND PREFACE**

Band, S. R. Introduction: In Search of Truth and Honor. Joann Takasoto (2010)

Band, S. R. & C. A. Manuele. Stress and Police Officer Job Performance. Chapter 5; and, Band, S. R. & I. J. Vasquez. The Will to Survive. Chapter 26. Edited by Territo, L and J. D. Sewell. *Stress Management in Law Enforcement* Carolina Academic Press, Durham North Carolina (1999), and; Band, S.R. and Sheehan, D.C. Managing Undercover Stress; The Supervisor's Role. Chapter 37, second edition (2007)

Band, S. R. Preface in: *Into the Minds of Madmen: How the FBI's Behavioral Science Unit Revolutionized Crime Investigation*. Written by DeNevi, D. and J. H. Campbell. Prometheus Books, Amherst, New York (2004)

## **MONOGRAPH**

**Band, Stephen R.; Cappelli, D.M.; Fischer, L. F.; Moore, A.P.; Shaw, E.D.; Trzeciak, R.F.**  
**Comparing Insider IT Sabotage and Espionage: A Model-Based Analysis.** Carnegie Mellon Software Engineering Institute, Technical Report CMU/SEI-2006-TR-026, ESC-TR-2006-091, December, 2006.

## **PARTICIPATION/FACILITATOR IN SEMINARS, WORKSHOPS, TRAINING AND PANELS**

Visiting Professor and Consultant: Criminologia FDE Institute Mantova, Italy, (03/10-14/2011)

Facilitator and participant (The Nature and Influence of Intuition in Law Enforcement: Integration of Practice and Theory): at Arlington, Virginia; Sponsored by: The FBI's Behavioral Science Unit, the American Psychological Association, the National Institute of Justice- US Department of Justice, and Marymount University, (06/22-23/2004).

Coordinator, panel moderator, presenter and participant (History of the FBI's Behavioral Science Unit & Serial Criminal Violence Research): International Perspectives on Crime, Justice and Public Order, 7<sup>th</sup> Biennial Conference – at Bucharest, Romania; Sponsored by: John Jay College of Criminal Justice, the FBI, New Scotland Yard; and, Office of the Prime Minister, Government of Romania, (06/06-10/2004).

Presenter, consultant and participant (Human Factors in Covert Law Enforcement Operations): Australian Institute of Police Management Workshop at Sydney, Australia, (07/29-31/2003).

Coordinator, panel moderator, presenter and participant (FBI Behavioral Science Operations): International Perspectives on Crime, Justice and Public Order, 6<sup>th</sup> Biennial Conference – at London, England; Sponsored by John Jay College of Criminal Justice, the FBI and New Scotland Yard, (06/16-20/2002).

Facilitator and participant (Countering Terrorism: Integration of Practice and Theory): - at the FBI Academy, Quantico, Virginia - Sponsored by: the American Psychological Association (APA); the University of Pennsylvania, School of Arts and Sciences and the Solomon Asch Center for the Study of Ethno political Conflict; the FBI's Behavioral Science Unit and, the APA Decade of Behavior Initiative, (02/28/2002).

Panel Participant, counselor and co-facilitator: Undercover Agent Class, USAF-OSI, (04/18-27/2006), Federal Law Enforcement Training Center, Glynco, Georgia.

Instructor and Consultant: Advanced Undercover Officer Certification School, Joint Counter-drug Training Center, Naval Air Station - Meridian, Mississippi, (2008- 2013)

Panel Member: RSA Conference, San Francisco, CA, (2014)

Panel Member: INSA Conference, Washington, DC, (2013)

NGA Insider Threat Office 'Awareness Day' Behavioral Science Presenter

NGA (cyber) CI briefings and training as directed, to include JCITA support, DNI/NCIX Insider Threat training as requested/directed (2008-2019).