Academic Education

The Catholic University of America, MA, 1992

The College of William and Mary, BA with Honors, 1986

Teaching

Johns Hopkins University, May 2014 - Present

- Advanced Academic Programs, MA in Intelligence Analysis and Certificate in Intelligence.
- Online Courses:
 - o AS.473.600 (previously AS.470.748) The Art and Practice of Intelligence
 - AS.473.602 Intelligence Analysis (designed and teach)
 - o AS.473.604 Advanced Critical Thinking and Analysis (designed and teach)
 - AS.470.690 Intelligence and Counterterrorism (designed and teach)

Coastal Carolina University, August 2008-May 2014.

- Helped to develop the new undergraduate program in Intelligence and National Security.
- Courses:
 - Intelligence Analysis (designed and taught)
 - Intelligence Communications (designed and taught)
 - Terrorism and Political Violence (designed and taught)
 - Intelligence in War (designed and taught)
 - Introduction to National Security (designed and taught)
 - Al-Qa'ida (designed and taught)
 - o World Politics
 - o Introduction to Intelligence
- Mentored students in research projects related to terrorism and network analysis.
- Provided training in analytical techniques to colleagues through CCU's Center for Teaching Excellence to Advance Learning (CeTEAL). (Service)

Senior Analyst and Instructor, Pherson Associates, LLC, April 2007-2013

- Developed and taught advanced analytic techniques and counterterrorism-related courses.
- Provided analytical training to analysts in State level Fusion Centers for the Department of Homeland Security (DHS).
- Completed analytical studies for the Intelligence Advanced Research Projects Activity (IARPA) and the Department of Homeland Security, among others.

Visiting Fellow and Adjunct Professor, The Center for the Study of Terrorism and Responses to Terrorism (START) at the University of Maryland, October 2005-May 2007. http://www.start.umd.edu/

- Designed and taught a professional certificate course on Terrorist Motivation and Intent for the School of Public Policy and the START Center.
- Conducted research on terrorist radicalization, motivation, and intent, and developed indicators for identifying the development of terrorism from social movements.
- Advised staff on how to interface with US government agencies.

Other Relevant Professional Experience

Truist Bank, Cyber Threat Intelligence, August 2018 – August 2020

Consultant, International Spy Museum, Washington, DC. 2013 – Present

- Consultant: Overall content redesign committee and further work on the Analysis section.
- Exhibit design: Two interactive exhibits demonstrating analytical techniques and processes. One of these, the Red Team Interactive, was Bronze Winner of the 2020 MUSE Award in the "Onsite Digital Experience" category.

Visiting Researcher, Combat Records Research Center, National Defense University, Washington, D.C., Summer 2011

- Reviewed the collection of captured al-Qa'ida related documents for items to highlight at their opening conference in September 2011.
- Evaluated classified material for translation and clearance.
- Evaluated the overall content and management of the records, and made recommendations on management and researcher access issues.

Central Intelligence Agency, August 1986-January 2007

- All-Source Analyst, Counterterrorism Center, 1995-2007
 - o Senior Analytical Service
 - o Principal drafter of CTC's portion of a major CIA publication for Congress.
 - CIA representative to several inter-agency task forces.
 - o Part of a team that developed and taught CIA's first terrorism analysis course.
 - o Wrote contract specifications, reviewed proposals, and served as senior content manager.
 - Mentored younger analysts and those new to counterterrorism, reviewed and edited analytical papers
- Near East Operations Division, 1998-2000
 - Team lead, collection targeting unit.
- Analyst, Near East/South Asia Division, 1990-2005
 - Senior analyst, Afghanistan
- Analyst, National Photographic Interpretation Center, 1986-1991

Selected Openly Available Publications

Articles and Chapters

Katherine Hibbs Pherson and Randolph H. Pherson. Critical Thinking. CQ Press, 2013. Contributor

Payne, Keith B., Thomas K. Scheber, Kurt R. Guthe, Cynthia L. Storer. *Deterrence and Al-Qa'ida*. National Institute for Public Policy, National Institute Press, October 2012.

Richards J. Heuer, Jr. and Randolph H. Pherson. *Structured Analytical Techniques for Intelligence Analysis*. CQ Press, 2011. Contributor and reviewer.

Selected Conference Papers and Addresses

"Finding Bin Ladin: Intelligence Work Left of Boom", delivered at the North American Society of Intelligence History (NASIH) 2019 Conference in Washington, D.C.

"Working With al-Qaeda Documents: An Analyst's View Before 9/11", delivered at the conference 9/11 Ten Years Later: Insights on al-Qaeda's Past and Future Through Captured Records, hosted by the National Defense University and Johns Hopkins University, September 13-15, 2011. Conference proceedings were published in April 2012 at http://advanced.jhu.edu/academic/government/publications/index.html

Classified Publications

Intelligence Research papers In-house journal articles National Intelligence Estimates Congressional testimony and briefings White Papers Presidential Daily Briefs Working group papers and reports Briefings Spot Reports Collection requirements and analytic direction to the field Intelligence and terrorism curriculum Conference presentations Conference organizer, intelligence agencies and academic outreach