

## Frederick J. Snow, Ph.D.

President  
Forensic Anthropology Consulting Services, Inc.  
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**Education:** Ph.D. Anthropology. 2004  
The University of Tennessee, Knoxville, TN  
M.A. Anthropology. 1989  
The University of Tennessee, Knoxville, TN  
B.A. English. 1970  
Georgia State University, Atlanta, GA

**Experience:** President, Forensic Anthropology Consulting Services, Inc., Knoxville, TN  
February, 2009 - Present  
Consults with district attorneys, law enforcement agencies, medical examiners, coroners, cold case units, and members of public and private organizations in locating, recovering, analyzing, and identifying human remains. Conducts lectures, seminars, and workshops on human remains recovery procedures.

Adjunct Assistant Professor of Anthropology, University of Georgia, Athens, GA  
January, 2009 – Present

Forensic Anthropologist for the State of Georgia at Large, Georgia Bureau of Investigation, Decatur, GA  
July 2002 – February 2009  
Traveled throughout the state to assist Georgia law enforcement agencies in the location, recovery, and identification of human skeletal remains. Assisted pathologists in the recognition and identification of skeletal trauma.

Forensic Anthropologist, Disaster Mortuary Operational Response Team (DMORT), Hurricane Katrina, Biloxi, MS  
September – October 2005  
Assisted in the search for victims of Hurricane Katrina.

Coordinator, Thailand Tsunami Victim Identification Information Management Center, Phuket, Thailand  
March – April 2005  
Coordinated logistics and supplies for antemortem/postmortem section of victim identification.

**Frederick J. Snow, Ph.D.**

Forensic Anthropologist, Disaster Mortuary Operational Response Team (DMORT), Tri-State Crematory Incident, Noble, GA

February – March 2002

Assisted in the recovery and identification of the remains of 339 individuals from mass graves, surface scatters, and vaults at the Tri-State Crematory.

Forensic Anthropologist, International Commission on Missing Persons, Sarajevo, Bosnia and Herzegovina

May – December 2001

Excavated mass graves, each containing the remains of Muslims, Serbs, and Croats killed during the 1992 – 1995 war in Bosnia and Herzegovina. Worked closely with International Criminal Tribunal for the Former Yugoslavia (ICTY) to recover evidence to be used in later prosecution of war criminals. Worked in the morgue to determine age, sex, trauma, and pathological conditions of remains recovered from mass graves.

Forensic Anthropologist, Agent of the United Nations, Kosovo

August – September 1999

Exhumed and performed field examinations on bodies of ethnic Albanians killed by Serbs in order to determine manner of death and to gather evidence for indictment of war criminals.

Lecturer

Basic Forensic Anthropology for Law Enforcement and Death Investigators, University of Northern Colorado, Greeley, CO  
January 6 – 12, 2013

Skeletal Remains: Search, Recovery, and Identification, Southern Institute of Forensic Science, Missouri Western State University, St. Joseph, MO  
May 30 – June 4, 2011

Basic Forensic Anthropology for Law Enforcement and Death Investigators, Southern Institute of Forensic Science, Missouri Western State University, St. Joseph, MO  
May 23 – May 28, 2011

Human Remains: Search, Recovery, and Identification, Southern Institute of Forensic Science, University of New Orleans, New Orleans, LA  
June 15 – 20, 1998, July 21 – 26, 1999

Human Osteology, Southern Institute of Forensic Science, University of New Orleans, New Orleans, LA  
July 20 – 25, 1998

Basic Forensic Anthropology, Southern Institute of Forensic Science, University of New Orleans, New Orleans, LA, University of Northern Colorado, Greeley, CO

**Frederick J. Snow, Ph.D.**

August 10 – 15, 1998, July 19 – 24, 1999, April 13 – 18, 2009

Patrolman II, Dekalb County Police Department, Decatur, GA

July 1973 – April 1980

Duties included investigation of felonies and misdemeanors, investigation of traffic accidents, arbitration of domestic disputes, testifying in county and state courts. Worked several traffic fatalities and homicides and gave depositions. Member of the Dekalb County Police Pistol Team. Recipient of Chief's Award for expert marksmanship.

**Membership in Professional and Honorary Societies:**

Sigma Xi National Honor Society

Lambda Alpha Honor Society

Omicron Delta Kappa National Leadership Honor Society

National Association of Medical Examiners

American Academy of Forensic Sciences

International Homicide Investigators Association

International Association for Identification

National Registry of Unidentified and Missing Persons Advisory Board/  
Working Group

Disaster Mortuary Operational Response Team (DMORT) (1997-2007).

Served as a forensic anthropologist to identify victims of a mass disaster.

Consultant, Kenyon International Emergency Services

Serve as a forensic anthropologist to identify victims of a mass disaster.

DMORT Weapons of Mass Destruction (WMD) Team (1998-2003).

Served in a dual capacity as both a forensic anthropologist and decontamination specialist in the event of a nuclear, biological, or chemical disaster involving mass fatalities.

Georgia Body Recovery Team (2003-2009)

Served as a forensic anthropologist to identify victims of a mass disaster.

Peace Officer Standards and Training (POST) certified in forensic anthropology.

Kennesaw State University Department of Anthropology Advisory Board

Council on American Indian Concerns (2009)

National Institute of Justice General Forensic Research and Development  
Technology Working Group (2010-2012)

National Center for Missing and Exploited Children Project ALERT Consultant

Responding to Missing and Unidentified Persons National Training

Conference

Advisory Planning Committee

**Reviewer Services:**

2008 – 2012 National Institute of Justice Forensic Science Training Development and Delivery Program Peer Review Panel

**Additional Training:**

Incident Response to Terrorist Bombings, New Mexico Tech Energetic Materials Research and Testing Center, Socorro, NM.

**Frederick J. Snow, Ph.D.**

Air Crash Recovery Course, Archaeological Research Associates, Ltd., Toronto, Canada.

Field Methods in the Location, Recovery, and Interpretation of Human Remains from Forensic Contexts, Mercyhurst College, Erie, PA.

Advanced Outdoor Crime Scene Recovery Methods, Mercyhurst College, Erie, PA.

Mass Fatalities Incident Response Planning Course, Forest Park, GA.

Chemical, Ordnance, Biological, Radiological (COBRA) Weapons of Mass Destruction Course, Ft. McClellan, AL.

COBRA Critical Reactions Aimed Towards Emergency Response Course, Ft. McClellan, AL.

**Oral Presentations:**

Snow, F.J. 2013. The Tri-State Crematory incident: mistakes made, lessons learned. Pennsylvania Funeral Directors Association, Bedford Springs, PA.

Snow, F.J. 2013. The Tri-State Crematory incident: mistakes made, lessons learned. Indiana Funeral Directors Association, Indianapolis, IN.

Snow, F.J. 2013. Recovering surface remains and clandestine graves. National Training Conference, Fox Valley Technical College, Appleton, WI.

Snow, F.J. 2013. The Tri-State Crematory incident: mistakes made, lessons learned. Kansas Funeral Directors Association, Overland Park, KS.

Snow, F.J. 2013. Working with coroners and medical examiners. National Center for Missing and Exploited Children, Alexandria, VA.

Snow, F.J. 2013. The Tri-State Crematory incident: mistakes made, lessons learned. North Carolina Funeral Directors Association, Raleigh, NC.

Snow, F.J. 2013. The Tri-State Crematory incident: mistakes made, lessons learned. Michigan Funeral Directors Association, Detroit, MI.

Snow, F.J. 2012. Forensic Update. Region II EMS Directors Association Fall Conference, Gatlinburg, TN.

Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. Tri-Divisional Conference of the International Association of Identification, Las Vegas, NV.

Snow, F.J. 2012. Forensic anthropology and cold cases. Tennessee District Public Defenders Conference, Kingsport, TN.

**Frederick J. Snow, Ph.D.**

- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. New Jersey State Funeral Directors Association, Atlantic City, NJ.
- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. Maine Funeral Directors Association Conferences, Presque Isle; Bangor; Boothbay; Auburn, ME.
- Snow, F.J. 2012. The Tri-State Crematory incident: a mass disaster of negligence. International Association of Coroners and Medical Examiners Conference, Las Vegas, NV.
- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. Funeral Directors Association of Kentucky Conference, Louisville, KY.
- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. Funeral Service Association of Canada Conference, Regina, Saskatchewan, Canada.
- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. Minnesota Funeral Directors Association Conference, Brooklyn Center, MN.
- Snow, F.J. 2012. Forensic anthropology and cold cases. National Training Conference Responding to Missing and Unidentified Persons, Fox Valley Technical College, Appleton, WI.
- Snow, F.J. 2012. The Tri-State Crematory incident: mistakes made, lessons learned. South Carolina Funeral Directors Association Conference, Columbia, SC.
- Snow, F.J. 2011. Exhumations. National Center for Missing and Exploited Children, Alexandria, VA.
- Snow, F.J. 2011. Forensic Update. Region II EMS Directors Association Fall Conference, Gatlinburg, TN.
- Snow, F.J. 2011. Forensic anthropology and cold cases. Pacific Northwest Division of the International Association of Identification, Vancouver, WA.
- Snow, F.J. 2011. Forensic anthropology and cold cases. International Homicide Investigators Association, Washington, DC.
- Snow, F.J. 2011. Forensic anthropology and cold cases. International Association of Coroners and Medical Examiners, Las Vegas, NV.
- Snow, F.J. 2011. Forensic anthropology and cold cases. Texas Division of the International Association of Identification, The Woodlands, TX.

**Frederick J. Snow, Ph.D.**

- Snow, F.J. 2011. Forensic anthropology and cold cases. California Homicide Investigators Association, San Francisco, CA.
- Snow, F.J. 2010. Clandestine graves workshop. New England Division of the International Association for Identification, Manchester, VT.
- Snow, F.J. 2010. The mass graves of Bosnia and Kosovo. Tennessee Division of the International Association for Identification, Nashville, TN.
- Snow, F.J. 2010. Forensic anthropology for coroners. Georgia Coroners' Association, Macon, GA.
- Snow, F.J. 2010. Introduction to forensic anthropology. Kennesaw State University, Kennesaw, GA.
- Snow, F.J. 2010. Forensic anthropology and the law. Georgia State University College of Law, Atlanta, GA.
- Snow, F.J. 2010. Forensic anthropology and law enforcement. Georgia Perimeter College, Covington, GA.
- Snow, F.J. 2010. The CSI effect: the good, the bad, and the reality. West Virginia Prosecuting Attorneys Institute, Charleston, WV.
- Snow, F.J. 2009. Forensic anthropology. Georgia Coroners Association, Macon, GA.
- Snow, F.J. 2009. Forensic anthropology workshop. Spartanburg County Coroners Office, Spartanburg, SC.
- Snow, F.J. 2009. Forensic anthropology for coroners. Annual meeting of the South Carolina Coroners Association, Pawley's Island, S.C.
- Snow, F.J. 2009. Forensic anthropology for medical examiner investigators. Dekalb County Medical Examiner's Office, Decatur, GA.
- Snow, F.J. 2008. Keynote Speaker. Forensic anthropology and cold cases. Florida and Georgia Divisions of the International Association for Identification, Panama City Beach, FL.
- Snow, F.J. 2008. Forensic anthropology for investigators. Rocky Mountain Division of the International Association for Identification, Colorado Springs, CO.
- Snow, F.J. 2008. Forensic anthropology and cold cases. University of Georgia, Athens, GA.
- Snow, F.J. 2008. Forensic anthropology and cold case homicides. 12<sup>th</sup> Annual Vancouver Police Department Homicide Conference, Vancouver, B.C.

**Frederick J. Snow, Ph.D.**

- Snow, F.J. and Ramey, G. 2008. The Tri-State Crematory incident. International Criminal Investigative Analysis Fellowship. Georgia Public Safety Training Center, Forsyth, GA.
- Snow, F.J. 2008. The mass graves of Bosnia and Kosovo. California Division of the International Association for Identification, Ontario, CA.
- Snow, F.J. 2008. Forensic anthropology and cold cases. National Institute of Justice Advanced Cold Case Training, Pittsburgh, PA.
- Snow, F.J. 2008. Forensic anthropology and cold cases. National Institute of Justice Applied Technologies Conference, Point Clear, AL.
- Snow, F.J. 2008. Forensic anthropology and cold cases. Basic Investigators Seminar, Montgomery, AL.
- Snow, F.J. 2008. Forensic anthropology and cold cases. Lawrence University, Appleton, WI.
- Snow, F.J. 2008. Forensic anthropology. University of Wisconsin-Fox Valley, Appleton, WI.
- Snow, F.J. 2008. Missing persons and unidentified remains. Third Annual Missing Persons Conference. Fox Valley Technical College, Appleton, WI.
- Snow, F.J. 2008. The basics of the biological profile. Augusta State University, Augusta, GA.
- Snow, F.J. 2007. Forensic anthropology and cold cases. National Institute of Justice Advanced Cold Case Training Seminar, San Diego, CA.
- Snow, F.J. 2007. No Hummers, no leather pants, no DNA in ten minutes, no CSI: real cases from a real forensic anthropologist. Kennesaw State University, Kennesaw, GA.
- Snow, F.J. 2007. Forensic anthropology and academia. University of Rhode Island, Kingston, RI.
- Snow, F.J. 2007. Mass graves and buried body scenes workshop, New England Division of the International Association for Identification, Newport, RI.
- Snow, F.J. 2007. Bones? Call an anthropologist. Florida Division of the International Association for Identification, Ft. Lauderdale, FL.
- Snow, F.J. 2007. Forensic anthropology for students. University of Georgia, Athens, GA
- Snow, F.J. 2007. Forensic anthropology at the Georgia Bureau of Investigation. Augusta State University, Augusta, GA.

**Frederick J. Snow, Ph.D.**

- Snow, F.J. 2007. Forensic anthropology and crime scene investigation. Georgia Division of the International Association for Identification, Brunswick, GA.
- Snow, F.J. 2007. Forensic anthropology at crime scenes. Georgia Bureau of Investigation, Forsyth, GA.
- Snow, F.J. 2007. Forensic anthropology and cold cases. National Institute of Justice Advanced Cold Case Training Seminar, Indian Rocks Beach, FL.
- Snow, F.J. 2007. Forensic anthropology for Medical Examiner Investigators. Georgia Bureau of Investigation, Decatur, GA.
- Snow, F.J. 2007. Forensic anthropology for law enforcement. Citizens' Police Academy, Peachtree City Police Department, Peachtree City, GA.
- Snow, F.J. 2007. Forensic anthropology. Georgia State University, Atlanta, GA.
- Snow, F.J. 2007. The Tri-State Crematory incident: a mass disaster of negligence. National Institute of Justice Applied Technologies Conference, Garden Grove, CA.
- Snow, F.J. 2007. Forensic anthropology for coroners. Georgia Coroners' Association, Savannah, GA.
- Snow, F.J. 2006. Forensic anthropology for students. Valdosta State University, Kings Bay Center, Kings Bay, GA
- Snow, F.J. 2006. Recovery and analysis in forensic anthropology. Elon University, Elon, NC.
- Snow, F.J. 2006. Forensic anthropology at crime scenes. Ogeechee Technical College, Statesboro, GA.
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- Snow, F.J. 2006. No Hummers, no leather pants, no DNA in ten minutes, no CSI: real cases from a real forensic anthropologist. Annual Meeting of the American Chemical Society, Douglas, GA.
- Snow, F.J. 2006. Bones? Call an anthropologist. Annual Meeting of the Virginia Homicide Investigators Association, Chesapeake, VA.
- Snow, F.J. 2006. Forensic anthropology at the Georgia Bureau of Investigation. Augusta State University, Augusta, GA.
- Snow, F.J. 2006. Forensic anthropology for investigators. Georgia Division of the International Association for Identification, Helen, GA.
- Snow, F.J. 2006. Forensic anthropology and law enforcement. Citizens Police Academy Alumni Association, Athens, GA.



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- Snow, F.J. 2006. Forensic anthropology at the Georgia Bureau of Investigation. Georgia State University, Atlanta, GA.
- Snow, F.J. 2006. Forensic anthropology and law enforcement. Coastal Law Enforcement Officers Association, Savannah, GA.
- Snow, F.J. 2006. The Tri-State Crematory incident. 2006 Albany State University Forensic Science Symposium, Albany State University, Albany, GA.
- Snow, F.J. 2006. Forensic anthropology at the Georgia Bureau of Investigation. Augusta State University, Augusta, GA.
- Sperry, K. L. and Snow, F.J. 2006. The Tri-State Crematorium incident: a mass disaster over seven years. Annual Meeting of the American Academy of Forensic Sciences, Seattle, WA.
- Snow, F.J. 2005. Bones? Call an anthropologist. Kennesaw State University, Kennesaw, GA.
- Snow, F.J. 2005. The Tri-State Crematory incident. Annual Meeting of the Virginia Homicide Investigators Association, Chesapeake, VA.
- Snow, F.J. 2005. The Tri-State Crematory incident. 4<sup>th</sup> Annual Cold Case Homicide Seminar, Naval Criminal Investigative Service, U.S. Naval Academy, Annapolis, MD.
- Snow, F.J. 2005. Forensic anthropology and the law. Association of Legal Professionals, Athens, GA.
- Snow, F.J. 2005. Scene investigation in forensic anthropology, Georgia State University, Atlanta, GA.
- Snow, F.J. 2004. Search and recovery techniques in forensic anthropology. Annual Meeting of the Virginia Homicide Investigators Association, Williamsburg, VA.
- Snow, F.J. 2004. Horizontal and vertical recovery techniques: bone scatters and wells. Georgia Division of the International Association for Identification, Columbus, GA.
- Snow, F.J. 2004. Death investigation for patrol officers. Peace Officers' Association of Georgia Annual Convention, Macon, GA.
- Snow, F.J. 2004. No Hummers, no leather pants, no DNA in ten minutes, no CSI: real cases from a real forensic anthropologist. Valdosta State University, Kings Bay Center, Kings Bay, GA.

**Frederick J. Snow, Ph.D.**

- Snow, F.J. 2003. Evidence recovery and excavation of clandestine graves. Georgia Bureau of Investigation Mass Fatality Team Training, Forsyth, GA.
- Snow, F.J. 2002. Mass graves: identification, excavation, and evidence recovery. International Association for Identification, Athens, GA.
- Snow, F.J. 2002. Evidence considerations and identification procedures in the recovery of human remains. Georgia Bureau of Investigation Mass Fatality Team Training, Forsyth, GA.
- Snow, F.J. 2002. Dead by the hundreds: the mass graves of Bosnia and Kosovo. National Forensic Academy, Knoxville, TN.
- Snow, F.J. 2000. Excavation of mass graves in Kosovo. Knoxville Police Department Training Academy, Knoxville, TN.
- Snow, F.J. 2000. Determination of age, race, sex, and stature from human skeletal remains. Knoxville Police Department Training Academy, Knoxville, TN.
- Snow, F.J. 1999. Determination of the postmortem interval. Knoxville Police Department Training Academy, Knoxville, TN.
- Snow, F.J. 1998. The use of forensic anthropology in law enforcement. Knoxville Police Department Training Academy, Knoxville, TN.
- Snow, F.J. 1989. Decomposition rates and blood identification. A Seminar on Forensic Medicine: Homicide Investigation, Johnson City, TN.

**Publications:**

- Steadman, D., Sperry, K., Snow, F., Fulginiti, L., and Craig, E. 2008. Anthropological Investigations of the Tri-State Crematorium Incident. *In* Recovery, Analysis, and Identification of Commingled Human Remains, B. Adams, and J. Byrd, eds. Humana Press, Totowa, NJ.
- Snow, F.J. 2004. Geometric morphometry analysis of the scapula: implications for the determination of sex and ancestry. Doctoral dissertation, The University of Tennessee, Knoxville, TN.
- Snow, F.J. 2000. Pre-deployment report. DMORT National News, October – November 2000.
- Snow, F.J. 1989. The effects of environmental conditions on blood deterioration and blood detection in Tennessee. Master's thesis, The University of Tennessee Knoxville, TN.