

Shawnda Drummond

Polygraph Examiner and Investigator

(704) 315-1640
monarchpolygraph@gmail.com

Professional Profile

Highly organized, reliable and dependable—sets priority objectives focused on timelines and compliance to standards
Meticulous detail orientation—formulates effective strategies with contingencies to ensure excellence in results
Motivates, inspires and mentors—provides clear direction and effectively delegates; seasoned presenter
Establishes and maintains productive relationships—builds diverse teams, via courtesy, flexibility and respect
Considers multiple perspectives—leads in a fair and equitable manner; promotes consensus and resolves conflict
Maintains high standards of excellence—highly ethical, loyal and persistent; consistent with follow through

Professional Experience

MONARCH POLYGRAPH, LLC *Polygraph Examiner*

11/24-present

Polygraph Examiner, Private Investigator, Leader with Top Secret / SCI Clearance

Owner

11/24-present

- Started Monarch Polygraph, LLC, operating in NC, SC, and GA
- Licensed Private Investigator and Polygraph Examiner through the NC Private Protective Services Board.
- Provides polygraph services to local, state, and federal government agencies, and law firms.
- Trainer and instructor of polygraph, crisis negotiation to first responders, and interviewing and interrogation for law enforcement agencies and private sector.

FEDERAL BUREAU OF INVESTIGATION

Special Agent

6/04—11/24

Polygraph Examiner, Crisis Negotiator, Investigator, Leader with Top Secret / SCI Clearance **Washington, DC**

Supervisory Special Agent Polygraph Examiner and Acting Unit Chief

5/23—11/24

- Served in positions of increasing responsibility: Directed strategic, operational and investigative actions as Supervisory Special Agent and Acting Unit Chief and subject matter expert at FBI Headquarters Polygraph Unit;
- Initiated a new policy allowing a polygraph appeal process to improve the trusted workforce;
- Planned, coordinated and conducted oversees vetting polygraph examinations and training in Europe, Asia and Latin America;
- Liaison with FBI Supervisory Special Agent Polygraph Examiners at the National Center of Credibility Assessment. Attended Agency week to coach and develop personnel;
- Facilitated ongoing training for FBI Polygraph Examiners by planning conferences and training, and submitting budgetary requests to promote sustained excellence in the field of polygraph;
- Attended and participated in weekly briefings to upper management to discuss noteworthy polygraph cases;
- Performed quality control of polygraph exams to ensure exams complied with legal and regulatory requirements, and met the security and ethical requirements of the FBI.

Charlotte, NC

Special Agent Polygraph Examiner

1/21-5/23

- Conducted operational CI, Counterespionage, criminal vetting and PSP exams for investigative cases, oversees vetted teams, applicants and FBI employees;
- Elicited detailed information from a diverse population of examinees during pre-test and post test polygraph exams to further investigative cases, or to protect the integrity of the organization;
- Coordinated with other polygraph examiners and supervisors for guidance and updates as traveled across the country to conduct PSP exams, and overseas to conduct vetting criminal exams.

Special Agent Applicant Coordinator and Recruiter

4/20-1/21

- Recruited FBI Agent Applicants across North Carolina with a particular focus on diverse and talented candidates from the United States Military, research universities, and cutting-edge business community;
- Managed and facilitated a year-long hiring process for Special Agent Applicants which included testing, interviewing, and background investigation to identify and hire the most qualified candidates;
- Supervised and directed FBI Honors Interns to gain relatable work experience in all FBI investigative priorities, and identified those Interns most qualified for permanent FBI employment.

Human Trafficking and Civil Rights Coordinator- North Carolina

10/18—4/20

- Managed all Color of Law and Civil Rights investigations in NC;
- Provided trainings, and spoke on symposiums and as keynote speaker to educate the public and local law enforcement on the sensitive and volatile issues surrounding civil rights violations and how to detect and report the crimes;
- Coordinated with DOJ Trial Attorneys to investigate these sensitive and highly publicized cases;
- Performed research, conducted extensive interviews of victims and witnesses, and reviewed video recordings, social media, police reports, and case file reports;
- Conducted thorough investigations to uncover facts and gather evidence.

Joint Terrorism Task Force Airport Liaison Coordinator– North Carolina

6/16—9/18

- Spearheaded the placement of a full-time FBI Agent at the Charlotte Douglas International Airport by writing and submitting a pilot program proposal to upper management in order to protect the national security of US airways;
- Strengthened and led efforts of federal, state and local first responders at the airport while countering attempts to commit crimes aboard US aircrafts and within the secure spaces of the airport;
- Conducted interviews, interrogations, arrests, and criminal complaints of numerous criminal subjects.

Crisis Negotiation Coordinator- North Carolina

1/17-9/21

- Deployed with SWAT and led team of Crisis Negotiators at barricaded, kidnapping, suicide and hostage incidents throughout NC in prolonged, high stress environments;
- Trained FBI Crisis Negotiators and other local and federal crisis negotiators 2-5 times per year on the implementation of negotiations during crisis situations to decrease the incidents of violence;
- Deployed and managed the crisis negotiation team at command posts across North Carolina to resolve crisis incidents.
- Facilitated tabletop exercises for first responders and private industry;
- Involved in increasing efficiency of Integrated Crisis Response Plans for a critical infrastructure business sector; plans were designed to coordinate and implement best practices for incident response actions by private sector personnel, law enforcement, HazMat and emergency management teams.

Primary Relief Supervisor and Crimes Against Children Coordinator- North Carolina

1/12—8/16

- Conducted investigative interviews of child/adolescent victims/witnesses;
- Provided case consultation to assist with operational planning of criminal cases involving children;
- Coordinated with Victim Specialists to provide special services to at risk child victims;
- Received digital extraction training and certification, and used the forensic skills learned to forward investigations in NC to prosecution;
- Received the Assistant Attorney General's Award in 2016 for Distinguished Service in recognition of contributions to the investigation.

Special Agent

7/12—10/12

- Utilized covert technology to identify CI targets of interest.

San Juan, PR

Special Agent Human Source Coordinator

11/10-7/12

- Strengthened the human source program by ensuring all Agents were abiding by FBI policy;
- Provided training and regularly answered questions related to the operation of human sources;
- Mitigated risks by providing operational testing to identified sources.

Primary Relief Supervisor and Acting Supervisory Special Agent

1/10-11/10

- Managed a drug task force comprised of Special Agents and Task Force Officers;
- Evaluated and approved requests for drug operations and source payments;
- Generated yearly report documenting the squad's accomplishment of set objectives for the fiscal year.

Special Agent and Acting Supervisory Special Agent

5/08-1/10

- Successfully communicated in Spanish with assigned Spanish-speaking Task Force Officers, while coordinating and executing arrests of fugitives and bank robbers;
- Actively developed assigned Special Agent in training by providing words of encouragement, clarification of processes, and samples of common documents utilized in the role to set the mentee up for success;
- Motivated squad to overcome low morale by creating a safe forum for us to effectively discuss our differences and generate a plan for improvement.
- Operated sources and elicited timely and actionable information used in federal court for prosecution.

Washington, DC

9/04-5/08

Special Agent, Program Manager and Assessor

Entered the FBI Management Program in 2006 and served in positions of increasing responsibility: Collaborated and built relationships with multiple industries in Washington, DC to protect companies against economic espionage, insider threats and terrorism; provided critical intelligence that influenced United States policy; managed priority counterintelligence cases and highly productive human sources in Washington DC. Performed a temporary duty at the US Embassy in Mexico City cultivating contacts within the host nation, supporting bilateral projects and attending weekly law enforcement meetings where I briefed the Deputy Chief of Mission regarding high profile cases. Also, volunteered to be trained as an FBI Assessor, where for 16 years I volunteered to conduct panel interviews of prospective FBI Special Agent candidates during the phased process of their application in order to play a role in the safeguarding of our nation through involvement in the selection of the most qualified candidates.

Education

California State University, Los Angeles, Los Angeles, CA

Master of Science in Biology, September 2002

Teaching and Research Assistant, CSULA Department of Biology

The George Washington University, Washington, DC

Certificate of Public Health in Maternal and Child Healthcare, May 1997

Washington University, St. Louis, MO

Bachelor's Degree in English Literature and minor in Spanish Literature, May 1996

Achievements and Awards

- FBI Principal Relief Supervisor Award 2011
- FBI Achievement Award 2009, 2011, 2017, 2019
- Assistant Attorney General's Award for Distinguished Service 2016
- FBI Certified Child Forensic Examiner
- FBI Crisis Negotiator 2017-2022
- FBI Crisis Negotiation Coordinator 2018-2021
- Graduated from the National Center for Credibility Assessment 2021
- Mentor at Savoy Elementary School 2006-2007
- FBI Digital Extraction Trained/Computer Analysis and Response Team Certified 2013-2022
- Completed FBI Presentation Skills Course 2014
- Completed FBI Instructional Strategies Course 2017
- FBI Citation for Special Achievement 2017
- Certificate in Sex Offender Polygraph Testing
- Member of the American Polygraph Association
- Licensed Polygraph Examiner in the state of NC
- Licensed Private Investigator in the state of NC
- Member of the Society of Former FBI Special Agents
- Member of the NC Polygraph Association

