

PHILIP P. HAYDEN, Ed.D.

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SUMMARY

During his 26 years as an Agent with the Federal Bureau of Investigation (FBI), Dr. Philip Hayden, while serving in the FBI's Chicago and New York offices, was involved in criminal investigations, organized crime, and foreign counterintelligence. In addition to serving as a Special Agent in those offices, he became a program manager and tactical instructor at the FBI Academy in Quantico, Virginia. Dr. Hayden was involved in writing dozens of lesson plans and assisted in developing the SWAT manual and tactical lesson plans. In addition, he provided hands-on training to his fellow FBI Special Agents in the SWAT program, Violent Crimes Task Forces, and new and senior agents' training. He led training courses and developed curricula to prepare thousands of federal agents, military, and police officers worldwide on specific FBI techniques and procedures in order to help them better prepare to perform in a more efficient and safe manner. Dr. Hayden, as the lead instructor, provided training to over 6,000 federal, state, city, and local police officers throughout the United States and an additional 4,000 police officers worldwide on several concepts, to include the principles of arrest techniques, use of force, firearms, planning concepts, felony vehicle stops, high-risk entries, and investigative techniques. This training incorporated the concept and tactics for dealing with life-threatening issues that impact safety and survival. This program, which was designed, developed, and implemented by Dr. Hayden, is called the Law Enforcement Training for Safety and Survival (LETSS). Twenty years later, it is still being taught within the FBI.

With a Doctorate in Education, Dr. Hayden has built upon his extensive education and experience to become a consultant and court-certified expert witness, providing testimony in federal, state, county, and district courts in criminal and civil cases for both plaintiff and defense matters. Areas in which he has testified: Use of Force; Appropriateness of Law Enforcement Training; High-Risk Arrest Procedures; Use of Electronic Control Devices; SWAT and Sniper Utilization; Tactical Training; Firearms; Rappelling; and the Tactical and Survival Mindset. He also served as a keynote and motivational speaker for a variety of groups while still a Special Agent in the FBI and later as a law enforcement consultant.

Dr. Hayden was 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.

EDUCATION

- 1997 Doctorate of Education (Ed.D.), Adult Education, Nova Southeastern University
1980 Master of Science (MS), Accounting, Adelphi University
1972 Bachelor of Science (BS), Business Administration/Accounting, Adelphi University

EXPERIENCE – PRIVATE SECTOR

2019 *Consultant and Expert Witness, Eagle Security Group, Fredericksburg, Virginia*

1999 – present *Consultant and Expert Witness, Philip Hayden & Associates, Inc., Fredericksburg, Virginia*

Delivered expert testimony in deposition and trial in federal, state, county, and district courts in both criminal and civil cases for the Plaintiff and Defense. Court-certified over fifty times as an Expert Witness in the areas of Use of Force; Police Tactics for Making Arrests; SWAT Operations; Law Enforcement Training; and Mental Mindset during High-Risk Situations. Certified by the Force Science Institute on the mix of human dynamics involved in the complicated, confusing, and controversial uses of force by police and is one of the original Board Members for the Force Science Institute. Certified as a Litigation Specialist conferred by the Americans for Effective Law Enforcement (AELE).

Provided consultation services for multiple agencies. Conducted security assessments for organizations, including *USA Today*, United States Agriculture, and several international companies in Sweden, Venezuela, Colombia, Peru, Paraguay, and Argentina. Designed security analysis programs and developed crisis management exercises for large corporations, such as Communication Resource, Inc. and Kroll and Associates; developed behavior-modification techniques designed to enhance performance for high-level executives at McKinsey and Company; handled body armor product development and sales as a consultant and representative for Safeboard Body Armor Company; and provided research and design for Volvo's North American prototype police vehicle as its senior consultant and product design specialist.

2006 – 2015 *Concepts and Tactics for Survival, Inc. and*

2006 - present *International Training and Assistance, Inc., Fredericksburg, Virginia*

As founder, CEO, and President of these two companies, provides local, national, and international police training for U.S. Law Enforcement Officers (LEOs); the prison system in North Carolina; and LEOs in Kansas, Texas, Florida, and California. Instructs LEOs internationally in Canada, Sweden, Finland, Ukraine, Nigeria, and throughout Latin America.

EXPERIENCE and ASSIGNMENTS – FEDERAL BUREAU OF INVESTIGATION

1992 – 1999 ***Supervisory Special Agent, Program Manager for the Law Enforcement Training for Safety and Survival Sub-Unit, FBI Academy, Quantico, Virginia***

Designed, developed, and implemented the Law Enforcement Training for Safety and Survival (LETSS) program, which set the stage to teach law

enforcement officers how to conduct arrests with potentially violent subjects in a way that enhances the officer's safety and the safety of other innocent persons, as well as the subject.

Conducted LETSS training for over 6,000 federal, state, city, and local police officers throughout the United States and to an additional 4,000 police officers and military personnel worldwide. Created and instituted the Tactical Instructor Program for the FBI that trained over 350 FBI Agents and police tactical instructors throughout the United States, Canada, and Sweden. These tactical instructors were strategically placed in every FBI field office throughout the United States, Canada, and Sweden in order to continue the LETSS program that the FBI Director and top FBI officials promoted. The LETSS program was instituted in 1992 by Dr. Hayden and still in use today. This program has trained over 20,000 law enforcement officers worldwide and was hailed by FBI Director, Louis Freeh, and other assistant directors of the FBI as one of the best tactical programs ever developed within the FBI.

Served as a member of the FBI's Shooting Review Group which was comprised of senior managers and executives charged with reviewing all incidents where a firearm was discharged, to include both intentional shootings and accidental/negligent discharges. Conducted detailed analyses of these incidents to ensure the application of force, or handling of the firearm, was in alignment with FBI policies and procedures to include the Deadly Force Policy.

1990-1992 ***Supervisory Special Agent, Program Manager for the Tactical Instructor Program for New Agent Training, FBI Academy, Quantico, Virginia***

Developed the tactical training curricula for New Agent training and personally taught over 500 new agents on the principles of arrest techniques, firearms, planning concepts, and investigative techniques. This program continues to this day.

1983-1990 ***Supervisory Special Agent, Special Operations and Research Unit (SOARU), FBI Academy, Quantico, Virginia***

Primary instructor for SWAT, Tactical Firearms, and Sniper programs and instrumental in writing over 20 tactical lesson plans for SWAT personnel. Instructed over 65 SWAT training programs throughout the U.S. Created and

instituted the Tactical Air Operations (TAO) and Rappel Master Programs for SWAT personnel and provided instruction for over 1,500 FBI and local law enforcement SWAT personnel. Designed the training curricula for SWAT tactical and rescue rappelling and helicopter tactical operations, to include insertions via helicopter and rappelling.

1973 – 1983 ***Special Agent, FBI in New York and Chicago***

Responsible for investigations and conducting arrests in criminal matters, organized crime, and foreign counterintelligence. Participated in hundreds of arrests of violent and non-violent criminals as both a criminal investigator and a SWAT-certified Special Agent. Certified by the FBI as an instructor in tactical concepts for law enforcement officers, firearms, and defensive tactics. Provided training to FBI Agents in the New York office and local law enforcement organizations. Assigned to select teams in Special Weapons and Tactics (SWAT), crisis management, sniper, rappelling, helicopter tactical operations, hostage negotiations, and bomb investigations as a field agent. Certified as an FBI pilot-in-command for fixed-winged aircraft.

MILITARY EXPERIENCE

1964 – 1968 ***United States Army***

Dr. Hayden entered the U.S. Army as a Private in 1964, attended non-commissioned officer's school, and was promoted to Sergeant E-5. Eighteen months later, he was commissioned as a 2nd Lieutenant in the Infantry. In 1966, he was assigned to the 173rd Airborne Brigade and sent to Vietnam. In 1967, he was seriously wounded; and in 1968, he was medically retired with the rank of Captain. He received training in infantry and demolitions, as well as survival, sniper, airborne, ranger, pathfinder, and jungle schools. Dr. Hayden was awarded the Purple Heart, Vietnamese Cross of Gallantry, Conspicuous Service Cross, Army Commendation for Valor and Bronze Star for Valor, and the Distinguished Service Cross (DSC), which is awarded for extraordinary heroism.

CONSULTANT and EXPERT WITNESS

- United States Attorney's Offices in New York City and the Western District of New York, New York; District of New Jersey; Washington, D.C.; El Paso, Texas; Portland, Oregon; Alexandria, Virginia; and Eastern District of Pennsylvania
- State, County and City Attorneys' Offices for the cities of Lafayette, Louisiana; Miami - Dade and Sarasota, Florida; Wilmington, Delaware; and Dallas, Texas
- County Attorney's Office for Prince George's County, Maryland

- City Attorney's Office for Trumbull, Connecticut
- Defense and Plaintiff Attorneys in Birmingham and Montgomery, Alabama; Denver, Colorado; Tampa, Florida; Kansas City, Kansas; New Orleans and Shreveport, Louisiana; Baltimore, Maryland; Southaven, Mississippi; Las Vegas, Nevada; Austin and Pasadena, Texas; Richmond and Salem, Virginia; Washington, D.C.; and the Swedish Defense Ministry in Stockholm, Sweden

ARTICLES WRITTEN FOR THE FBI

- 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 FBI

Spear-headed the production of videos that were used in FBI training classes related to Approaching an Entry Point; Clearing Stairways; Conventional Room Entry; Planning an Arrest or Search Warrant; Techniques Outside an Entry Point; Clearing a Hallway; Felony Vehicle Stops; Ballistic Shields; and Conducting High-Risk Searches and Arrest Warrants.

LESSON PLANS DESIGNED, DEVELOPED, AND IMPLEMENTED FOR THE FBI'S VIOLENT CRIMES TASK FORCES

Instrumental in the design, development, and implementation of the following FBI lesson plans:

- Making Arrests and Handling Subjects
- Preparation for Arrest and Search Warrants
- Site Surveys
- 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
- Rappel Master Instructor

CERTIFICATIONS

- 2014: Certified by the Force Science Institute on the mix of human dynamics involved in the complicated, confusing, and controversial uses of force by police
- 2010: Certified Litigation Specialist conferred by the Americans for Effective Law Enforcement
- 2010: Electronic Control Device (ECD) Forensic Analyst conferred by the Institute for the Prevention of In-Custody Deaths, Inc.

PROFESSIONAL ASSOCIATIONS

- Federal Bureau of Investigation Agents Association
- International Association of Chiefs of Police
- International Society of Law Enforcement Trainers
- Tactical Officers Association
- International Society of the 173rd Airborne Brigade
- Member of the Society of Former FBI Agents (2001 – present)
- National Advisory Board, Force Science Research Center, Minnesota State University (May 2002 – present)
 - Reviewed policy, procedures, and research regarding police use of force during arrest procedures, vehicle stops, etc.
- New Jersey State Law Enforcement Officers Association
- Private Investigator, Certified by the Commonwealth of Virginia, Department of Criminal Justice Services (1999)
- Secredo Inc. International (January 1999-2009)
 - Board Member, Consultant and Security Specialist
 - Conducted security, leadership, and management seminars for European corporations