

RESUME - March, 2008

Randy Rand, Ed.D.

Licensed Psychologist # PSY 12137
Board Certified Forensic Examiner
rrand@marin-psych.com

The Offices of Marin Psychological Services
650 East Blithedale Ave., 2nd Floor, Suite M
Mill Valley, CA 94941
Phone: (415) 485-5991
Fax: (415) 383-9595

DEGREES & LICENSES

Ed.D. 1987 - University of San Francisco - Psychology
M.S.W. 1971 - University of California at Berkeley - Clinical Social Work
B.A. 1969 - CA State University Los Angeles - Sociology / Psychology
M.F.C.C. 1973 - 1993 Licensed Marriage, Family and Child Counselor # 6026
L.C.S.W. 1977 - 1994 Licensed Clinical Social Worker # 6222
Psych. Lic. 1991 - Licensed Psychologist # PSY 12137

SERVICES AND AWARDS

1979 Edna Reiss-Davis Children's Services Award - Presented for contribution as Director of the first "**Parent Aide Program**," a prevention program designed to deliver family support services, parent education and training, and matching trained parent volunteers to work with high risk child abuse families. Award recognizing innovation among people and projects contributing to the delivery of services to children of CA.

1985/1988 Contribution of Services to Children Award, County of Marin

1989 California Peace Officer's Association Award - developed and validated state of the science preemployment behavioral video assessment for law enforcement, "Police Officer Selection: A Psychological Videotest," *Journal of California Law Enforcement*.

1996 Diplomate, American College of Forensic Examiners - Springfield, MO.

2000 Steering Committee, The Parental Alienation Syndrome Research Foundation, Washington, DC from 2/24/00 to 9/14/00

2001 State of CA Board of Psychology - Oral Board Commissioner for psychology licensing examination

2004 3 National Center for Missing and Exploited Children cases, where I conducted interventions, the law enforcement officers received congressional awards.

PROFESSIONAL EXPERIENCE

Marin Psychological Services (1974 to present).

Forensic Cases – Family law, juvenile court, civil litigation, criminal proceedings, and military court martial.

Evaluations and Testimony -

- * Psychological factors affecting motive
- * Rules of the road, forensic investigative interviewing
- * Electronic recording analysis - factors affecting reliability
- * Assessing child abuse documentation reports
- * Interviewer bias, suggestibility, memory and adult social influence
- * Child sexual abuse - physical abuse, psychological abuse and exploitation
- * Munchausen's By Proxy
- * Parental alienation and high conflict divorce
- * Child abduction - family reunification and reintegration interventions

- * Exit counseling interventions for victims of exclusive and coercive groups
- * Rebuttal expert when questionable science enters the courtroom -
 - The Child Sexual Abuse Accommodation Syndrome
 - Behavioral Indicator Check Lists and other unreliable tests
 - Use and abuse of PTSD in legal proceedings
- Standards of care in the child services industry
- Pre-employment selection in the public safety industry & selection methodology & procedures

Psychotherapy - children, adolescents, couples, parents and families as well as foster care and divorce and blended families; children of divorce and children with significant behavior management problems, including ADHD/ADD and high risk adolescents.

Consultation History –

U. S. Department of State, Children’s Affairs
 The National Center For Missing And Exploited Children (NCMEC) - Family reunification services for recovered missing and abducted children and adults, and severely alienated children.
 Mill Valley Police and Public Safety
 Norfolk, VA - Public Safety, Fire and Emergency Medical Services
 Ontario Canada Provincial Police and Ministry of the Solicitor General
 Orange County Police
 Pennsylvania State Troopers
 Royal Mounted Canadian Police Academy - B-PAD Report Writing Test research
 Salt Lake City Police Department
 San Francisco International Airport Police and security
 Torrance, CA Police Department
 Belmont Hills Hospital - Child and Adolescent Inpatient Services
 Big Brothers of America and other child service organizations
 Red Cross of America
 Stanford University Child Development Center
 UCLA Neuro-Psychiatric Institute, Child/Adolescent Inpatient Services
 Horseshoe Gaming and Hotel Industry - Pre-employment behavioral video test development and training videos for management personnel; food and beverage, hotel, guest services, house keeping, **security**, emergency medical, money cage, and gaming services.
 Greater 9 Bay Area Counties - Police and Public Safety Departments, Public & private elementary and secondary schools, Department's of Mental Health, Office's of Education, Public Health, Child Protective Services, Probation, Fire and Emergency Medical Services.
 National Center for Missing and Exploited Children (NCMEC)

Specialized Services - The National Center For Missing And Exploited Children (NCMEC) 1994/current. Family reunification intervention services and case consultation to the Domestic and International staff; Court appointed Special Master for high conflict divorce families; parenting skills courses; critical incident and disaster debriefing for public safety personnel and civilians; exit counseling for dangerous and coercive group casualties; forensic evaluations and testimony; test construction and research.

Supervision – (1992 to present) Doctoral dissertation graduate students from The Wright Institute, California School of Professional Psychology, and Pacific Graduate School; Adjunct Professor 1994 University of Paris, Nine, France, Department of Sociology, independent study program re dangerous exclusive groups; 2001 dissertation committee, doctoral candidate who developed the B-PAD test for 911 Emergency Dispatchers.

Marin County Community Mental Health, Child and Adolescent Outpatient Services (‘74 through ‘88)

Psychotherapy and Evaluations - children, adolescents, couples, parents and families; group therapy with adolescents; divorce specific interventions with children and families; worked with the research clinicians in Dr. Judith Wallerstein’s landmark work on children of divorce; Director of the juvenile diversion program, Mill Valley Police Department; Marin County Probation Department; learning

disability evaluations; coordination of services with other child health care provider service agencies.
Consultations - Marin County Office of Education; San Rafael High School; Marin Foundation Group Homes for adolescents; Child Protective Services; Marin County Well Baby Clinic; Parent Aide Program; Mill Valley Middle School; Marin County Department of Public Health services for children and adolescents; Mill Valley Police; Marin County Juvenile Probation

Santa Clara County Department of Mental Health, Drug Abuse Clinic (1971 through 1974)

Psychotherapy - behaviorally oriented individual, group and family treatment for chemically dependent parents and their children.

Psychiatric Emergency - Santa Clara County Crisis Unit and Psychiatric Emergency Services at Valley Medical Center, San Jose, CA

Training Coordinator - training for para-professional volunteers, students, interns, and Community Mental Health staff

Community Services - consultation to South Bay high schools and community agencies, public speaking engagements, director of "guerrilla -theater" presentations for teens on drug abuse education and prevention

Northern California Coordinator for Federal Narcotics Addiction Rehabilitation Act (NARA)- Treatment and supervision of Federal inmates discharged to parole status.

California School of Professional Psychology Co-instructor course "Child and the Arts," supervision of graduate student field placements (1971 to 1973)

Stanford University Student Health Services, group counseling (1971 to 1972).

State of California Department of Social Services (1971 to 1972) monitoring state license standards of care compliance for Bay Area nursing /convalescent homes.

Santa Clara County AFDC (1971 to 1972) Social Worker III

Kaiser Permanente Rehabilitation Center, at Vallejo Social Worker, spinal cord/brain injured patients and families; admissions and discharge planning (1971).

Alameda County Community Mental Health Outpatient Services Internship one year; Inpatient services for 3 months, County Hospital (1971)

Contra Costa County Child Protective Services, Department of Social Services, field work placement for one year (1970)

Berkeley Free Clinic Community Center Treatment group leader and counselor for substance abusers and supervisor of volunteer counselors (1971)

Los Angeles County Deputy Juvenile Probation Officer (1968 to 1969)

Friendship Nursery School, El Monte, CA, Director (1967-1969)

Masonic Home for Children House parent and camp counselor (1966)

Los Angeles County Juvenile Probation's Mac Claren Hall, dependent, neglected and abused children services, Group Counselor (1965 to 1966)

PRE EMPLOYMENT - PROMOTIONAL BEHAVIORAL VIDEOTEST ASSESSMENT

Principle test developer, researcher, video producer of the Behavioral Personnel Assessment Devices (B-PAD) interactive pre-employment job related video tests in the US, Canada and Queensland Australia - designed for the public safety industry, local, state and federal law enforcement, fire and medical emergency services, corrections, International Airport Police and security, and security and management in the private sector.

- 2003 Horseshoe Gaming Industry - B-PAD type behavioral video test for pre-employment screening of management level personnel serving Horseshoe Casino and Hotels, department of personnel, test construction, production and research.
- 2000 B-PAD for Emergency / 911 Dispatchers, test construction, research and 3rd dissertation committee chair, production and validation of B-PAD for Emergency / 911 Dispatchers Test.
- 1996 Ontario Provincial Police of Canada, and the Ontario Ministry of the Solicitor General's Office and research at the Royal Mounted Canadian Police Academy

B-PAD for Police Constables (BVT) Version 1.0: behavioral, pre-employment video test measuring job essential competencies for Ontario Provincial Police of Canada, and the Ontario Ministry of the Solicitor General's Office.

The B-PAD Report Writing Test (RWT) Version 1.0: a video based report writing test of observational and assimilation skills for Police Constables, Ontario, Canada, Copyright 1996

B-PAD for Police: the original and first series of parallel pre-employment video tests measuring interpersonal competence and job essential functions for entry-level police, Copyright 1987

B-PAD for Fire Fighter and Paramedic Personnel: Copyright 1995

B-PAD for Police Service Aides: developed for the San Francisco International Airport Police Department, Copyright 1995

B-PAD for Police Service Aides Performance Measures: Multiple choice and Report Writing Test (RWT), measures of observation & assimilation skills of - job related stimulus video vignettes, SFO International Airport Police, ©1995

B-PAD for Police Promotions: a promotional assessment video test measuring interpersonal competence and job essential functions for Sergeants, Lieutenants, and Captains, originally developed for San Francisco International Airport Police, Copyright 1994

B-PAD for Fire Promotions: promotional assessment video test for Captains and Battalion Chiefs, © 1994

B-PAD for Corrections: Copyright 1993

B-PAD for Managers: Copyright 1993

B-PAD for Security: originally developed for Westec Security, Copyright 1993

Demonstration Video of B-PAD for Police: Copyright 1992

B-PAD Scoring Training Videos: Produced videos for training raters in the public safety, human resource, and selection personnel industry to score the different B-PAD tests, Copyrights 1992 through 1996

PUBLICATIONS & RESEARCH

Behavioral Police Assessment Device: The development and validation of an interactive, pre-employment, job-related behavioral video test. *Dissertation Abstracts International* 48 (3-A), 610-611. (University Microfilms No. 8713282) 1987.

Police Officer Selection: A Psychological Video Test. *Journal of California Law Enforcement*, October, 1989, 23 (3), 81-85.

Reliability and validity studies and research for Behavioral Assessment Instruments (1987 to 2000)

- The Validity of B-PAD as a Measure of Problem-Solving Skills
- The Validity of B-PAD as a Measure of Interpersonal Skills
- The Validity of B-PAD as a Measure of Expected Job Performance
- B-PAD and Adverse Impact On Women & Minorities
- The Effect of Job Experience On B-PAD Scores
- The Effect of Practice On B-PAD Scores
- B-PAD's Correlation With Observed Competencies in the Police Academy
- The Validity of B-PAD as a Measure of Supervision & Management Skills
- The Validity of B-PAD as a Measure of Ability to Function As Part of a Team
- The Effect of Fire/EMS Job Experience on B-PAD Scores
- The Validity of B-PAD, a Measure of Interpersonal Skills for 911 Dispatchers

Co-author – Administration, scoring, rater training and report writing test manuals

- B-PAD for Correctional Officers

B-PAD for Fire / Paramedic Personnel and Fire Promotions
B-PAD for International Airport Police and Airport Security Aides
B-PAD for Managers, Corporate and Public Sector
B-PAD for Police **Report Writing Test** and Rater Training Guide
B-PAD for Police Constables
B-PAD for Police and Police Promotions
B-PAD for Westec and Generic Security Guards
B-PAD for 911 Dispatchers, test construction and research.

The Analysis Matrix : Copyright 1995 © Rand, R., Rand, D. & Shapiro, H., All Rights Reserved - A standardized forensic assessment for evaluating child sexual abuse cases; documentation & investigative interview electronic recording analysis (proprietary).

Rand, D. C., Rand, R. & Kopetski, L. (2005). *The Spectrum of Parental Alienation Syndrome Part III: The Kopetski Follow-up Study*. American Journal of Forensic Psychology, Vol. 23, Issue 1, 15-43

Rand, D. C. & Rand, R. (2006). *Alienated Children and Target Parents: Factors Affecting Reconciliation Between The Child And Target Parent In Parental Alienation Syndrome*. Gardner R., Sauber, R. & Lorandos, D. (Eds.). *The International Handbook of Parental Alienation Syndrome: Conceptual, Clinical and Legal Considerations*. Charles C Thomas, Publisher - LTD.

Kopetski, L., Rand, D. and Rand, R. (2006). *Incidence, Gender, And False Allegations Of Child Abuse In Parental Alienation Syndrome: Descriptive Statistics On 84 Cases*. Gardner R., Sauber, R. & Lorandos, D. (Eds.). *The International Handbook of Parental Alienation Syndrome: Conceptual, Clinical and Legal Considerations*. Charles C Thomas, Publisher - LTD.

Rand, R. & Warshak, R. (2007). *Overview of the Family Workshop for Alienated Children 1.3*. A structured standardized program protocol for reuniting recovered abducted and severely alienated children. A proprietary unpublished manuscript.

Published peer reviews:

- Rand, R. and Rand, D. C. (1996), Protocols for the Sex-Abuse Evaluation. Book Review. *American Journal of Forensic Psychology*, 14(2): 67-69.
- Rand, R. and Rand, D. C. (1996), Psychotherapy with Sex-Abuse Victims. Book Review. *American Journal of Forensic Psychology*, 14(2): 69-71.
- Rand, R. (1995 & 1996), Protocols for the Sex-Abuse Evaluation. Book Reviews in - *The Forum*, 40(3): 19-20.
Journal the American Academy of Psychoanalysis, 24(2): 372-374.
Issues in Child-Abuse Accusations, 7(4): 253-254.

PROFESSIONAL ASSOCIATIONS

American College of Forensic Examiners - Springfield, MO
American College of Forensic Psychology - Balboa Island, CA
American Professional Society on the Abuse of Children (APSAC) - Charleston, SC
Association for Psychological Science - Washington, DC
Association of Family and Conciliation Courts, National - Madison, WI
AFCC - CA Chapter
False Memory Syndrome Foundation - Philadelphia, PA
Marin County Psychological Association
National Center for Missing and Exploited Children (NCMEC) - Alexandria, VA

Courts Qualified For Testimony

Alameda County	Marin County	San Francisco County
Austin, Texas	Meigs County, Ohio	San Mateo County
Calaveras County	Merced County	Solano County
Contra Costa County	Modoc County	Sonoma County
Humboldt County	Orange County, FL	Sweden , District Court Malmo
Fairfax, VA	Riverside County	United States Navy
Polk County, IA	Santa Barbara County	Whatcom County, WA
Lake County	Santa Clara County	Yavapai County, Arizona
L. A. County	Sandoval /Bernalillo, NM	

PRESENTATIONS

04/10/03 thru 04/13/03 - American College of Forensic Psychology 19th Annual Symposium. *Helping children in alienation scenarios maintain relationships with both parents: a follow up study on 45 PAS children.* Palm Springs, CA.

10/24/02 - California Association of Licensed Investigators (CALI), Sacramento District meeting - assisted Harvey Shapiro, MA, P.I, lead presenter, *The Spectrum of Forensic Child Sexual Abuse Investigations: Working as a team with forensic psychologists.*

10/5/02 - FMSF Conference, Family Reconciliation: Where do we go from here. Round Table Topic Leader, *Mediation by professionals, families or friends.* Chicago, IL - October 5-6, 2002.

4/26/02 - Florida Statewide Summit: *"Parental Abduction in Divorce,"* National Center for Missing and Exploited Children, The Rachel Foundation, and Children is Council of Palm Beach County Florida and the Office of Court Administration/Custody Evaluations Department.

4/22/02 and 4/23/02 - Legal Issues Series - Choices Affecting Families and Children in the Legal System - *"Working Together To Help Prevent Child Victims From Having To Testify."* **Topics covered:** adult social influence and suggestibility of children; Rules of the Road, investigative child forensic interviewing vs. clinical; source monitoring, memory; diagnostic sensitivity - diagnostic specificity; Analysis Matrix, alternative hypotheses vs. Child Sex Abuse Accommodation Syndrome; "confluent" communication, perspective, context and perception; threats to reliability of evidence; coerced confessions, 2 days, K. Weber, Human Services Council, Butler County, W. Chester, OH

3/11/02 - Conference with staff from the *National Center for Missing and Exploited Children (NCMEC)* Washington, DC, organized and delivered a 2-day training for adults who were parent abducted as children. Group facilitator with NCMEC agents, training 3/12/02 - 3/13/02.

3/04/02 - Alta Bates Summit Medical Center, Oakland: Psychiatry Grand Rounds, Presentation titled, *"Parental Alienation in Divorce: Issues in Clinical Settings."*

3/21/01 thru 3/23/01 - Sponsored by the *National Center for Missing And Exploited Children (NCMEC), the Federal Bureau of Investigation (FBI) Crimes Against Children Unit, and the Rachel Foundation.* A training conference presentation for the *Florida Department of Law Enforcement*, a 20-hour course titled, "The 3Rs of Reunification: Recovery, Reunification and Reintegration."

1/31/01 Cornell University; Department of Human Ecology, Dr. Ceci and his graduate and postgraduate students - *the application of the suggestibility research and forensic investigations in the real world of child abuse cases.*

1998 - 2000 - Stanford University Child Development Center - *Allegations of sexual abuse with severe parent alienated children – consultant*

1996 - UCLA Neuro-Psychiatric Institute, Child and Adolescent Inpatient Services - Munchausen's Syndrome By Proxy and allegations of abuse in severely parent alienated children in the context of exclusive dangerous groups.

1992 & 1994 Belmont Hills Child and Adolescent Inpatient Services - consultant

1990 - American Red Cross - San Francisco - Training group facilitator and Red Cross emergency disaster worker critical incident debriefing.

Board of Psychology - Oral Board Commissioner

6/30/01 - CA Psychology oral board licensing exam, oral board examiner.

TRAINING CONFERENCES AND WORKSHOPS

11/17/07 - California Psychological Association - *Ethical Decision Making and Risk Management in Clinical Practice*. Jeffrey Younggren, Ph.D., ABPP, presenter. Berkeley, CA

09/28-30/06 - The National Child Abuse Defense & Resource Center 13th International Conference - Child Abuse Allegations: Science vs. Junk Science in the Courtroom, Las Vegas, Nevada.

03/16/06 - 03/19/06 American College of Forensic Psychology 22nd Annual Symposium in Forensic Psychology: Forensic Skills. San Francisco, CA.

01/05/06 - American Psychological Association's, National Association for Continuing Education, headquarters, Plantation, Florida: *Domestic Violence in the Lives of Children*, by S. A. Graham-Bermann and J. L. Edelson (Eds.).

09/24/05 - California Psychological Association's 59th Annual Convention: *Legal and Ethical Risks and Risk management in Professional Psychological Practice*. Jeffrey Younggren, Ph.D., ABPP. Foster City, CA.

11/16/04 – POST Certified Training presentation by Harvey Shapiro, MA, P.I., for CA state wide veteran law enforcement on *Child Abuse: Investigative Interviewing of Children, Preventing Children From Having To Testify*. Guest participant observer to evaluate performance as requested by presenter. Sacramento, CA.

10/14/04 - 10/16/04 – 3 days - National Child Abuse Defense & Resource Center: Child Abuse Allegations: Separating Fact from Fiction. Las Vegas, NV.

04/01/04 - 04/03/04 - American College of Forensic Psychology 20th Annual Symposium. San Francisco, CA.

04/10/03 - 04/13/03 - American College of Forensic Psychology 19th Annual Symposium in Forensic Psychology. Palm Springs, CA.

10/21/02 - Alta Bates Summit Medical Center, *Elder Abuse: Cons, Hustles, and Influence*. Presenter, Abraham Nievod, Ph.D. J.D. Forensic Psychologist.

10/5/02 & 10/6/02 - False Memory Syndrome Foundation Conference, *Family Reconciliation: Where do we go from here*. Chicago, IL.

9/10/02 thru 9/11/02 - 3-day/20 hour Child Custody and Forensic Evaluations: Legal and Ethical Issues, in compliance of *California Court RULE 1257.4*

3/2001 - American Psychological Association, Independent Study Exam Program - *Expert Witnesses in Child Abuse Cases*, by Ceci and Hembrooke

10/2001 - National Child Abuse Defense & Resource Center: ***Child Abuse Allegations In The Courts: Science & Reason vs. Myth & Emotion*** - 3 days

9/00 - American Psych. Association: Open Forum: ***The New Ethics (for psychologists in the forensic arena)***

8/00 - American Psych. Association: ***Through the Courthouse Door; Mental Health Providers, the Law***

5/00 - Marin County Psych. Assoc.: ***Psychotherapy with Children of Divorce***

3/00 - Marin County Psych. Association: ***Therapy with Families of Divorce***

10/99 - National Child Abuse Defense & Resource Center: ***Allegations of Child Abuse; The Law, The Science, The Myths, The Reality*** - 3 days

8/98 - American Psychological Association Division 18– ***Psychologists in Public Service, Police & Public Safety Psychology Section: Assessment and Clinical Innovations in Police Psychology***

5/98 - California Psychological Association - ***Legal and Ethical Issues for the Mental Health Professional***

12/97 - N. California Mediation Center for CA Psychological Assoc.: ***Interviewing Children in Mediation***

3/96 - John Hopkins University and False Memory Syndrome Foundation: ***Standards of care in Diagnostic and Therapeutic practice with Memory*** - San Diego

6/96 - ***Domestic Violence, Psychological & Legal Dimensions*** – D. Sonkin, CA State Univ. Sonoma, 2 days

5/95 - American College of Forensic Psychology; 11th Annual Symposium – 3 days

4/94 - CA Psychological Association Conference, Forensic Psychology on the Front Burner; the Recovered Memory Controversy; Forensic Psychological Assessment of Sexual Harassment; False Allegations Against Psychologists - San Francisco, 3 days

1/92 - American Critical Incident Stress Foundation – ***Critical Incident Stress Debriefing*** – 2 days

4/92 - American College of Forensic Psychology; 8th Annual Symposium – 2 days

1991 - American Psychiatric Association Convention - New Orleans – ***Factitious Disorder By Proxy***

1990 - American Psychological Association Convention - Boston – Munchausen’s Syndrome By Proxy as a Possible Factor When Abuse is Falsely Alleged - Symposium on false accusations of sexual abuse in divorce/custody disputes; Police Psychology Division, Psychological Autopsy of Celebrity Murderers

1989 - California Peace Officers Association Training Conference - ***Current Practices for Psychological Fitness for Duty Evaluations*** - Napa, CA

6/21/89 - Marin County Department of Public Safety, Emergency and Fire Services – ***Juvenile Fire-setting Intervention Techniques***

1989 - Child Abuse & Neglect Conference: Washington, DC

1984-1985 - Robert Hazelwood, Special Agent, Behavioral Science Unit FBI – 2 sessions, Psychological & Criminal Profiling Major Crimes, Serial Rapists and Sex offenders, perpetrators and victims - San Francisco

1988 to 1999 - Chris Hatcher, Ph.D., 11 years consultation and training 4 hours /month – Child Abuse, abducted children, molested & exploited children. Studied research on Missing and Exploited Children and reviewed the manual for NCMEC

Kenneth Lanning, Special Agent, FBI – Sex Offenders and their victims, consultation re CSA – references D. C. Rand’s MBP work early 1990's, 12/18/95 and summer 1997.

1983 - California Peace Officer's Association- *Psychological Profile of a Criminal*

1983 - San Francisco Police Dept. & Saybrook Institute – *Emotional Survival of Law Enforcer's* - 2 days