

ADMINISTRATIVE - INTERNAL USE ONLY

## JAMES E. MITCHELL, PH.D.



### PROFESSIONAL EDUCATION

- Ph.D. Clinical/Community Psychology, University of South Florida, Tampa FL, December 1986. Minor: Behavioral Medicine
- M.S. Counseling Psychology, University of Alaska, Anchorage, June 1981
- B.S. Psychology, University of Alaska, Anchorage, August 1979 (Cum Laude)

### ADDITIONAL EDUCATION

- Joint Psychological Operations Course, USAF Special Operations School, Hurlburt Field, FL, 1997
- US Army Aeromedical Psychology Training Course, Ft. Rucker, AL, 1995
- USAF Arctic Survival Training, USAF Survival School, 1990
- USAF Special Survival Training, Joint Services SERE Agency, 1990
- USAF Combat Survival, USAF Survival School, 1988
- Hostage Negotiations, San Antonio TX Police Department, 1988
- USAF Clinical Psychology Residency, Wilford Hall USAF Medical Center, San Antonio TX, 1985 (Distinguished Graduate)
- Explosive Ordnance Technology, Charles County Community College, La Plata, MD, 1975
- US Army Chemical Munitions School, Redstone, AL, 1975
- US Navy Explosive Ordnance Disposal School, Indian Head, MD, 1975 (Distinguished Graduate)
- A.A. Liberal Arts, Hillsborough Community College, Tampa FL, 1973

### SELECTED CONSULTATION EXPERIENCE

- U.S. Government Agencies, Department of Defense Special Operations Units, Municipal Police Departments and Government Contractors. Topics: Interrogating trained resistors; covert psychological profiling; covert influence; understanding, improving and predicting performance in high-risk, extreme situations; assessment and selection for high-risk special missions; development of tactical leadership skills for high-risk special missions; hostage negotiations; hostage handling in high-risk situations; hostage survival and reintegration; critical incident de-briefing; psychological autopsies and forensic sanity evaluations

### DETAILED WORK EXPERIENCE

2001-Present    Central Intelligence Agency    McLean, VA

#### *Independent Contractor*

- Provided consultation on overcoming resistance to interrogation techniques, developing interrogation plans and psychological profiling of captives

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- Conducted pre-interrogation psychological assessments, developed interrogation plans, and interrogated terrorists
- Provided psychological monitoring of interrogations
- Provided consultation on the development of methods, techniques and strategies for conducting cross cultural psychological profiling under conditions of limited contact, time urgency and incomplete data

2001 - Present Knowledge Works, LLC

Sanford, NC

*Owner/Member*

- Covert psychological profiling
- Covert influence
- Understanding, predicting and improving performance in high-risk and extreme situations
- Psychological assessment and selection for high-risk counter-terrorism and WMD special missions
- Leadership and team development programs for high risk special missions
- Development of tactical leadership skills for high-risk units
- Research based process consultation, program development, and program evaluation for units with high-risk special missions
- Targeted special applications training development, such as hostage survival.

1996 - 2001 24<sup>th</sup> Special Tactics Squadron, USAF

Pope AFB, NC

*Chief, Psychological Applications*

- Developed and conducted psychological screening for high-risk units including counter-terrorist and WMD special mission applications
- Developed and conducted leadership and team development programs for operators conducting high risk special missions
- Developed psychological profiling methods and strategies for use in special mission applications
- Provided psychological monitoring and consultation on resistance to interrogation training for high-risk special mission units
- Performed critical incident de-briefings
- Facilitated strategic and long range planning sessions on units with high-risk special missions
- Provided research based process consultation, program development, and program evaluation for units with high-risk special missions

1989 - 1996 U.S. Air Force Survival School

Spokane, WA

*Chief, Psychology Services*

- Conducted psychological de-briefs for POWs
- Conducted critical incident de-briefing following mass shooting at Fairchild AFB hospital, Spokane WA, B-52 crash, Spokane WA, and hurricane Andrew in FL
- Developed protocol for predicting hostage behavior during hazardous rescue

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- Developed and conducted psychological screening for high-risk special missions including counter-terrorist and WMD
- Performed critical incident analysis and developed Survival Instructor Indoctrination course
- Developed and delivered resistance to interrogation instructor training designed to reduce injuries and increase realism
- Developed training protocol for preparing men and women to survive together as POWs or in peace-time captivity
- Developed, delivered and supervised intervention strategies for reducing high-risk critical incidents, psychological trauma, and physical injuries during resistance to interrogation training

- Facilitated strategic planning sessions

- Provided forensic consultation and conducted forensic sanity evaluations

1986 - 1989 Wilford Hall Medical Center Lackland AFB, TX

Chief, Adult Outpatient Psychology,

1988 - 1989

Acting Chief, Neuropsychology

- Developed USAF's first ever program of psychological intervention for HIV positive patients
- Performed tactical hostage negotiations to include one barricaded, suicidal gunman, one suicidal jumper, and numerous operational exercises
- Provided forensic consultation and conducted sanity-boards
- Provided hostage negotiations training and psychological aspects of terrorism seminars
- Conducted neuropsychological evaluations
- Provided clinical psychology supervision for Psychology Interns and Psychiatry Residents
- Provided clinical psychology services

#### MILITARY EXPERIENCE

1985 - 2001 Clinical Psychologist

- Chief, Adult Outpatient Psychology Services
- Survival, Evasion, Resistance, and Escape (SERE) Psychologist
- Special Tactics Psychologist

1975-1979 Explosive Ordnance Disposal Specialist

- Rendered safe US and foreign weapons
- Rendered safe improvised explosive devices
- Provided Presidential, State Department, and foreign VIP support

#### TEACHING EXPERIENCE

- 1989-1996 Survival, Evasion, Escape and Resistance Psychologist, USAF Survival School, Fairchild Air Force Base, WA

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Fairchild Air Force Base, WA

- 1987-1989 Clinical assistant professor, University of Texas Health Science Center, Medical School, Department of Psychiatry
- 1987-1989 Adjunct faculty member, Saint Mary's University, Department of Psychology
- 1986-1989 Faculty member and assistant training director, APA approved psychology residency (internship), Wilford Hall, USAF, Medical Center
- 1981-1982 Teaching assistant, University of South Florida
- 1980-1981 Teaching assistant, University of Alaska, Anchorage

**INVITED PRESENTATIONS**

- Mitchell, James E. & Jessen, John, B. (2002) Transforming Ordinary People Into Perpetrators of Violent Acts. CIA, McLean, VA, February, 2003.
- Mitchell, James E. (2001) Working Memory, Situational Awareness and Performance Among Experienced Explosive Ordnance Disposal (EOD) Personnel. 30<sup>th</sup> Annual Meeting of the Society of Police and Criminal Psychology, Austin, TX, October 2001.
- Mitchell, James E. (2001) Developing Assessment and Selection Programs for High-Risk Missions. TREXPO Conference on Tactics and Security, Chantilly, VA, August 2001.
- Mitchell, James E. (2001) Using Objective Measures of Cognitive Ability to Predict Performance. US Army Research Institute, Fort Benning, GA, July 2001.
- Mitchell, James E. (2001) Leadership in Extreme Situations. USAF Combat Control School, Pope AFB, NC, May 2001.
- Mitchell, James E. (2001) Stress and Suicide in Special Operations. Joint Special Operations Medical Officer Orientation Course, Tampa, FL, April 2001.
- Mitchell, James E. (2001) Psychological Screening for Special Operations. 2001 Behavioral Sciences Symposium, Sheppard AFB, TX, April 2001.
- Mitchell, James E. (2001) Leadership in Extreme Situations. USAF Combat Control School, Pope AFB, NC, Jan 2001.
- Mitchell, James E. (2000) Assessment and Selection for High Risk Missions. Invited Presentation, Screening for Special Duties Conference. Camp Springs, MD, March 2000.
- Mitchell, James E. (1999) Recognition primed decision making and resistance to interrogation. Invited Presentation, 9<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, May 1999.
- Mitchell, James E. (1999) Supervision of high-risk resistance to interrogation training. Invited Presentation, 9<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, May 1999.
- Mitchell, James E. (1997) Case Based Reasoning and Survival Training Invited Presentation, 7<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, Aug 1997.
- Mitchell, James E. (1994) Psychological Screening for Resistance Training Instructors. Invited Presentation, 5<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, Oct. 1994.
- Mitchell, James E. (1994) Captivity Familiarization and Learned Helplessness. Invited Presentation, 5<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, Oct. 1994.

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- Mitchell, James E. (1994) Reducing Resistance Training Related Injury Rates. Invited Presentation, 5<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, Oct. 1994.
- Mitchell, James E. (1993) The use of "Controlled Realism" in Resistance to Interrogation Training. Invited Presentation; 4<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists, Sep. 1993.
- Mitchell, James E. (1993) Personnel Selection for Special Operations Duties. Invited Presentation, 4<sup>th</sup> Annual Meeting of the Department of Defense SERE Psychologists; Sep. 1993.
- Mitchell, J., Marshall, D., Goethe, K.E. & Leger, G.D. (1989) Longitudinal neuropsychological evaluations on a cohort of HIV-infected USAF personnel. Paper presented at the 41st Annual Meeting of the American Academy of Neurology, April 1989.
- Mitchell, J., Marshall, D., Goethe, K.E. & Leger, G.D. (1989) Human immunodeficiency virus: Immune system compromise and neuropsychological functioning. Paper presented at the 41st Annual Meeting of the American Academy of Neurology, April 1989.
- Mitchell, J., Marshall, D., Goethe, K.E. & Leger, G.D. (1989) Longitudinal neuropsychological evaluations on a cohort of HIV-infected USAF personnel. Paper presented at the 31<sup>st</sup> Annual Air Force Regional Meeting of the American College of Physicians, Bethesda, Maryland, March 1989.
- Mitchell, James E. (1989) Psychological Aspects of HIV Infection and AIDS. Invited Presentation. Nursing Role in AIDS Workshop. San Antonio Texas, 8 June 1989.
- Mitchell, James E. (1988) The Psychological Impact of Terrorism. Invited Presentation. Surviving Terrorism Conference. San Antonio Texas, 20-22 July 1988.
- Mitchell, J., Marshall, D., Goethe, K.E. & Leger, G.D. (1988) Neuropsychological functioning in HIV patients. Paper presented at the IV International Conference on AIDS, Stockholm Sweden, June 1988.
- Mitchell, J.E. & Goethe, K.E. Coping strategies in HIV seropositive patients. Paper presented at the Psychology in Health Promotion Conference. Wilford Hall USAF Medical Center, San Antonio, Texas, May 12, 1988.
- Marshall, D.W., Goethe, K.E., Mitchell, J.E., Brey, R.L., & Cahill, W.T. (1988) Neurological and neuropsychological status of human immunodeficiency virus (HIV) serum antibody positive asymptomatic patients. Paper presented at the 40<sup>th</sup> Annual Meeting of the American Academy of Neurology, Cincinnati, Ohio, April 1988.
- Mitchell, J.E., Anderson, D.A., and Sandler, J. (1987) Mineral ion diet with exercise lowers blood pressure of hypertensive patients more than either intervention alone. Paper presented at the American Psychosomatic Conference, Philadelphia, Pennsylvania, March 1987.
- Barrios, B.A., Mitchell, J.E., Bosma, B.M., & Thacker, W. (1982) The relationship between perceived self-efficacy and physiological responsivity. Paper presented at the Southeastern Psychological Association Convention, New Orleans, March 1982.
- Dowrick, P.W. & Mitchell, J.E. (1981) The grounds for marriage and divorce of behavioral and systems approaches to family therapy. Poster paper presented at the 14th Banff Conference on the Behavioral Sciences, Alberta Canada.
- Mitchell, J.E. & Madigan, R.J. (1981) The effects of induced elation and depression on interpersonal problem solving. Paper presented at the Western Psychological Association Convention, Los Angeles, Calif., April 1981.

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## PUBLICATIONS

- Mitchell, James E. (1997) Special tactics personnel selection: Building safety in from the beginning. *Focus: AFSOC Commando Safety Journal*, Summer, 1997, 26-27.
- Mitchell, James E. (1996) Taking it to the limit: The role of humor in surviving extreme situations. *Humor and Health*, 5, 1-4.
- Jessen, John B. & Mitchell, James E. (1995) The Circle Concept: It's Use in Resistance Training. *SERE Instructor Bulletin*, Joint Personnel Recovery Agency.
- Goethe, K., Mitchell, J.E., & Marshall, D. Brey, R.L., Cahill, W.T., Leger, G.D., Hoy, L.J. (1989) Neurological and neuropsychological function of human immunodeficiency virus (HIV) serum positive asymptomatic individuals. *Archives of Neurology*, 46, 129-133.
- Mitchell, J.E., Anderson, D.A., and Sandler, J. (1987) Mineral ion diet with exercise lowers blood pressure of hypertensive patients more than either intervention alone. (Abstract) *Journal of Psychosomatic Medicine*, 49, 85-86.
- Mitchell, J.E. & Madigan, R.J. (1984) The effects of induced elation and depression on interpersonal problem solving. *Cognitive Therapy and Research*, 8, 277-285.
- Mitchell, J. (1980) Fishing for the Alaskan grizzly. *Alaska Magazine*, August, Pgs. 68 & 71.

## LIMITED DISTRIBUTION AND UNPUBLISHED MANUSCRIPTS

- Mitchell, J.E. (2003). *Cross-cultural Assessments Under Dynamic Conditions: Motivation*. Unpublished manuscript.
- Mitchell, J.E. and Jessen, John B. (2002). *Transforming Ordinary People Into Perpetrators of Violent Acts: Self-Persuasion and Social Influence Mechanisms*. Unpublished manuscript.
- Mitchell, J.E. and Jessen, John B. (2002). *Transforming Ordinary People Into Perpetrators of Violent Acts: A Hypothetical Timeline for the use of Self-Persuasion and Social Influence Methods*. Unpublished manuscript.
- Mitchell, J.E. (2002). *Cross-cultural Assessments Under Dynamic Conditions: Fluid Intelligence*. Unpublished manuscript.
- Mitchell, J.E. (2002). *Cross-cultural Assessments Under Dynamic Conditions: Personality, Behavioral Dispositions and Traits*. Unpublished manuscript.
- Mitchell, J.E. (1997). *Self-Efficacy, Motivation, and Resistance to Exploitation*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA
- Mitchell, J.E. (1995). *Background Paper on Resistance Training Flow and Confidence in the Ability to Adhere to the Code of Conduct*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA
- Mitchell, J.E. (1995). *Background Paper on Captivity Familiarization and Learned-Helplessness*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA
- Mitchell, J.E. (1995). *Background Paper on USAF Survival School Position on SERE Training*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA
- Mitchell, J.E. (1995). *Background Paper on the Scientific Basis for Resistance Training*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA
- Mitchell, J.E. (1995). *Realism in Resistance Training*. Unpublished manuscript available from Joint Personnel Recovery Agency, Spokane WA

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Mitchell, J.E. (1995). *Coercive Pressure in Resistance Training*. Unpublished manuscript.

**ADDITIONAL CONSULTATION EXPERIENCE**

- *Staying Alive*. October Films: Discovery Channel film on the Psychological Aspects of Survival. On-screen appearance, voice-over and consultation on psychological aspects of survival in extreme situations.
- *Tapping Hidden Power. Journey Through the Mind and Body*. Time-Life Books: Consulted on the psychological aspects of survival in extreme situations

**REFERENCES**

Available upon request

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