VOLUME 2, ISSUE 3
OCTOBER 2010

WHAT'S INSIDE




# atap newsletter

THE QUARTERLY PRINTED PUBLICATION OF THE
ASSOCIATION OF THREAT ASSESSMENT PROFESSIONALS

PRODUCED BY

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*Rachel Solov, JD*

## president's message

As summer comes to a close and we head into fall, there's a lot happening within ATAP. The 20th Threat Management Conference was a huge success! We had well over 400 attendees, and many evaluations described this conference as one of our best ever. I want to thank our conference co-chairmen John Lane and Jeff Dunn, who continue to outdo themselves by putting on a first class conference with invaluable training and networking opportunities. I'd also like to thank Paul Bristow and Ricco Ches for heading up the sponsorship committee. We are deeply grateful to our two main sponsors, SMGI and Microsoft. Further thanks to Chuck Tobin for coordinating security, Mary Lopez for coordinating the POST credits, Dr. Gerald Sweet for coordinating the psychology credits, LAPD's Threat Management Unit for setting up and stocking the Hospitality Suite, and the Los Angeles ATAP Chapter Board for their assistance with setup and registration. If you did not attend this year, we hope to see you next August.

At the TMC, two very prestigious awards were presented to two individuals who are not only well respected experts in our profession, but who also give so much to our organization. Sincerest congratulations to Dr. Kris Mohandie, recipient of the 2010 Distinguished Achievement Award, and to Debbie Hollan, recipient of the 2010 Meritorious Service Award.

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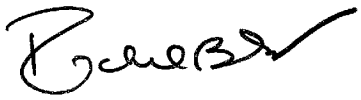
Rachel Solov, Dr. Russell Palarea , CATAP President Keith Dormond and AETAP President Bram van der Meer.

I recently had the opportunity to attend the Canadian Association of Threat Assessment Professional's Annual Conference in Banff, Canada. I want to congratulate CATAP President Keith Dormond for putting on a wonderfully successful conference. The agenda covered a diverse range of topics and the hospitality was tremendous. I hope you will consider attending the CATAP conference next year.

Dr. Stephen Hart, Rachel Solov, CATAP President Keith Dormond, AETAP President Bram van der Meer and Dr. Russell Palarea

For the first time in the history of threat assessment organizations, the presidents of ATAP, CATAP and AETAP (Association of European Threat Assessment Professionals) met face-to-face to discuss the future of our profession and the relationship between our organizations. All of our organizations have such a depth of knowledge and expertise, that we are doing a disservice to the individuals, communities, corporations, and countries we serve by not sharing our knowledge and experience with one another. By working together, we will all become stronger and better at doing what we do - preventing violence, detecting violence and protecting from violence. I am excited for what the future holds and look forward to further updates on ATAP's international relationship efforts with our sister associations.



# calendar of events

## October
6 – San Diego Chapter Meeting

12 – Northern California Chapter Double Meeting

15 - Great Plains Chapter's "Campus / School Violence and Threat Assessment"
"Management of Communicated Threats in Corporate Settings"

## November
11 – Colorado Chapter Meeting

17 – Washington, D.C. Chapter Meeting

18 – Arizona Chapter Meeting
Chicago Chapter Meeting
Los Angeles Chapter Meeting

TBD – Atlanta-Southeast Chapter Meeting

## December
14 – Northern California Holiday Lunch Meeting

15 – San Diego Chapter Meeting

17 - Great Plains Chapter's "Threat Assessment in Private Security"

## 2011
February 18 - Great Plains Chapter's "Legal Issues in Threat Assessment"

April 12-15 - AETAP's conference (click here for more information)

April 15 - Great Plains Chapter's "Extremism and Threat Assessment"

# atap chapter updates

## *atlanta south east chapter*

The Atlanta South East Chapter would like to recognize two recent events:

1.) John C. Villines has once again been appointed as the Director of the Board of Private Detectives and Security Agencies for the state of Georgia.

2.) James "Tripp" Mitchell was recently awarded his CPP Certification from ASIS.

## *chicago chapter*

Chicago was recently welcomed into the Adler School of Professional Psychology's new state-of-the-art facility in Chicago. Very appropriately, our chapter V.P. and Adler faculty member Dr. Joseph E. Troiani was the chapter's first speaker in the new location on September 16. His presentation consisted of:

*Indicators of Radicalization / Militant Individuals*

The current understanding of the process of an individual becoming radicalized into violent militancy was presented. There was a special focus on individuals, who as part of their radicalization, intend to carry out acts of sabotage or terrorism against an organization from within. To illustrate the process of becoming radicalized / militant, recent case studies were presented and discussed. There was also a small group exercise. Each group was provided with a scenario to analyze and for which they then developed an action plan(s) and identified needed contingencies.

Also, several Chicago Chapter members attended the 20th Annual Threat Management Conference in Anaheim: Joe Troiani, Terry Troiani, Patrick Quillinan, Melissa Jensen and Nancy Bourke.

### spring regional dates coming soon!

**The planning of the 2011 Spring Regional in Chicago is already well underway. Keep an eye out for the release of the conference dates as they will be announced soon.**

**The Spring Regional dates will be posted online at www.atapworldwide.org and sent out via e-mail as soon as they are determined.**

## *great plains chapter*

The Great Plains Chapter has several upcoming events. For information or registration for any of the events listed below, please visit: http://ppcta.unl.edu/ctap/education.php.

**October 15, 2010**
"Campus / School Violence and Threat Assessment"
"Management of Communicated
Threats in Corporate Settings"
Full-day Workshop (9 a.m. - 4 p.m.)
Lincoln, NE

**December 17, 2010**
"Threat Assessment in Private Security"
Training Event and Chapter Meeting (10 a.m. - 12 p.m.)
Lincoln, NE – Teleconference/Webinar option available

**February 18, 2011**
"Legal Issues in Threat Assessment"
Training Event and Chapter Meeting (10 a.m. - 12 p.m.)
Lincoln, NE – Teleconference/Webinar option available

**April 15, 2011**
"Extremism and Threat Assessment"
Full-day Workshop (9 a.m. - 3 p.m.)
Omaha, NE

## *northern california chapter*

Upcoming events for the Northern California Chapter:

**Chapter Double Meeting**
October 12, 2010, 10 a.m. - 12 p.m. and 12 p.m. – 2 p.m. at the State Capitol, Sacramento California. We will feature two guest speakers to cover both segments. A hosted lunch will be served.

**Holiday Luncheon Meeting**
December 14, 2010, 11:30 a.m. – 1:30 p.m. The location has not been decided on by the Board of Directors, however, Napa Valley or Jack London Square in Oakland, California are possibilities.

## *north west chapter*

The North West Chapter held its Table Top Exercise event on May 19, 2010. To read about the events and view photos, click here.

## *washington, d.c. chapter*

On August 3, 2010, Washington, D.C. Chapter member Postal Inspector Mike Blackman, gave a presentation on workplace violence in the Postal Service to the Interpersonal Violence class for the FBI National Academy Session 242 held at the FBI Academy in Quantico, VA. Upper level management police officials from across the United States attended the class. The presentation included information about the United States Postal Service (USPS) and the Unites States Postal Inspection Service (USPIS), an overview of workplace violence incidents in the USPS, a case study, causes of workplace violence, and steps the USPS and USPIS have taken to prevent workplace violence. Inspector Blackman was invited to speak by Supervisory Special Agent Tiffany Hill of the FBI's Behavioral Science Unit. Inspector Blackman has given this presentation to various classes at the FBI Academy since 2008.


*Inspector Mike Blackman presenting at the FBI Academy in Quantico, VA.*

## interested in contributing to the next issue of the atap newsletter?

If you have an article you've recently written, member news you'd like to share, or know of anything that may be of interest to ATAP members, please contact the ATAP office.

# *intelligence* has launched!


The inaugural issue of *Intelligence*, an online threat assessment journal that is a joint venture between the Association of Threat Assessment Professionals (ATAP), the Canadian Association of Threat Assessment Professionals (CATAP) and the Association of European Threat Assessment Professionals (AETAP), was recently released. *Intelligence* will keep you updated on global issues, research and advances worldwide. The journal is being piloted by Dr. Stephen Hart and an editorial board comprised of multidisciplinary experts from around the world and across all three organizations. Dr. Hart was a recipient of ATAP's 2009 Distinguished Achievement Award and this serves as yet another example of his contributions to the world of threat assessment and violence prevention.

ATAP President Rachel Solov recently had the opportunity to meet with Dr. Hart, CATAP President Keith Dormond, AETAP President Bram van der Meer and ATAP International Relations Committee Chair Dr. Russell Palarea. About one year ago, ATAP established an International Relations Committee to assist in bringing all three organizations closer together. This online journal is the beginning of what looks to be a strong alliance between our organizations. By working together across international borders, we can all become better at doing what we do - preventing violence, detecting violence and protecting from violence.

**View the first issue of Intelligence!**

Please send your feed back to ATAP President Rachel Solov at president@atapworldwide.org.

# 2010 annual threat management conference in review

by: Washington, D.C. Chapter President

The Association of Threat Assessment Professionals' 20th Annual Threat Management Conference was held at the Disneyland Hotel in Anaheim, California from August 17 through August 20, 2010. Each year the conference is attended by hundreds of threat assessment professionals from around the world. This year the conference hosted 437 professionals.

The conference featured a myriad of courses such as workplace violence, campus attacks, and violence risk assessment for returning soldiers suffering from PTSD.

2nd VP Jeff Dunn, 1st VP Debbie Hollan, Leslie Davis and Sgt at Arms Chuck Tobin

The keynote speaker for the 20th Annual TMC was Frank Meeink, a former white supremacist. Mr. Meeink gave us a glimpse into the life of a white supremacist and how he became disengaged with the movement. Mr. Meeink sold his book, "Autobiography of a Recovering Skinhead," and signed copies for attendees. His presentation had an impact on the audience, as his book sold out by lunchtime.

As threat assessors, we are seeing more and more threatening behavior being transmitted via computers and cell phones. ATAP has recognized this emerging trend and hosted presenters specifically to address this issue. Presentations regarding threats and technology included, "Stalking Through the Use of Today's Technology" (Derrick Donnelly, BlackBag Technologies), "Tweet, Blog, Follow, or Poke? Deciphering and Navigating the World of Online Threats" (Vivienne Swanigan, Deputy City Attorney, Los Angeles Deputy City Attorney's Office and Emily Williams, Commander, Los Angeles Fire Department), and "The State of the Art of Stalking" (Brian Spitzberg, Ph.D., San Diego State University).



Overall, the conference was a huge success! We enjoyed hosting members from all chapters as well as some non-member friends. Part of the fun and enjoyment came from not only amazing presentations, but the Hospitality Suite, coordinated by Washington, D.C. Vice President, Bill Zimmerman.

The 21st Annual Threat Management Conference will be held at the Disneyland Hotel in Anaheim, California from August 16 through August 19, 2011. Save the date & see you next year!

# chris hatcher memorial scholarship

by: Jim Turner

Threat assessment and related activities have been a major part of Larry Golba's adult life. He spent seven years in the U.S. Army in the human intelligence field. This experience drove him toward psychology and specifically psychological aspects of threat assessment. Golba selected the University of Nebraska - Lincoln's Clinical Psychology Ph.D. training program primarily for an opportunity to work with Dr. Mario Scalora in forensic psychology. This program has opened up many opportunities for him to learn about and practice threat assessment techniques across a variety of contexts including forensic psychology, public figure protection and campus safety.

Golba has also helped establish a statewide threat assessment program aimed at increasing threat assessment capabilities on post-secondary campuses across Nebraska. He has worked on both active threat cases and been involved in research supporting and advancing threat assessment theory and techniques. These research projects have involved a number of agencies including the United States Capitol Police, the Counterintelligence Field Activity, Naval Criminal Investigative Service and the Air Force Office of Special Investigations. He has presented a number of times at the American Psychology and Law Society Annual Meeting. Golba plans to return to Federal service in some capacity in the future; ideally in a position that will allow him to function in intelligence gathering and threat assessment operations.

Rachel Solov, Larry Golba and Jim Turner

# tmc: LA department of mental health's perspective

by:Hasani Gough, LCSW, County of L.A.-DMH/EOB

The County of Los Angeles Department of Mental Health (DMH) was well represented at the 20th Annual Threat Management Conference, with more than 30 people in attendance. Most of the DMH attendees were from the Emergency Outreach Bureau (EOB) of the Department, but also included representation from Human Resources. Dr. Beliz, Deputy Director of the Bureau, proactively supports ongoing training of field response clinicians and made it possible to attend all three and a half days of the Conference.

Threat assessment is expected of each DMH field responder clinician daily. The conference provided the opportunity to put specific approaches into a definitive framework within the context of research. Attendees from DMH found four presentations to be the most valuable of the three and a half days: "Principles of Threat Assessment," "Assessing Credibility…," "Post Deployment Readjustment…," and "When the Facts Don't Add Up…" These topics are representative of EOB clinicians' daily challenges. These presentations, and others, provided valuable insight into the behaviors evaluated every day, as well as providing tools for better assessment and intervention.

The ATAP Threat Management Conference, as one clinician stated, "…helps to keep the sword sharp." Each day brings valuable insights and tools for future use. It is a conference worth the time out of the field to ensure that while in the field we have the benefit of cutting-edge research and the experience of others upon which to rely. The conference allows mental health clinicians to reflect upon and improve upon the work done. It also offers the opportunity to network with others in various fields who are involved in the same issues. The 20th Annual ATAP Threat Management Conference was a huge success for and benefit to DMH employees.

# congratulations to the 2010 award recipients

by: Rachel Solov, JD, ATAP President

**Dr. Kris Mohandie receives the 2010 Distinguished Achievement Award**

ATAP established the Lifetime Achievement Award in 1998 to recognize those who have contributed a substantial body of work that has positively impacted the field of threat assessment or violence prediction. The contribution may be scientific, legal, organizational or political. This award has been renamed the Distinguished Achievement Award to recognize that many recipients will continue to provide significant contributions for many years to come. Nominees' contributions have national or international significance, and should support the mission of ATAP. Nominees do not need to be members of ATAP.


Rachel Solov, Dr. Mohandi and John Lane

The 2010 Distinguished Achievement Award was presented to Dr. Kris Mohandie at this year's Annual Threat Management Conference.

Dr. Mohandie is a police and forensic psychologist with more than 20 years of experience in the assessment and management of violent behavior. He has worked in field responses and case investigations for local, state, and federal law enforcement organizations including LAPD's TMU, SWAT/Crisis Negotiations Team, and the FBI's Behavioral Analysis Program. He is the lead author of the RECON Typology of Stalking, which is the largest published study of stalkers in North America. He is also the lead researcher of a large ongoing study of police shootings. Dr. Mohandie has conducted extensive pre-trial and prison interviews of violent offenders, including notorious stalkers, hostage takers, workplace and school violence perpetrators and multiple murderers.

Dr. Mohandie is always willing to share his time and expertise with those of us who reach out to him; he has given so much not only to ATAP, but to the threat assessment community as a whole.

**Debbie Hollan receives the 2010 Meritorious Service Award**


Rachel Solov, Debbie Hollan and John Lane

The Meritorious Service Award was established in 2004 to recognize an ATAP member's extraordinary contributions to the mission of ATAP. Examples of such contributions may include, but are not limited to, holding a major leadership role in ATAP, successfully leading a major new ATAP initiative, or providing noteworthy leadership of an ATAP chapter.

The 2010 Meritorious Service Award was presented to Debbie Hollan at the 20th Annual Threat Management Conference.

Debbie Hollan recently retired as a detective from the Cobb County Police Department after a distinguished 26-year career. Debbie's interest in stalking cases began in 1993. She soon there after became a member of ATAP and was instrumental in founding the Atlanta South East ATAP Chapter. She served as Vice President and then President of the Atlanta South East Chapter, and currently serves as 1st Vice President on the Association Board. Debbie has been a driving force in growing ATAP on the east coast, and successfully executed an Eastern Regional Conference in spring 2008. Debbie has contributed greatly to the growth of the Association and is well deserving of this year's Award.

***The opinions, findings, and conclusions contained in the following articles are those of the individual authors, and do not necessarily reflect the beliefs, opinions, ideals, goals, or best practices of ATAP. Readers are advised not to rely on the content of any article as a substitute for their professional judgment and research. ATAP assumes no liability for reliance upon the information or advice rendered by the authors.***

# learning from a learning institution

by: Gary Robb, Project Manager, Stanford Department of Public Safety &
Rich Cinfio, Lieutenant, Stanford Department of Public Safety

*Learning from a learning institution:* Seems like a simple concept. Yet from our perspective, some segments of the law enforcement community may not fully understand what campus police departments have to offer. It is not to say that municipal police departments avoid the most advanced concepts of community policing or fail to attain the highest professional standards possible. We possess more than 44 years of experience from four different police departments and know firsthand that law enforcement organizations constantly challenge themselves. Police agencies test themselves by striving to be more professional by hiring the best available candidates, providing the most advanced training possible to its members and generating optimum leadership through mentoring and education. Yet, at the same time, we know from experience that there can be a tendency to only focus on "each other" – that is other municipal police departments – to learn best practices. There can be the misconception that what is taking place in a campus environment does not translate to a city, and, therefore, there is nothing that can be learned. In reality, though, there is much to learn from campus police departments and one area that serves as a prime example is threat assessment.

We cannot possibly remember how many calls for service we responded to where the victim had received some kind of threat or experienced increasingly bizarre and concerning behavior from an ex-significant other. A traditional law enforcement response to reported threats is to look for a violation of the law and absent that, offer the option of a restraining order, which the victim has to obtain on their own unless domestic violence is involved. There may be alternative community resources, such as a counseling service, but they are hard to come by during difficult economic times and are often over burdened. Usually what happens is the officer relies on the "old stand-by" known as passing checks. For example, we recall telling many victims, "I will drive by when I can, calls permitting of course." While any of these strategies can and do resolve a given situation, is this really sufficient in today's world? Are enough officers trained to go beyond these traditional methods and rely more on diagnostic assessments instead of simple experience alone? In reality, many officers are not very well-trained in threat assessment, and this is where municipal law enforcement can learn from campus police departments.

Sadly, academic learning environments have learned all too well the importance of accurate and timely threat assessment. Incidents such as Virginia Tech and Northern Illinois University serve as reminders that threat assessment must be taken

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seriously and moved to the forefront of not only learning institutions, but municipal police departments as well. City police departments will be best served by examining what is occurring across the nation in our academic institutions and how campus police departments are responding to potentially violent individuals. Doing so will provide excellent opportunities for police departments to strengthen their response in the area of threat assessment and to provide for a safer community. Threat assessment provides such an opportunity.

Many campus communities throughout the country have adopted threat assessment models to evaluate concerning behavior of students, staff, faculty and visitors. These models normally consist of a mixture of campus police, faculty, mental health professionals and other representatives who evaluate the concerning behavior of individuals and make determinations for appropriate mitigation strategies. This in-depth review, based on intensive training and expertise, far exceeds what the average police officer on the street can offer. The police officer has one advantage, however, in that they often have a direct-line of communication with the reporting party. This can differ from a campus environment where many people such as faculty, friends, psychologists and staff can serve as the initial point of contact. This can result in delayed reporting and a slowed response which should be avoided as much as possible.

What we recommend is that municipal police departments consider furthering the development of relationships with organizations such as ATAP and campus police departments to collaborate and share experiences, training and to maintain robust lines of communication. It is already well established that early detection and intervention based on a systematic assessment of behaviors coupled with appropriate mitigation strategies provides the best opportunity to prevent violence. While intuition and experience certainly play an important role in determining the propensity for violence, they are only two factors in a process that contains several important components. Specialized threat assessment training, evaluative models based on scientific research and rapid intervention strategies consisting of restraining orders, arrest, counseling and monitoring provide the best opportunity to make our communities, whether an academic or city environment, as safe as possible. Reaching out to each other and avoiding the assumption that the campus police professional has little to offer to a city law enforcement agency will contribute to a future where the benefits of threat assessment will be truly maximized.

# how to do threat assessment right on a college campus

by: Brett A. Sokolow, Esq., Managing Partner, NCHERM

To prevent violence on college campuses, you must accept the premise that most campus violence is preventable. That conclusion results from several well-established facts :

1. Nearly all campus threats come from those who are members of the campus community, or closely related to it;
2. Nearly all campus violence is not spontaneous, but targeted and planned; and
3. Nearly all targeted violent actors raise concerns, share their plans, or parts of their plans with others prior to their acts.

Taken together, these findings make a residential college campus the most perfectible venue in our society for effective threat assessment and violence prevention. Why? Most residential college campuses have an intimacy of association with an easily ascertainable, non-transitory, long-term daily population, are relatively non-porous to outsiders and have definable boundaries. Non-residential campuses lose some of these advantages, as do community colleges, which tend to be more porous to non-community members and whose population is more transitory than residential colleges. Residential high schools share similar characteristics to residential colleges, as may some residential military facilities.

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While it is reckless to simply assume that campus threats will come from members internal to our communities, there is a high likelihood that they will. That makes threat assessment on a college campus a very different animal than in many other venues, such as a concert or sporting event where the population will be unknown and transitory. Similarly, threats to shopping malls, airports, and other porous venues will be more likely to come from without, rather than within. Porous venues and threats against targeted individuals by unknown individuals often leave threat assessment professionals with the daunting task of winnowing down a population of likely suspects. On college campuses, we're rarely looking for needles in a haystack. More often, we know exactly who the needle is, and our need for threat assessment takes the form of ascertaining how sharp the needle is. Put another way, we often know who is threatening – we're just trying to figure out how serious their threat is and how seriously we should take it.

One challenge college campuses face is funneling information effectively. We know that the source of a threat is likely to be intimately associated with our community, and is going to create leakage that raises concern with members of our community. That leakage often contains kernels of plans, means, target, and other facets of a threat. It is valuable intel. But, channeling that intel from those who have it to those who need it is something that colleges and universities really struggle to achieve. The creation of campus threat assessment and behavioral intervention teams has helped. Now those teams need to understand how their process of assessing that intel is affected by the unique aspects of campus-based threats.

Unlike the shopping mall, airport, stadium, or colleges campuses will tend to be intel-rich environments. Not just in their likelihood of leakage (intel about the threat), but in their ability to rapidly and accurately obtain information about the source of a threat. If the threats are likely to come from within, then your typical college threat assessment or behavioral intervention team has readily and commonly within its grasp a richness of information that is less likely in other threat assessment venues, including: knowledge of the immediate location of the threatener, vehicle description, campus address, home address, information about parents and family, employment records, student records, admission records, letters of recommendation, disability records, health records, discipline records, counseling records, intel from faculty, insight from roommates, hallmates, teammates, fellow student organization members, Facebook access, email access, arrest records, criminal background information, financial records, cell phone number, potential ability for a premises search, and on and on. You simply won't have that quality and quantity of intel anywhere else unless you get lucky. On a college campus, we should expect it. Not having it should be the exception.

Thus, unlike most threat assessment that must be done in a vacuum of information, campus threat assessment and behavioral intervention professionals need to start their process by determining whether they can ascertain a baseline of behaviors for the threatener. Most of the time, they will be able to. That can make all the difference in the world. Once teams have a baseline, pattern detection and trajectory identification become the most relevant tools of prevention. Patterns will be hard to detect in the shopping mall. Tracing the trajectory of emerging violence is nearly impossible in an airport, until it is about to emerge. But, on a college campus, the richness of intel literally changes the game. For example, a student's suicide threat can be informed by all of this intel -- history, records, and witnesses. What is that individual's baseline? If a pattern exists, it can be identified. Once a pattern can be determined, the trajectory of departure from the baseline or in accord with previously identified patterns can inform how the team reacts, intervenes, or deploys resources.

The most effective teams have harnessed this availability of intel proactively, and aren't waiting for a threat to collect baseline information about members of the community. Scrambling when a threat occurs may be action taken too late. When members of the campus community identify low-level concerns, seemingly trivial pattern behaviors, and disruptive conduct, and these are reported to the team, and that intel can be logged in a database. What may seem trivial to the reporter may form the substance of a larger pattern than can only be seen by the team, which is centralizing reports from many members of the community who see only pieces of the puzzle. That intel can be accessed in real time, allowing the team to assemble the big picture. With greater understanding of a threatener's baseline, pattern and trajectory, the team can prevent the preventable by engaging threats before they become violent, or engaging violence as it is emerging, rather than reacting to threats once it is too late.