

# MANUEL D. HALTER, PhD, JD, BCN, QEEGD

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## Profile

Combat-tested leadership skills combined with proven expertise in developing dynamic and comprehensive plans of action for the optimization of leadership and talent performance while crystallizing long-range strategic objectives. Engaging demeanor for outstanding classroom, field, and one-on-one instructional, coaching, and mentoring of cognitive skills. Patient communicator—readily distills the most complex of materials into easily-understood, compelling presentations.

## Core Competencies

- Neuro/Biofeedback Assessments
- Psychological Testing
- Experienced Cognitive Performance Coach
- Certified Mediator
- Talent/Leadership Coaching & Development
- Process /Program Evaluation & Optimization
- Highly proficient using SPSS, NVivo, SPSS Amos
- Smartabase
- Team Building
- Data Collection and Cleaning

## Employment & Experience

### WEST VIRGINIA UNIVERSITY ROCKEFELLER NEUROSCIENCE INSTITUTE

#### *Senior Research Scientist*

**2019 – present**

- Worked with the Applied Research program on numerous research projects focused on cognitive neuroscience and human performance and assisted the director of Human Performance on research and development projects.
- Worked independently and/or with a research team to carry out applied research projects focused on understanding and improving human performance. Duties included the design and implementation of research projects, as well as data analysis, and reporting of the projects.
- Utilized tools such as electrophysiological, neuromodulation, cognitive batteries (e.g., CNS Vital Signs), and subjective questionnaires to measure, assess, and improve human effectiveness
- Certified and experience with electrophysiological devices (e.g., EEG, EMG, EDA, ECG, Eye tracking)
- Supervised multidisciplinary research projects

**UNITED STATES SPECIAL OPERATIONS COMMAND (USSOCOM)****2016 – 2019*****Psychological Health Researcher***

- Conduct biofeedback, neurofeedback, and quantitative electroencephalogram (qEEG) training, and repetitive transcranial magnetic stimulation (rTMS) treatments on Special Operations Forces (SOF) veterans
  - Supervised by the Command Surgeon and Command Psychologist
- Cognitive coaching on performance optimization, sleep, stress, and pain
- Use of heart rate variability (HRV) and self-report metrics for neurofeedback training
- Developed blueprint for effective baseline screening process
  - Focused on SOF-specific needs in human, psychological, social, and spiritual performance

**CHICAGO SCHOOL OF PROFESSIONAL PSYCHOLOGY, Chicago, Illinois****2014 – 2018**

- Assistant Instructor, Department of Business Psychology, Adv. Consulting/Coaching Skills, 2015 – 2018
- Research Assistant, Department of Business Psychology, Talent Management & Succession, 2014 – 2016
- Data Analyst, Department of Business Psychology, 2014 – 2016

**U.S. ARMY, Various Duty Stations Globally****2002 – 2016**

- Infantry Rifleman / Squad Leader / Special Forces Assessment & Selection (SFAS) and Q-course graduate / Ranger School Graduate 2002 – 2006
- Senior Weapons Sergeant / Weapons Sergeant, 10th SFG(A), 2006 – 2008
- Senior Medical Sergeant/Medical Sergeant, 10th SFG(A), 2008 – 2010
- Operations / Intelligence Sergeant, 10th SFG(A) 2010 – 2011
- Sexual Assault Response Coordinator, Sexual Harassment and Assault Response Program (SARC/SHARP), 10th SFG(A), 2011 – 2012
- Equal Opportunity Leaders Course (EOLC) Senior Instructor and Advisor, 2011 – 2016
  - Aided Group Commanders by developing statistically-supported action plans

**UNIVERSITY OF THE ROCKIES, Colorado Springs & Denver, Colorado****2012 – 2016****Assistant Instructor, Department of Clinical Psychology, 2012 – 2014****Psychometrician, Rockies Counseling Center 2012 – 2014****Research Assistant, Rockies Counseling Center & Neurofeedback of Colorado Springs, 2013**

- Trained 10<sup>th</sup> SFG(A) snipers, various Army World Class Athlete program athletes, and select SOF operators in cognitive performance, sleep performance, memory development.
- The symptom presentations trained included sleep issues, cognitive performance concerns, memory concerns, depression, anxiety, substance use disorders, and PTSD.

**Internship, Neurofeedback of Colorado Springs 2013 – 2016**

- Conducted cognitive performance coaching for Colorado College and University of Colorado, Colorado Springs, basketball and track athletes, 10<sup>th</sup> SFG(A) Snipers, including HRV, alpha-theta, temperature, galvanic skin response, & EMG training; for sleep, depression, anxiety, self-regulation, and other presentations.
- Performed holistic assessments; qEEG metrics, HRV metrics, Self-report measures, and automated neuropsychological assessments, to guide training protocols

**TEXAS TECH UNIVERSITY, Lubbock, Texas**

**1999 – 2001**

Teaching Assistant, Department of Psychology, 1999 – 2001

Legal Researcher, Legal Research Board, School of Law, 1999 – 2001

**Organizational Development**

Designed and implemented integrated organizational development programs in close collaboration with executive leadership, analyzing current organizational demands and devising innovative solutions that consistently met or exceeded all objectives.

- Certified to mediate Equal Opportunity and other employment disputes within the DoD's Defense Equal Opportunity Management Institute (DEOMI).
- Analyzed current training demands, then designed and implemented integrated training programs for senior leadership requirements.
- Obtained direct clinical experience (>6000 hours) in the provision of psychotherapy and psychological assessments. Conducted cognitive performance and self-regulation coaching for Colorado College and University of Colorado athletes, SOF, law enforcement personnel since 2013 -2015.

**Social Science Research & Statistics**

- Provided undergraduate and graduate level instruction on data-based insights using qualitative and quantitative research methods on a wide range of people issues.
- Academic and Applied Expertise:
  - attitude measurement
  - employee assessment
  - leadership
  - organizational development
  - intelligence
  - personality
  - neuropsychological
  - psychometrics
- Collaborated with, and advised military commanders, university staff, and non-profit contingents on workplace elements and human factors that critically impact working lives of military members, their families, and veterans.
- Served as research assistant and statistical analyst for neurofeedback research, talent performance optimization coaching and research, organizational climate research, and advisor/analyst of various organizational change management projects.

**Problem-Solving & Analysis**

Consistently implemented keen analytical abilities and a proven team-based work dynamic with a systems-oriented approach to facilitate efficient and effective solutions. A critical thinker, open to alternative views to optimize decision-making. Designed holistic model for monitoring, tracking, and coaching Operators' well-being to assist in preserving and optimizing SOF, 2016 – 2019.

- Produced military intelligence products and conducted qualitative and quantitative assessments based on interpretation and analysis of raw and finished all-source intelligence data, 2009 – 2012
- Emphasized the use of the Informal Resolution System (IRS) to resolve local conflicts, 2012 – 2016
- Developed and presented training on analytical techniques as part of the DEOMI Organizational Climate Survey (DEOCS) as they related to EO and SHARP investigations, 2012-2016
- Worked various military and civilian communities to identify and/or design performance-oriented metrics in line with their mission and Service member's occupational skillsets.
- Provided performance, cognitive, and operational psychology expertise to policy and structural realignment efforts.
- Acted as the team liaison with support agencies, unit leadership, and individual ServiceMembers in the conduct of community-based participatory research models and assists with their implementation with various stakeholder communities.
- Collaborated with POTFF Social, Spiritual, and Psychological performance domain leads on metrics that are results-oriented and clearly demonstrate progress toward pragmatic and realistic goals.

**Education & Training****CHICAGO SCHOOL OF PROFESSIONAL PSYCHOLOGY, Chicago, Illinois****Doctor of Philosophy, Business Psychology, Specialization in Talent Performance Optimization**

(e.g., cognitive/mental, human, spiritual, and social performance), 2019

Consulting/Coaching Track (Industrial / Organizational Psychology), Talent Performance Optimization (e.g., mental performance coaching; HRV, GSR, Temperature, and EEG monitoring to optimize physical training dosage and frequency; marksmanship, cognitive performance neuro-and biofeedback training protocols)

**UNIVERSITY OF THE ROCKIES, Denver, Colorado****Master of Arts, Clinical Neuropsychology, 2014**

Summa Cum Laude

**TEXAS TECH UNIVERSITY SCHOOL OF LAW, Lubbock, Texas**

**Juris Doctor;** 2001, Jurisprudence Award for Superior Academic Achievement in Legal Practice and in Alternative Dispute Resolution (ADR); 2000, Computer Assisted Legal Instruction (CALI) Awards in Legal Research & Writing and in Alternative Dispute Resolution (ADR)

**TEXAS TECH UNIVERSITY, Lubbock, Texas****Master of Arts, Developmental Psychology, 2001****UNIVERSITY OF TEXAS AT SAN ANTONIO, San Antonio, Texas****Bachelor of Arts, Psychology, 1998**

Magna Cum Laude; The National Dean's List for Superior Academic Achievement

**Military Occupational Specialties:** 18F – Special Forces Assistant Operations & Intelligence Sergeant; 18D – Special Forces Medical Sergeant; 18B – Special Forces Weapons Sergeant; 11B – Infantryman

**Licensure:** Since September, 2012, Registered Psychotherapist NLC#103834 Dept. of Regulatory Agencies (DORA), Colorado

**Certifications:** Model Court Practices in Abuse and Neglect Cases Training Conference Certified; Certified D-SAACP Advocate—Level II; DoD Certified Mediator; Top Secret/Sensitive Compartmented Information (TS/SCI) Security Clearance; BCIA board-certified in neurofeedback (BCN), #E6294; International Society for Neurofeedback Research (ISNR), board-certified Diplomate of quantitative electroencephalography (QEEGD), #D125.

**Foreign Language Skills:** U.S. Army Linguist in German, Spanish, French & Italian

**Selected Awards:** Purple Heart, Bronze Star, Meritorious Service Medal, Special Forces Tab, Ranger Tab

**Military:** Sergeant First Class (E-7), U.S. Army (Honorable Discharge, 2016)

## **Publications**

Halter, M. D. (2015). Neurofeedback: A brief description, history, applications, and research of a treatment modality. *The Chicago School of Professional Psychology Business Psychology Newsletter*, 8.

Halter, M. D. (2014). First person: A student profile of Manuel Halter, BP Ph.D. student. *The Chicago School of Professional Psychology Business Psychology Newsletter*, 3.

Halter, M. D. (2014). A soldier's story of posttraumatic stress disorder and successful treatment. *University of the Rockies Studenthealth101*, 9-10.

## **Presentations**

Halter, M. D. (2018). *Preliminary Results of Social, Spiritual, Psychological, and Physiological Predictors of Well-being of Military Veterans: A Pilot Study of a Viable, Holistic, and Predictive Model of Well-being*. Speaker, Annual ISNR Conference, Phoenix, AZ.

Halter, M. D. (2019). *Social, Spiritual, Psychological, and Physiological Predictors of Well-being of Military Veterans: A Pilot Study of a Viable, Holistic, and Predictive Model of Well-being*. Speaker, Annual AAPB Conference, Denver, CO.

Halter, M. D. (2019). *Understanding the Neurophysiology of PTSD, Moral Injury, and Posttraumatic Growth—How It Can Guide Training and Treatment Protocols*. Speaker, First Annual USSOCOM Moral Injury Summit, Washington, D.C.