Personnel Security:
Insider Threat Detection

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Threats are People
Threats are Insiders

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Threat Assessment

- People provide a series of clues to their current and future status as a threat through their behavior – they do not “just snap”
- Threatening behaviors develop/escalate over time - the targeted violence process
- People are natural threat assessors and possess a “brilliant guardian”

INTENT

ABILITY

OPPORTUNITY

Grievance ➔ Ideation ➔ Planning ➔ Preparation ➔ Action
Raymond Clark - Yale University, 2006

- Vet lab technician at Yale University, murdered graduate student Annie Le.
- Clark complained Yale researchers were not following animal husbandry protocols; had emailed Le in days prior to the murder confronting her for not adhering to animal protocols.
- Reports that Clark displayed controlling and violent behavior, especially towards former girlfriends. One ex girlfriend was the apparent victim of threats and received a protective escorted by local police.
- Falsified resume, claimed that he had worked on a farm caring for animals: required animal husbandry experience factor for the job.
Camille Marino – Negotiation Is Over

- Founder of a Florida-based organization, Negotiation is Over (NIO) claims to be a member of Animal Liberation Brigade.
- Violated a protective order for arson threats against Wayne State University Professor Daniel O’Leary.
- Firebombing of UCLA Professor David Dentsch house was attributed to the Animal Liberation Brigade. In threat communication used the misnomer “David ‘Tiller’ Dentsch” a clear reference to the late Wichita, KS physician and victim of Abortion Rights Extremist violence.
- NIO has subsequently targeted undergraduates and other “soft targets” in an attempt to pay for information on other, more senior scientist involved in animal research, or sabotage of college courses and seminars.
Sheela Birnsteil – Rasneesh Cult
(a.k.a. Ma Anand Sheela, Sheela Silverman, ne Sheela Ambalal Patel)

- Lead a conspiracy in 1984 to poison the population of The Dalles to manipulate a local election to affect a land-use determination that prevented the formation of City of Rajneeshpuram in Wasco Co. OR.
- Manipulated Diane Yvonne Onang (a.k.a. Ma Anand Puja) a nurse practitioner in the Rajneesh Medical Corporation, to use her credentials to acquire *S. typhimurium* from ATCC.
- Became the *de facto* leader controlled members of the cult, including the cult guru Bhagwan Shree Rajneesh through manipulation.
- Know for her violent, abusive outbursts and intimidation of subordinates.
- Sheela, also conspired with other cult members to attempt the assassination of the Wasco County Land Commissioner, the Assistant U.S. Attorney in Portland and the Oregon States Attorney.
Personnel Security

Pre-access Suitability – establishes a behavioral baseline
Personnel Reliability - ongoing assessment to identify if/when individual deviates from their behavioral baseline
Personal Security - protects individuals from unknowingly contributing to an insider threat by educating them in areas such as operation security, information security, and threat awareness
Training – awareness is the pre-requisite for compliance

Insider Threat Detection
## Suitability

### Protective Investigation
- Titles
- Liens
- Residences
- Licenses
- Passport & Visas
- Travel
- Receipts
- Bank Records
- Credit
- Neighbor Interview
- Friend Interview
- Coworker Interview
- Supervisor Interview
- Weapons
- Arrests/Warrants
- Convictions
- Court orders
- Military records
- Mental health findings

### Credentialing in Biomedical Fields
- Educational Credentials
- Recognizable and credible references
- Insured against malpractice
- State Licenses/Registrations
- Fellowships/residency programs
- Member of appropriate Professional Societies and Credentials
- Board Certifications and Examinations
- DEA number
- Publications
- Abstracts
- Awards
- Patents
- Select Agent Program Security Risk Assessment
Suitability and Deception

- **Deception** provides cover for threats attempting to gain access or carry out plans and preparation for action.
- Deception Detection is a skill, comprised of visible indicators, that can be learned.
- Deception on Resumes/Curricula Vitae is prolific – up to 50%
Personal Security - Elicitation and Manipulation

- Elicitation is an attempt to get an otherwise unwilling participant to reveal information, usually by initiating a strategic conversation.
- Everybody elicits information in all aspects of their lives. Deception is a way to deflect elicititation.
- Manipulation involves trapping a victim and forcing them to act or behave in a specified manner.
- Manipulation tactics include: financial, *agent provocateur*, ideological, physical threat, and sexual.
Reliability

- **Reliability**: Maintaining suitability for access to valuable biological materials over time

- **Reliability Scope**
  - Changes in employee performance
  - Behaviors that might indicate changes in behavioral baseline established during initial suitability phase
  - Escalation of behaviors of concern
  - Incidents
  - Work-life issues
  - Unauthorized/unreported travel
  - Social media
  - Behaviors of concern
Reliability – Reporting

- Reporting is the cornerstone of a successful personnel reliability program. Employees only know what to report if they receive training.

- There are two types of reporting:
  
  - Peer Reporting
  
  - Self Reporting

- The integrity of peer reporting is protected by preventing reprisal - similar to U.S. whistleblower protections

- The integrity of both peer and self reporting is further protected by preventing false reporting

- Reprisal and false reporting are both forms of manipulation.
Application of Clinical Psychology

- The Defense Personnel and Security Research Center (PERSEREC) conducted a survey of 20 DoD clearance adjudicators regarding high-risk personality traits that were used to build a composite personality for threats (Technical Report 11-05).

- Psychological evaluation of these traits diagnosed major personality disorders as the best diagnosis in the Diagnostic and Statistical Manual of Mental Disorders (DSM-V):
  - Narcissistic Personality Disorder
  - Antisocial Personality Disorder
  - Borderline Personality Disorder
  - Histrionic Personality Disorder (DSM-IV TR)
  - Psychopathy is Antisocial Subtype
Major Personality Disorders?

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