

# **Andrew Young**

Professor of Psychology and Counseling (26 yrs., Ret.)  
Hostage (Crisis) Negotiator, Lubbock Police Dept., Lubbock County Sheriff's  
Office, Texas Dept. of Public Safety

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## **EDUCATION**

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Ed.D. Counselor Education. August, 2003. Texas Tech University. Lubbock, Texas.

M.Ed. Community Counseling. August, 1999. Texas Tech University. Lubbock, Texas.

M.S. Youth and Family Ministry. May, 1995. Abilene Christian University. Abilene, Texas.

B.A. Bible. May, 1993. Lubbock Christian University. Lubbock, Texas.

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## **PROFESSIONAL EXPERIENCE**

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Lubbock Police Department. Lubbock, Texas. Victim Services Crisis Team Member, Trainer, and Coordinator, (May, 2000 – present).

Lubbock Police Department. Lubbock, Texas. S.W.A.T. Negotiating Team Member and Psychological Consultant. (July, 2000 – present).

Lubbock Sheriff's Office. Lubbock, Texas. S.W.A.T. Negotiating Team Member and Psychological Consultant. (August, 2008 – present).

Texas Department of Public Safety. Texas Rangers Region 5. S.W.A.T. Negotiating Team Member and Psychological Consultant (January, 2017 – present).

Lubbock Christian University. Lubbock, Texas. Professor, Psychology and Counseling (Spring, 1996 - 2022). Coordinator for Criminal Justice program, (Fall, 2003 – fall, 2005). Coordinator for Psychology program, (Fall, 2005 – 2022).

Amarillo Police Department. S.W.A.T. Negotiating Team Psychological Consultant (January, 2017 – present).

Texas Tactical Police Officers Association. Board Member (Advisor). Fall, 2023 – present).

Texas Association of Hostage Negotiators (1000+ members). Board Member (Advisor). (Fall, 2016 – Fall, 2023).

Lubbock Police Department. Lubbock, Texas. Clinical Director - Critical Incident Stress Management Team (May, 2003 – present), Team Member, (July, 2000 – present).

Lubbock Fire Department. Lubbock, Texas. Clinical Director – Critical Incident Stress Management Team (August, 2003 – present).

South Plains Critical Incident Stress Management Team. Lubbock, Texas. Clinical Director, (May, 2001 – present).

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## **BOOK PUBLICATIONS**

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McMains, M., Mullins, W., and Young, A. (In Press). *Managing Critical Incidents and Hostage Situations in Law Enforcement and Corrections*. 6<sup>th</sup> Ed. Routledge Publishing, New York, NY.

Young, A. (2020). *When Every Word Matters: An Insider's View of Crisis Negotiations*. eGen. Chambersburg, PA.

Young, A. (2015). *Fight or Flight: Negotiating Crisis on the Front Line*. eGen. Chambersburg, PA.

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## **ACADEMIC PUBLICATIONS**

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Young, A., Perez, C., Pierpoint, B. (2020). Police Response to the Armed and Suicidal. *Journal of Police and Criminal Psychology*.

Young, A. (2019). Psychological Consultants in Hostage and Crisis Negotiations. *Crisis Response Journal*, 14 (3), p. 79.

Young, A. (2019). Suicide and Self-Harm Intervention and Management Strategies. *The SAGE Encyclopedia of Criminal Psychology*.

Young, A. (2019). Crisis Intervention Teams. *The SAGE Encyclopedia of Criminal Psychology*.

Young, A., Hennington, C., & Eggleston, D. (2018). US SWAT Operator Experience, Personality, Cognitive-Emotion Regulation and Decision-Making Style. *Policing: An International Journal*, 41 (2), pp. 247-261.

Young, A. (2016). Police Hostage (Crisis) Negotiators in the US: A National Survey. *Journal of Police and Criminal Psychology*, 31 (4), pp.310-321.

Young, A. (2012). The effectiveness of cumulative stress debriefings with law enforcement personnel. *International Journal of Emergency Mental Health*, 14 (1), pp.37-44

Young, A., Brumley, N. (2009). On-scene mental health services: A case study of the Lubbock Police Department's Victims Services Crisis Team. *FBI Law Enforcement Bulletin*, 78(9), pp. 6-11.

- Galyean, K. D., Wherry, J. N., & Young, A. T. (2009). Valuation of services offered by mental health professionals in SWAT team members: A study of the Lubbock, Texas SWAT team. *Journal of Police and Criminal Psychology*, 23(1), pp. 1-8.
- Young, A., Fuller, J., & Riley, B. (2008). On-scene mental health services provided through police departments. *Journal of Mental Health Counseling*, Vol. 30, pp. 345-361.
- Young, A. (2006). Providing Mental Health Resources for a Police Department After Two In-the-line-of-duty Deaths (Videotape). Lubbock, TX: Texas Tech University Health Sciences Center Healthnet.
- Young, A., Parr, G. (2004). An Examination of the Effectiveness of Periodic Stress Debriefing with Law Enforcement Personnel. In G. Walz and R. Yep (Eds.), *Vistas: Perspectives on Counseling* (pp. 145-152). Greensboro, North Carolina: CAPS Press.
- Young, A. (2004) Critical Incident Stress Management Programs for Emergency Medical Services (Videotape). Lubbock, TX: Texas Tech University Health Sciences Center Healthnet.

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## **BOOK CONTRIBUTIONS**

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- Weiss, J. (2020). *The Book of Real World Negotiations: Successful Strategies from Business, Government, and Daily Life*. Wiley Book Publishers: Hoboken, NJ.

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## **POPULAR PUBLICATIONS**

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- Cyr, K. & Young, A. (2023). Throwing Out the Crystal Ball: The Use of Mental Health Professionals in Critical Incidents. *Tactical Edge*, Winter, 2023.
- Young A., & Yansick, M. (2022). The Advantages and Dangers of Face-to-Face Crisis Negotiations in Today's Police Environment. *Tactical Edge*, Summer 2022.
- Young, A., and Pierpoint, B. (2019, Winter). Facilitating a Face-Saving Surrender, *The Tactical Edge*, pp. 44-48.
- Young, A., and Hennington, C. (2017, Winter). Comparing Traits of SWAT Operators, Negotiators and Patrol Officers, *The Tactical Edge*, pp. 40-49.
- Young, A. (2016, Winter). National SWAT Survey Results. *Command, The Journal of the Texas Tactical Police Officers Association*, 20 (1), pp. 20-15.
- Young, A. (2016, November). Police Hostage (Crisis) Negotiators in the US: Result Highlights from a National Survey. *The Police Chief, International Association of Chiefs of Police, Online*. November, Online. Retrieved from <http://www.policechiefmagazine.org/police-hostage-crisis-negotiators-in-the-us-result-highlights-from-a-national-survey/>

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## SOLICITED BOOK ENDORSEMENTS

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Sgt. Kevin Briggs, California Highway Patrol (ret.). (2015). *Guardian of the Golden Gate: Protecting the Line Between Hope and Despair*.

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## RECENT ACADEMIC AND PROFESSIONAL PRESENTATIONS

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Missouri Association of Hostage Negotiators, 8-hour Training. St. Louis, MO. December 13<sup>th</sup>, 2023.

New York Police Department, Hostage Negotiator Conference. Plenary Speaker. *Negotiating with a Psychotic Cop Killer, Debrief*. New York, NY. November 30<sup>th</sup>, 2023.

Wisconsin Department of Corrections Conference. Keynote and Breakout Speaker. *De-escalation Techniques, Negotiating with Different Psychiatric Conditions, and Debriefs from a Hostage Negotiator*. Appleton, WI. October 16<sup>th</sup> & 17<sup>th</sup>, 2023.

Texas Association of Hostage Negotiators Conference. Plenary Speaker, *Negotiating with the Psychotic Cop Killer, Debrief, and Negotiate Like You Will See Them Again: A Psychiatric Odyssey* Arlington, TX. October 12<sup>th</sup>, 2023.

California Association of Hostage Negotiators Conference. Plenary Speaker, *Negotiate Like You Will See Them Again: A Psychiatric Odyssey*. Burbank, CA. September 27<sup>th</sup>, 2023.

Midwest Association of Hostage Negotiators Conference. Plenary Speaker, *Negotiating with a Psychotic Cop Killer, Debrief*. Columbus, OH. September 6<sup>th</sup>, 2023.

Federal Bureau of Prisons, Hostage Negotiator Training, 8-hours. Iowa. August 24<sup>th</sup>, 2023.

Crisis Intervention Teams International Conference. *From Line-Of-Duty Death Notification to Three Years Later: The Cost of Empathy*. Detroit, MI. August 15<sup>th</sup>, 2023.

Indiana Association of Hostage Negotiators Conference. Plenary Speaker, *Establishing Your Kill Line, and Negotiate Like You Will See Them Again, Debrief*. Bloomfield, IA. August 9<sup>th</sup>, 2023.

Louisiana Association of Hostage Negotiators Conference. Plenary Speaker, *Negotiating with a Psychotic Cop Killer, Debrief*. Baton Rouge, LA. June 13<sup>th</sup>, 2023.

Florida Association of Hostage Negotiators Conference. Plenary Speaker, *Callout Debriefs, Applications, and Lessons Learned*, Clearwater Beach, Florida. June 6<sup>th</sup>, 2023.

Illinois Association of Hostage Negotiators Conference. Plenary Speaker, *Negotiating with a Psychotic Cop Killer, Debrief*. April 27<sup>th</sup>, 2023.

Arizona Tactical Officers Association, Crisis Negotiator Conference and Competition. Plenary Speaker and Competition Judge, *Negotiating with the Psychotic and Other Psychiatric Conditions*, April 25<sup>th</sup> & 26<sup>th</sup>, 2023.

Public Agency Training Council and the International Association of Hostage Negotiators. 8-Hour Plenary Speaker, *Negotiator Competencies and Callout Debriefings*, Las Vegas, Nevada. April 24th, 2023.

Baltimore County Hostage (Crisis) Negotiator Conference. *Negotiating with a Psychotic Cop Killer, Debrief*. Baltimore, MD. March 7<sup>th</sup>, 2023.

McCormack, I. G., Thoen, M. A., Fortner, M. L., Piña-Watson, B., Trejos-Castillo, E., Young, A. T., Willhelm, J. P., & Snodgrass, M. (2023, March). *What Do They Want?: How Law Enforcement Officers Respond to Wellness Programs*. Annual conference of the American-Psychology Law Society, Philadelphia, PA.

Fortner, M., Thoen, M., Brady, M., Ziemba, C., Pina-Watson, B., Trejos-Castillo, E., Young, A., Bergen, S., Willhelm, J., & Snodgrass, M. (March, 2022). *A Law Enforcement Comprehensive Wellness Program: One Year Post-Implementation*. Poster Session, American Psychology-Law Society. Denver, Colorado.

Zaru, R., Mashburn, P., Cenicerros, R., Nguyen G., Manzo, G., Pina-Watson, B., Thoen, M., Willhelm, J., Snodgrass, M., Burgen, S., & Young, A. (November, 2021). *Review of a Comprehensive Wellness Program for Police: Participatory Action Research Qualitative Approach*. American Society of Criminology. Chicago, Illinois.

National Conference on Police Social Work. 2-Hour Keynote Speaker. *The Use of Mental Health Professionals Within Police Departments*. Bloomington, IN. October 20<sup>th</sup>, 2021.

Texas Association of Hostage Negotiators. *Negotiator Competencies and Callout Debriefs*. October 7<sup>th</sup>, 2021.

Iowa Association of Hostage Negotiators, 2-Hour Plenary Speaker. *Negotiating with Subjects in Psychiatric Crisis and Debriefs as Examples*. September 21<sup>st</sup>, 2021.

International Association of Chiefs of Police. *The Use of Psychological Consultants on Crisis (Hostage) Negotiating Teams*. (2-Hour Webinar), September 12<sup>th</sup>, 2021.

Tampa Area Negotiator Competition, 2-Hour Plenary Speaker. *Negotiator Competencies and Callout Debriefs*. September 2<sup>nd</sup>, 2021.

Brady, M. S., Thoen, M. A., Willhelm, J. P., Snodgrass, M., Piña-Watson, B., Trejos-Castillo, E., & Young, A. (2021, August). *Implementing a peer support and wellness program with the Lubbock Police Department*. Poster accepted for presentation at the Annual Convention of the American Psychological Association.

Western States Hostage Negotiators Association, 2-Hour Plenary Speaker. *Facilitating a Face-Saving Surrender*. May 4<sup>th</sup>, 2021.

Crisis Negotiators of Oklahoma, 2-Hour Plenary Speaker. *Negotiator Competencies and Negotiating with the Empathy Impaired*. April 14<sup>th</sup>, 2021.

Central North Carolina Negotiator Network Annual Training Conference, (3-Hour Webinar). *Negotiator Competencies and Negotiating with the Empathy Impaired*. April 12<sup>th</sup>, 2021.

Crisis Intervention Teams Conference – Texas Chapter, 2-Hour Plenary Speaker. *Mental Health Partnerships at the Lubbock Police Department*. April 10<sup>th</sup>, 2021.

Public Agency Training Council and the International Association of Hostage Negotiators. 8-Hour Plenary Speaker, *Negotiating with Different Psychiatric Conditions, Negotiating with the Suicidal, and Callout Briefings as Examples*. Las Vegas, Nevada. March 29<sup>th</sup>, 2021.

Wisconsin Association of Hostage Negotiators, 4-Hour Plenary Speaker. *Negotiator Competencies, Influence and Persuasion, and Operational Examples*. March 17<sup>th</sup> and 18<sup>th</sup>, 2021.

National Tactical Officers Association, Crisis Negotiator Conference (4-Hour Webinar), *Negotiating with the Empathy Impaired*, November 17<sup>th</sup>, 2020.

International Association of Chiefs of Police, (2-Hour Webinar). *Police Response to the Armed and Suicidal*, October 23<sup>rd</sup>, 2020.

Orlando Police Department Hostage Negotiator Training. 3-hour Plenary Speaker. *Crisis Negotiator Competencies*, September 25<sup>th</sup>, 2020.

International Law Enforcement Training Summit (Webinar), *Crisis Intervention Training for Officers*. July 27<sup>th</sup> – 31<sup>st</sup>, 2020.

Seton Hall Law School, Course in Negotiations. 1-hour Plenary Speaker. *Hostage (Crisis) Negotiations and Mental Health Professionals*. Via Skype. February 8<sup>th</sup>, 2020.

South Plains Emergency Medical Services Conference. *Crisis Intervention Skills*. Lubbock, Texas, February 1<sup>st</sup>, 2020.

Thirtieth Annual Crisis Negotiation Competition. Competition Judge, and Conference Presenter: *Negotiator Callouts: What Worked and What Didn't*. San Marcos, Texas. January 14<sup>th</sup> – 17<sup>th</sup>, 2019.

Seton Hall Law School, Course in Negotiations. *Hostage (Crisis) Negotiations and Mental Health Professionals*. Via Skype. February 8<sup>th</sup>, 2020.

New York Police Department. 2-hour Opening Plenary Speaker. *Negotiating with the Empathy Impaired*. December 6<sup>th</sup>, 2019.

New York State Police. 2-hour Plenary Speaker. *Negotiating Strategies and Skills for Negotiating with the Suicidal*. November 7<sup>th</sup>, 2019.

Minnesota Corrections Association. 3-hour Plenary Speaker. *Crisis Intervention Skills and Examples for Correctional Officers*. October 25<sup>th</sup>, 2019.

Kansas Association of Hostage Negotiators. *Negotiation Callout Debriefings, Negotiating with the Empathy Impaired, and Psychiatric Conditions and Negotiation Strategies*. 8-hour presentation for Basic Negotiator School. October 23<sup>rd</sup>, 2019.

Michigan Association of Hostage Negotiators. 2-hour plenary speaker. *Successful Negotiations and Facilitating a Face-Saving Surrender*. Ann Arbor, Michigan. October 16<sup>th</sup>, 2019.

Engage and Excel Conference. *Panel Participant: Trauma, Stress, and Treatment for Law Enforcement Professionals*. Austin, Texas. September 27<sup>th</sup>, 2019.

Choctaw Nation: Navigating Mental Health and Substance Abuse Through Counseling, Law Enforcement and the Judicial Process. *Crisis Intervention Skills and Mental Health Professionals and Law Enforcement Working Together*. Durant, Oklahoma. Sept. 24<sup>th</sup>, 2019.

Calgary (Canada) Association of Hostage Negotiators. 2-hour Plenary Speaker. *Callout Debriefs, Skills Review, and Coping with Bad Callouts*. Calgary, Canada. Sept. 17<sup>th</sup>, 2019.

Rocky Mountain Association of Hostage Negotiators. 2-hour Plenary Speaker. *Negotiating with the Empathy Impaired and Having a Psychological Consultant on a Hostage Negotiating Team*. Copper Mountain, CO. September 11<sup>th</sup>, 2019.

National Sheriff's Association Conference. *Crisis Intervention Skills and Callout Review: How to Talk to the Mad, Bad, and Sad*. Louisville, KY. June 15<sup>th</sup>, 2019.

New York Association of Hostage Negotiators. 2-Hour Plenary Speaker. *Negotiating with Suicidal Subjects: A Case Study Analysis*. Buffalo, NY. May 23<sup>rd</sup>, 2019.

Scotland National Basic Negotiator Course. *Negotiating with Jumpers: Case Study Analyses*. Edinburgh, Scotland. May 9<sup>th</sup>, 2019.

Western States Hostage Negotiator Association. 2-Hour Plenary Speaker. *Coping with Bad Callouts, Skills Review and Callout Debriefing as Example*. Spokane, WA. April 8<sup>th</sup>, 2019.

West Texas Counseling Association. Panel Discussion Moderator: Law Enforcement and Mental Health Professionals Working Together. March 22<sup>nd</sup>, 2019.

Louisiana Association of Crisis Negotiators. 4-Hour Plenary Session. *Coping with Bad Callouts, Skills Review and Callout Debriefing as Example*. Baton Rouge, LA. March 14<sup>th</sup>, 2019.

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**PROFESSIONAL CREDENTIALS**

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Licensed Professional Counselor – Board Approved Supervisor

Nationally Certified Counselor

Certification in Eye Movement Desensitization and Reprocessing

Texas Commission on Law Enforcement – Certified Basic Instructor

International Critical Incident Stress Foundation - Basic, Peer, Advanced, and Train-the-Trainer