

BENJAMIN M. BAUGHMAN, PhD
22 Sullivan Street
Cazenovia, NY 13035

Dr. Benjamin Baughman is a social behavioral scientist with over fifteen years of experience applying real world research methods to inform high-impact operational decisions, develop curricula and to deliver a wide range of informed training. Dr. Ben Baughman is the Director and an Assistant Professor of the Criminal Justice & Homeland Security program at Cazenovia College (New York). Ben is in his sixth year as an adjunct instructor for the Institute of Police Technology and Management (IPTM) based out of the University of North Florida. Furthermore, Dr. Baughman draws on his law enforcement experience and formal education to regularly contribute to current events on a PBS show called "Ivory Tower."

Prior to joining Cazenovia College, Ben taught in the Tom Ridge Intelligence Studies program at Mercyhurst University (2017-2020) and led Mercyhurst's Amazon Team NEXT [New & Experimental Thinking]. From 2013 to 2017, Ben was an instructor for the North Carolina Justice Academy (NCJA) where he taught investigating sexual deviant behavior related crimes, hostage negotiations, improving decision-making skills, de-escalation techniques, and leadership courses. Moreover, he has provided graduate and undergraduate level lectures in the application of Investigative Psychology throughout the United States (US) and United Kingdom (UK) for well over a decade.

PRIMARY AREAS OF EXPERTISE

Crime Analysis & Reduction • Homeland Security • Investigative Psychology • Lecturing
Hostage Negotiations • Research & Planning • Homicide Investigations • Curricula Development
Mediation • Criminal Justice • Program Analysis • Sexual Deviance & Related Investigations
Crisis Intervention & Management • Geographical Profiling • Criminal Psychology

After fifteen years of service as a Raleigh (North Carolina) Police Sergeant, Detective, Crime Analyst, and Hostage Negotiator, Ben moved back to the UK to complete his research in criminal sexual behaviors and earn his Ph.D. in Investigative Psychology under the formidable supervision of Professor David V. Canter and Dr. Donna Youngs. Among several findings related to improving the effectiveness of rape investigations, Dr. Baughman's research identified eight statistically significant variables which can be used in combination to produce a Behavioral Profile Score (BPS) for a reported rape. A BPS may be used to assist an investigation through systematically displaying cases more indicative of being a genuine or false rape allegation. Throughout his career in law enforcement, he served in the following capacities: Patrol Officer, Training Officer, Hostage Negotiator and Coordinator, State Certified Instructor, Crime Analyst, Crisis Intervention Team (CIT) member, Detective and Sergeant.

EDUCATION

Doctorate in Philosophy: Investigative Psychology – 2016

University of Huddersfield, School of Health & Humanities, Huddersfield, United Kingdom

Guided by Professor David Canter, PhD, AcSS, FAPA, FBPsS(Hon), FRSM, CPsychol

Doctoral Thesis focused on sexual deviant behavior and the related facets of criminal psychology.

The research identified eight statistically significant variables which can be used in combination to produce a Behavioral Profile Score (BPS) for a reported rape.

Master of Science: Investigative Psychology – 2007

The University of Liverpool, School of Psychology, Liverpool, United Kingdom

Master's Thesis was in the area of hostage/barricaded subjects. A significant difference between the lengths of a negotiation involving subjects with violent tendencies compared to all other subjects was discovered.

Bachelor of Science: Criminal Justice – 1998

East Carolina University, Greenville, North Carolina, United States of America

PROFESSIONAL TRAINING

Graduate-Level Criminal Justice Courses • Graduate-Level Crime Analysis Training

Current Leadership & Management Approaches • Tactical Communication

Crisis Intervention • Criminal & Geographical Profiling • International Police Cross-Training

Advanced Interview & Interrogation • Crime Analysis Application • Trained Employee Mediator

National Landlord & Tenant “Train the Trainer” Course

Hostage Negotiations • Software Courses

HONORS & AWARDS

Appointed IAIP American Ambassador - awarded in 2016

Distinguished Service Medal - awarded in 2009

A Letter of Commendation - awarded in 2002

A Division Commendation - awarded in 2001

Eagle Scout - awarded in 1993

CERTIFICATIONS

North Carolina General Law Enforcement Teaching Certificate

North Carolina Advanced Criminal Justice Certificate

North Carolina Intermediate Criminal Justice Certificate

General Certification to Serve as a Law Enforcement Officer in North Carolina

TECHNOLOGY SKILLS

Microsoft Office Suite • SPSS • HUDAP • ArcView • Dragnet • i2 Analyst Notebook

PROFESSIONAL EXPERIENCE

CAZENOVIA COLLEGE, Cazenovia, New York • August 2020 – Present

Dr. Baughman is the Director of the Criminal Justice (CJ) & Homeland Security Studies program and teaches undergraduate course within the Division of Social & Behavioral Sciences at Cazenovia College. He draws upon his practical experiences and education to support the CJ and Homeland Security Studies multidiscipline program in preparing students for a career in within a relevant field.

Courses

- CJ – 101A2: FYS Hostage Negotiations
- CJ – 109A1: Introduction to the Criminal Mind
- CJ – 151: Introduction to Criminal Justice and Homeland Security
- CJ – 251: Corrections and Alternatives
- CJ – 341: Criminology
- CJ – 499: Senior Capstone

MERYCHURST UNIVERSITY/RIDGE COLLEGE, Erie, Pennsylvania • August 2017- August 2020

Assistant Professor of Intelligence Studies / Graduate Programs Director

Dr. Baughman taught both graduate and undergraduate courses within the Department of Intelligence Studies. Pedagogy strategically balanced lectures, research, class discussion, demonstrations, presentations, problem solving and critical thinking. Additionally, he served as the Graduate Program Director of the Intelligence Studies program from May 2019 to August 2020. Although he is under a non-disclosure about the detail of the work for Amazon, it is worth noting that he led Mercyhurst's Team NEXT [New & Experimental Thinking] from its conception in 2018 until joining Cazenovia College in 2020.

Courses

- INTL 595 / RIAP 395: Geospatial Intelligence
- INTL 576 / RIAP 276: Law Enforcement Intelligence
- RIAP 320: Advanced Law Enforcement Intelligence
- RIAP 337: Investigative Psychology for Law Enforcement Intelligence
- FSAT 300: Sleuthing in the UK – The Origins of Investigation Psychology

NORTH CAROLINA JUSTICE ACADEMY, Salemburg, North Carolina • December 2013-July 2017

Instructor / Coordinator: Developed, Instructed and/or Coordinated a multitude of courses and presentations. Drew from experiences and postgraduate studies to spearhead courses globally. Modules taught included; Tactical Leadership: Critical Lessons Learned, Leadership Development for Law Enforcement Managers, Hostage Negotiation, Post Crisis Intervention Strategies, Crisis Management, Investigative Psychology and Murder Investigations, and Investigating Sexual Deviant Behavior and Related Criminal Activities. Provided critical incident response training at the NC Sheriff's Association and NC School Resource Officers Association. Taught crisis management at the NC Chiefs Association conference and at the NC Sheriff's Leadership Institute. Developed

the 2017 In-Service training on improving decision making and the 2018 In-Service course on de-escalation techniques; Both were mandatory training for all NC sworn law enforcement.

INSTITUTE OF POLICE TECHNOLOGY AND MANAGEMENT (IPTM) / University of North Florida, Jacksonville, FL • December 2014 - Present

Adjunct Instructor: Utilizes experience as a first responder, crime analyst, detective, geographical profiler, and supervisor to deliver courses related to deviant sexual behaviors and associated investigations. The scope of these courses includes an in-depth study of essential concepts necessary to successfully identify a suspect, interview approaches, and best practices to most effectively manage these types of cases. The psychology of the offender, as well as the survivor, is discussed along with other related facets of the investigative process.

UNIVERSITY OF ESSEX facilitated by Kaplan Open Learning, United Kingdom • May 2016 – September 2018

Adjunct Online Module Developer / Instructor: Developed and instructed a Masters level module titled "Practical Psychology for Policing" for the University of Essex. This course facilitated an interactive learning environment that encouraged students to link psychology and police practices. A primary aim of this course was to provide students with a critical understanding of how psychological research and knowledge can be applied to practical policing beyond theoretical summations.

RALEIGH POLICE DEPARTMENT, Raleigh, North Carolina • June 1998-February 2013

Sergeant / Hostage Negotiations Team Leader (2008-2013): Directed the Raleigh Intelligence Center (RIC) in providing timely and accurate information to law enforcement officials along with supplying geographical profiles for on-going investigations. Led police officers, provided training, performance evaluations, support and career development opportunities. Created and implemented strategies to reduce crime. Liaised with citizens, business owners and organizations to address quality of life issues such as effective methods of traffic enforcement. Oversaw tactical responses to emergency calls, critical incidents, and hostage/barricaded situations.

Key Accomplishments:

- Produced a detailed report on the performance of a program (*The Choice Project*) designed to reduce violence and improve prospects for non-violent offenders in a specific geographical area.
- Developed a comprehensive report on the utilization of crime analysts. The conclusions of the study became the foundation for a restructuring proposal to improve staff morale and resource utilization leading to the development of the Raleigh Intelligence Centre.

Sergeant / Hostage Negotiator (2006): Served as part of the NC State Bureau of Investigation's Information Sharing And Analysis Center (ISAAC). Coordinated threat analysis activities through conducting investigations and creating reports on potential national threats as part of this fusion

center. Gained valuable insight into the scale of national security issues resulting in improving interdepartmental communication to combat both domestic and international threats.

Detective / Hostage Negotiator (2004-2006): Investigated a variety of crimes including; homicides, sexual assaults, rape, robberies, burglaries and other criminal activities. Conducted fraud investigations including a case that led to shutting down an identity theft ring generating one million dollars per week. Played key roles in apprehending suspects in homicides and other violent crimes.

Crime Analysis Officer / Hostage Negotiator (2003-2004): Analyzed data and created reports to assist with investigations and departmental resource allocation. Delivered insight on crime trends to decision makers and investigators. Provided intelligence across multiple groups demonstrating the value of timely and accurate information in reducing crime.

Also served in the following positions: Field Training Officer (2001-2003), Patrol Officer (1999-2003), Police Trainee (1998-1999) and Intern (1998).

PUBLICATIONS

Baughman, Benjamin. (2014). *Crisis Negotiations for the First Responder*. Salemburg, NC: North Carolina Justice Academy.

Baughman, Benjamin. (2016). *A Study of Rape Investigation Files Involving Female Survivors: A Comparison of Allegations Deemed False and Genuine*. Doctoral thesis, University of Huddersfield. <http://eprints.hud.ac.uk/27856/1/PhDFinalEdition12Jan2016.pdf>

Baughman, Benjamin. (2016). *Basic Hostage and Crisis Negotiations Manual*. Salemburg, NC: North Carolina Justice Academy.

Baughman, Benjamin. (2016). *Tactical Leadership: Critical Lessons Learned Manual*. Salemburg, NC: North Carolina Justice Academy.

Baughman, Benjamin. (2016). *2017 Improving Decision-Making Skills*. Salemburg, NC: North Carolina Justice Academy.

Baughman, Benjamin. (2016). *Practical Psychology for Policing Module*. Leeds, United Kingdom: Kaplan Open Learning (Essex) Limited.

Baughman, Benjamin. (2017). *2018 Communication Skills With Persons in Crisis – De-escalation Techniques*. Salemburg, NC: North Carolina Justice Academy.

Ryan, S., Sherretts, N., Willmott, D., Mojtahedi, D., & Baughman, B. (2017). The Missing Link in Training to Detect Deception and its Implications for Justice. *Safer Communities*.