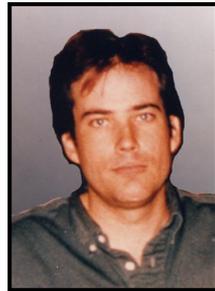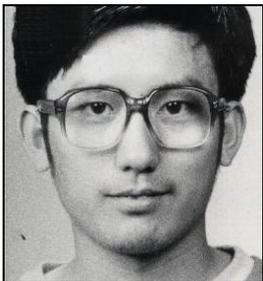# **Personnel Security:**
Insider Threat Detection

Ben Perman, PhD, RBP

USDA ARS 3rd International Biosafety and Biocontainment Symposium

Baltimore, Maryland

Threats are People

Threats are Insiders

Frederick Thomas

Samuel Crump

Daniel Roberts

Ray Adams

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 |
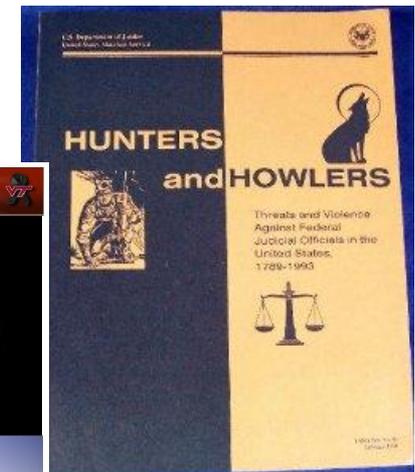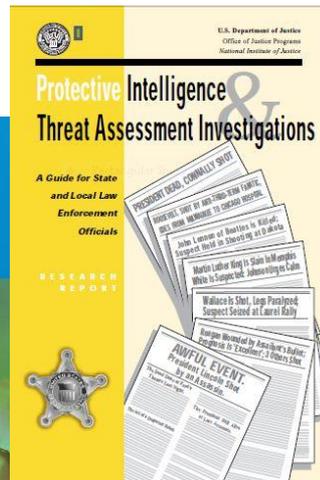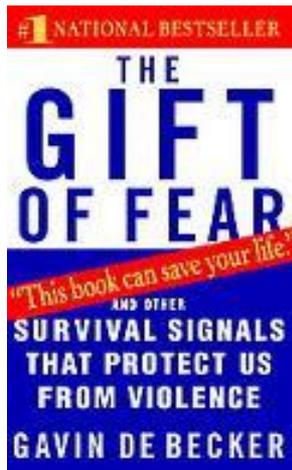
Raymond Clark - Yale University, 2006

- 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 Bhagwhan 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
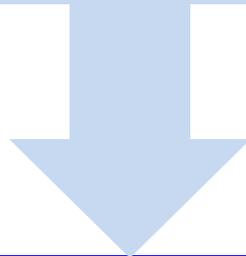
Insider Threat Detection

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 elicitation

- 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
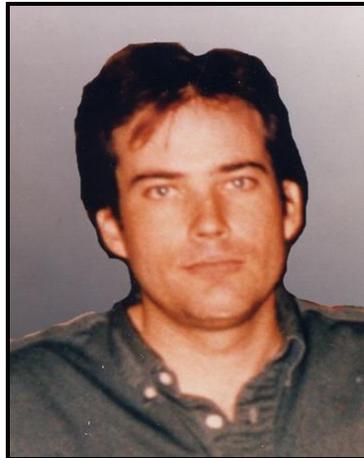
Reliability

- **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

▶ he 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
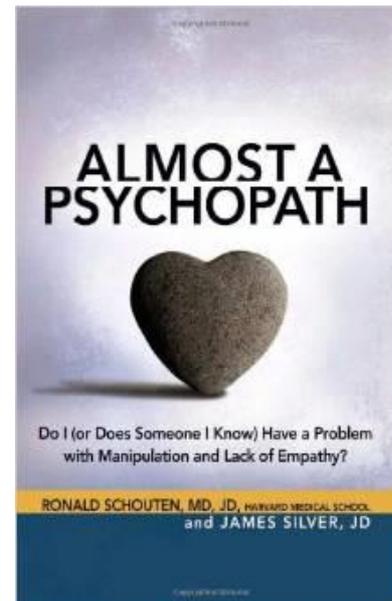
Major Personality Disorders?

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