

Donald A. Hayden
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Qualifications Highlights:

- Supervisory Special Agent, DACID (Retired)
 - 38 years investigations experience
 - Trained Child Forensic Interviewer
 - Master's Degree in Forensic Science
 - 41 Years Law Enforcement Experience
 - Commander of Criminal Investigations Unit
- Missouri POST certified Police Officer and Instructor
- Completed one year fellowship in Forensic Medicine, AFIP
- Fellow Status Member, American Academy of Forensic Science
- Former Diplomat, American Board of Medico-Legal Death Investigators
- Former Chief, Investigations Branch, Child Abuse Investigations Course
 - Former Chief, Crimes Against Persons Branch, US Army MP School
- Former owner of business with annual operating budget of 1.25 million dollars

Summary of Experience: Donald Hayden retired from full time law enforcement in June, 2023 after over 41 years. He served 20 years in the US Army, 18 of those in the Criminal Investigations Division. During his tenure in the U.S. Army, Mr. Hayden held a myriad of positions ranging from a division level military policeman in deployed areas to Commander of a CID Detachment, and finally as the Physical Evidence and Crimes Against Persons Investigations branch chief and course developer for the U.S. Army Military Police School where he served for nearly five years as the subject matter expert in forensics, Criminalistics, and death investigations. After retirement, he was employed for 10 years at the Pulaski County Sheriff's Office where he was the chief of detectives, responsible for 7 subordinate detectives. He completed a one-year fellowship in forensic medicine at the Armed Forces Medical Examiner's Office, specializing in death investigation and identification of the dead. For 9 years he was a Supervisory Special Agent with the US Army Criminal Investigation Command, responsible for the supervision of all sexual violence, child abuse and death investigations at Fort Stewart, GA and Fort Leonard Wood, Missouri For 4 years, he was the course manager and lead instructor for the US Army's Child Abuse Prevention and Investigative Techniques Course. He is a current faculty member with Columbia College, Columbia, Missouri where he instructs in the full spectrum of Criminal Justice and Forensic Sciences. Among his professional credits, he has been named CID Special Agent of the Year, U.S. Army Military Police School Warrant Officer Instructor of the Year and Columbia College Instructor of the Year. He has published two textbooks, "Child Abuse Investigations – From Dispatch to Disposition" (2016, Thomas Publishing) and "Crime Scene Processing Workbook and Laboratory Manual" (2004, CRC Press). He also authored a chapter in a sexual assault investigations text. He has created complete courses of instruction for the U.S. Army and has extensive background in the Systems Approach to Training course development methodology Mr. Hayden has excellent organizational skills as evidenced by owning and operating a facility with an annual operating budget of \$1,250,000, and 30 employees. As a police commander and a businessperson, records management, budget and planning were of paramount importance. Personnel actions such as hiring, mentoring, and counseling, and if required, termination, were a daily responsibility. He was directly responsible for public interaction and customer satisfaction. He maintained all personnel, administrative and criminal investigations related files and records in an orderly, retrievable fashion. He is a 2008 recipient of the State of Missouri Governor's Medal of Valor for Public Safety.

Relevant Technical Training / Skills:

- Fellow in Forensic Medicine, Armed Forces Medical Examiner's Office
- Fellow, American Academy of Forensic Sciences
- Former Diplomat, American Board of Meido-Legal Death Investigators
- Forensic Pathology and Forensic Odontology Training Courses, Armed Forces Institute of Pathology

- Trained Child Forensic Interviewer, trained in both the NICHD and Childfirst methodologies
- Special Victim Unit Investigations Training Course and Instructor
- Blood Stain Pattern Analysis Instructor
- Forensic Photography Instructor
- Court Certified Subject Matter Expert in Crime Scene Reconstruction
- Warrant Officer Staff, Advanced and Basic Course Graduate
- Systems Approach to Training Course
- Instructor Training and Supervisor's Courses
- Formerly Missouri POST Certified Police Officer and Generalist Instructor
- Over 50 total technical schools

Education:

- Master of Forensic Science, Forensic Science, George Washington University, 1998
- B.S., Criminal Justice, University of Maryland, 1996

Military Experience: Retired from the US Army after 21 years of service, 4 years as a uniformed patrolman and 18 as a CID Special Agent.

Organization and Leadership Skills: For four years, as a business owner, fostered relationships and generated contracts with both Federal Government and civilian entities. Developed a business plan, obtained franchise, designed, constructed and managed day to day operations of a 70-room lodging facility. Prepared annual business plans for the Small Business Administration and parent franchise. The annual business plans included proposed budgets; estimated profit and loss; personnel and business development plans. Planned all aspects of operations from daily to annual planning for budget, advertisement, sales, business development; finances, maintenance; personnel and administration.

Advancia project leader on two separate contracts (Critical Incident Peer Support (CIPS) and Police Intelligence Collections (PIC)). As project leader, in addition to instruction, schedules instruction personnel, manages paperwork and prepares weekly and monthly reports; conducts meetings with the government.

Managed a US Army Task Force of 42 personnel conducting the US Army Sex Crimes Task Force. Prepared and delivered twice daily General officer briefings. Responsible for 1300 criminal investigations during the task force. Wrote or reviewed every investigative report for thoroughness and accuracy. Prepared written after-action review for the Department of the Army Inspector General.

Technical Qualifications:

Mr. Hayden is a graduate of the US Army Warrant Officer Staff Course. This course pertained to short, long, and strategic level planning, including inter-agency coordination and interaction at the federal, state and local levels.

Chief Warrant Officer Four (retired) after nearly 21 years of service. Assignments included command, line and staff positions. Accomplished short, long and strategic planning during peacetime and conflicts.

As a branch chief, planned scheduled and executed training at all military ranks. Reviewed and updated 150 lesson plans with best practices. Managed budgets and personnel. Wrote evaluations, awards, and concept papers including new course development and building construction.

As a detachment commander, responsible for all aspects of day-to-day operations from investigations to administration, budget and training. Completed supervisory review and authored or approved 100% of written reports in office. Identified as installation staff for matters of anti-terrorism.

As battalion staff, managed sub-programs and inspected 13 subordinate offices for regulatory compliance.

Authored two proposals for new facility construction. This included needs analysis; research of current best practices and current Corps of Engineers construction regulations; coordination with architectural personnel and oversight of construction of new facilities.

Professional Experience:

December 2023-Current: Part-time independent consultant, Second Look LLC. Conduct subject matter expert review of child abuse, sexual abuse and death investigations. Instruct Child Abuse Investigations Courses.

August 2000 – Present: Faculty Member, Columbia College, Columbia, Missouri. Forensic Science Faculty member instructing full spectrum Criminal Justice and forensic science courses.

December 2018- 30 June 2023 (retired 30 June 2023): Supervisory Special Agent and Forensic Science Officer, Fort Leonard Wood Resident Agency, USACID, Fort Leonard Wood, MO: Supervisor of 12 subordinate special agents responsible for the investigation of all sexual assault, child abuse, death and other persons crimes investigations. Reviewed all subordinate's investigations for thoroughness, accuracy, and completeness. Conducted sensitive investigations involving senior commanders accused of misconduct. Conducted briefings and training for installation leadership. Personally, led the most intricate investigations in the office, including murder and attempted murder. As part of this assignment traveled worldwide to complete investigations in other jurisdictions. Presented a US Army Staff Judge Advocate Professional Development Courses in both Charlottesville, VA and Orlando, FL. Completed a presentation to a United States Congressional Delegation concerning one of the homicide investigations I completed.

September 2014 – December 2018: Supervisory Special Agent, Special Victims Unit Sexual Assault Investigator and Forensic Science Officer, Fort Stewart CID Office, Fort Stewart, Georgia: Supervisor of Six subordinate special agents responsible for the investigation of all sexual assault , child abuse, death and other persons crimes investigations. Reviewed all subordinate's investigations for thoroughness, accuracy, and completeness. Conducted sensitive investigations involving senior commanders accused of misconduct. Conducted briefings and training for installation leadership. Personally, led the most intricate investigations in the office, including murder and attempted murder. Traveled worldwide to conduct homicide investigative leads in a child homicide which resulted in a Federal murder conviction.

January 2011 – December 2020: Adjunct Faculty, US Army Medical Center and School, Joint Base San Antonio, TX: Adjunct instructor in Structured Child Interview Training Course. Training 30 students five times per year in structured Child Interviews. Conducted courses worldwide for military and civilian members of the Department of Defense

January 2011 – September 2014: Branch Chief and Course Manager, Investigations Branch, Family Advocacy Law Enforcement Training Division, US Army Military Police School, Fort Leonard Wood, Missouri. Course manager and primary instructor for the Child Abuse Prevention and Investigative Training (CAPIT) Course. Subject matter expert for the United States Army Military Police School in Child Abuse Investigations and Child Forensic Interviews. Responsible for the instruction or supervision of all CAPIT courses. Serves as Subject Matter Expert to the Military Police School on matters of child abuse, child death investigations, sex crimes investigations. Personally, conducting seven iterations per year to approximately 45 personnel per class. Traveled worldwide conducted adhoc training in child interviews, child abuse investigations and adult sexual crimes investigations. Conducted approximately 20 adhoc training courses per year. Traveled worldwide on behalf of the US Army Criminal Investigation Command conducting the most difficult child victim interviews.

August 2008 – 2010: Training Developer and Project Leader, Advancia Corporation. Supervisor responsible for development of courses of instruction from concept to delivery. Created learning objectives, prepared lesson plans and course delivery products. Coordinated with US Government representatives and ensured compliance with contract and legal requirements. Supervised personnel and coordinated all aspects of contracts.

January 2005 – September 2014: Deputy Sheriff / Chief of Detectives Pulaski County Sheriff's Department, Waynesville, MO. (20 hrs per week) Supervised investigative process of subordinate detectives. Obtained search warrants, conducted complex homicide investigations as well as the most complex child abuse investigations. Completed numerous complex investigations including state v. John Brown, a cold case homicide from 1986 which resulted in a life sentence. Awarded State Medal of Valor, 2008.

July 2003 – September 2007: Owner and daily manager of Baymont Inn and Suites, St. Robert, MO. Owner of a 70-room lodging facility with an annual operating budget of 1.25 million dollars. Interviewed, hired, trained, mentored and counseled an average daily staff of 30. Personally, managed all facets of operation from personnel and administration to maintenance and logistics. Managed occupancy, coordinated with community and other agencies.

1998 - May 2003: Branch Chief, Physical Evidence Branch, US Army Military Police School. Fort McClellan, AL and Fort Leonard Wood, MO. Responsible for the instruction or supervision of all Criminalistics and forensics courses taught to military investigators from all branches of the Department of Defense and allied nations. Served as Subject Matter Expert to the Military Police School on all matters of Criminalistics, death investigations crime scenes, and forensic science. Personally, conducting training courses to approximately 60 personnel per month. Forensic Science Officer for the Ft. Riley CID Battalion, responding to serious criminal investigations and providing guidance and assistance in crime scenes evaluation, evidence identification and collection.

1997-1998: Fellow in Forensic Medicine, Armed Forces Institute of Pathology. Washington, DC. Completed training in the areas of forensic pathology, anthropology, dentistry, anatomy, and physiology. Attended approximately 100 forensic autopsies.

1996-1997: CID Special Agent, Special Agent in Charge. Aberdeen Proving Ground, MD. Responsible for all operational aspects of the unit including but not limited to personnel, administration, logistics, investigations, intelligence, maintenance, and budgetary operations. Felony level criminal investigator and supervisor responsible for investigation of a full spectrum of felony complaints. As a portion of this period, was Special Agent in Charge, Army Sex Crimes Task Force, Aberdeen Proving Ground, MD.

1994-1996: CID Special Agent, Assistant Special Agent in Charge, Aberdeen Proving Ground, MD. Felony level criminal investigator and supervisor responsible for investigation of a full spectrum of felony complaints with emphasis on supervision of all operations within the resident agency.

1991-1994: CID Special Agent, Economic Crimes Team Chief and Staff Officer, Kaiserslautern, Germany. Felony level criminal investigator and supervisor responsible for investigation of a full spectrum of felony complaints with emphasis on the economic crimes' programs within thirteen subordinate offices. Conducted inspections of investigations and fraud investigation programs and conducted more complex investigations within the entire area of operation. Conducted extensive white collar crime investigation resulting in the recovery of in excess of 1 million dollars.

1988-1991: CID Special Agent, Narcotics Team Chief and Criminal Intelligence Coordinator, Bremerhaven, Germany. Felony level criminal investigator and supervisor responsible for investigation of a full spectrum of felony complaints with emphasis on narcotics investigations. Conducted or supervised extensive undercover investigations resulting in large purchases and seizures of all forms of controlled substances. Criminal Intelligence Coordinator for resident agency, responsible for collation, retrieval and analysis of criminal intelligence of all forms.

1985-1988: General Crimes CID Special Agent, Aberdeen Proving Ground, MD. Felony level criminal investigator, responsible for investigation of a myriad of felony complaints including but not limited to larceny, burglary, bribery, contract fraud, sexual assault, child abuse and homicide investigations.

1982-1985: Military Police Patrolman, Fort Bliss, Texas and Bamberg, Germany. General police patrol duties, responsible for law-and-order operations, first responder and initial investigative duty. Major responsibilities included traffic enforcement, misdemeanor investigation, and criminal patrol.

1980-1982: Police Patrolman (reserve), Pinckney Michigan, Responsible for law-and-order operations, first responder and initial investigative duty. Major responsibilities included traffic enforcement, misdemeanor investigation, and criminal patrol.

Teaching Experience: *US Army Master Instructor Certified*

August 2000 – Present: Faculty Member, Columbia College, Columbia, Missouri.

January 2011- September 2014: Course Manager, Child Abuse Prevention and Investigations Training Course.

January 2011- December 2020: US Army Military Medical School and Command, Joint Base San Antonio, Texas – Instructor for the National Institute of Child Health and Human Development Structured Child Interview Training Course.

August 2008-December 2010 – Advancia Corporation – Instructor for Critical Incident Peer Support Course. Traveled to Europe, Korea and Japan as well as CONUS locations conducting the US Army Military Police School Critical Incident Peer Support Course. Conducting approximately 20 courses.
August

1998-April 2003: Course manager, Crime Scenes and Death Investigations, US Army Military Police School.

Course Development Experience:

2022: Columbia College, CJAD 203, Crime Scene Investigation (40 contact hours), online course – redesign.

2014: Columbia College, FRSC 445, Forensic Pathology, (40 contact hours) online course – initial design.

2011: US Army MP School, Child Abuse Prevention and Investigative Techniques (64 contact hours) – Resident Class, course redesign.

2010: Advancia Corporation, Police Intelligence suite of courses (Collector's Course, Analysis Course) (40 contact hours) – Resident Course, initial course development.

2000: US Army MP School, Advanced Crime Scene Investigations Course (80 contact hours) – Resident Course, initial course design.

1999: US Army MP School – Death Investigations Course (40 contact hours), Resident Course, course redesign and digitization.

Publications, Papers and Professional Peer Reviewed Presentations

- Investigating Sexual Assault, CRC Press, Boca Raton, FL, ISBN 9781032140513, Chapter: Child Interviews, December 2021
- Corroborating Child Abuse – The Difference between prosecution and Continued Victimization, Crimes Against Children Conference, Dallas, TX, August 2018
- Death of a 14-month-old Child – Persistence is the Key, Presented to the American Academy of Forensic Sciences, Seattle, WA, 2018
- Child Abuse Victim Interviews, Presented to the American Academy of Forensic Sciences, Seattle, WA, 2018
- Child Death Investigations, Presented for the Kid's Harbor Child Advocacy Staff and Multi-Disciplinary Team members, Camdenton, Missouri, 2017
- Child Abuse Investigations – From Dispatch to Disposition, Thomas Publishers, LLC, Springfield, IL [ISBN-13: 978-0398091415 ISBN-10: 0398091412], 2016
- Extreme Violence – Military versus Civilian Criminal Investigations, Presented to the American Academy of Forensic Sciences, Las Vegas, Nevada, 2016

- Cold Case Homicide – John Brown Brought to Justice 20 Years Later, Presented to the American Academy of Forensic Sciences, Las Vegas, Nevada, 2016
- “Forensic Experiential Trauma Interviews, A Conversation with the Brainstem”, Dallas Child Advocacy Conference, Dallas, Texas, 2012 (co-presenter).
- “Forensic Experiential Trauma Interviews, A Conversation with the Brainstem” Presented to the American Academy of Forensic Sciences, Atlanta, Georgia, 2012.
- “Skeletal Recovery Sites, a Multi-Disciplinary Approach,” Presented to the Missouri Division of International Association for Identification, Lake Ozark, Missouri, 2007.
- Crime Scene Processing Manual, CRC Press, Boca Raton, Florida, [ISBN 0849321034], 2004.
- Autoerotic Asphyxia: Validating Current Training Doctrine,” Presented to the American Academy of Forensic Sciences, Chicago, IL, 2003 (co-presenter).
- “Obtaining Wet Latent Impressions with Magnetic Powder,” The Daily Hound (Lynn Peavey Corp), 2001.
- “CID Reserves Prepare for Deployment to Kosovo,” Military Police Journal, November 2000.
- “Effects Of Latex Paint Upon The Ability Of Luminol To Detect Blood,” Presented to the American Academy of Forensic Sciences, Reno, Nevada, 1998.
- “Sudden Infant Death in the US Army 1987-1997, A Statistical and Investigative Review,” Presented to the Armed Forces Medical Examiner, Rockville, Maryland, 1998.
- “Shotgun Distance Determination,” Presented to the Armed Forces Medical Examiner, Rockville, Maryland, 1998.

Honors:

- Columbia College, Director’s Award for Excellence, 2010.
- State of Missouri Medal of Valor for Public Safety, 2008.
- Pulaski County Sheriff’s Office Medal of Valor, 2008.
- Baymont Inn, “Best of Baymont,” 2006.
- Baymont Inn, Franchise of the Year, 2005.
- Columbia College, Fort Leonard Wood, MO, Instructor of the Year, 2001-2002.
- US Army MP School, Warrant Officer Instructor of the Year, 2000.
- US Army Criminal Investigation Command Warrant Officer Special Agent of the Year, 1997.