

# Robert A. Rando, Ph.D.

9320 Somerset Court  
Centerville, OH 45458  
937-885-1770

robert.rando@wright.edu  
rhrando@sbcglobal.net

Counseling and Wellness Services  
Wright State University  
(937) 775- 3407

---

**Licensure:** Licensed Psychologist #4952, State of Ohio.

**Education:** 1988-1993. Doctor of Philosophy, Counseling Psychology, Specialization in Marriage and Family Therapy and Educational Psychology, Program approved by the American Psychological Association. Dissertation: Parent-child relationship and college men's sexually aggressive attitudes and behavior. Ball State University.

1986-1988. Master of Arts, Counseling Psychology, Boston College.

1981-1986. Bachelor of Science, Psychology, minor in Business Administration, Graduated cum laude, Fitchburg State College.

## PROFESSIONAL EXPERIENCE

9/99 - present

***Director, Counseling and Wellness Services – Associate Professor, School of Professional Psychology.*** Responsibilities - Director: supervision (both administrative and clinical/functional) of 25 professional, training, and support staff; budgetary development and allocation; development and monitoring of quality assurance programming; provision of outreach programming, consultation services, psychotherapy, and crisis intervention; and development and maintenance of counseling center web page.

Responsibilities - Associate Professor: teach graduate level courses in Clinical Psychology; program development and evaluation; research design and implementation; University and community service.

9/94 – 8/99

***Director, University Counseling Center - Assistant Professor, Department of Counseling, Youngstown State University.*** Responsibilities - Assistant Professor 9/94 to 8/99: teach graduate level courses in Counseling; program development and evaluation; research design and implementation; University and community service. {Note: from 9/94 to 7/96 served as *Coordinator of Counselor Training Clinic*}

Responsibilities - Director, University Counseling Center (7/96 to 8/99): provision of emotional/social and career counseling, and testing and assessment services; selection, evaluation, supervision (both administrative and clinical/functional), and training of professional and support staff, student workers, interns, and graduate assistants; budgetary development and allocation; development and monitoring of quality assurance programming; provision of outreach programming, consultation services, and crisis counseling; and development and maintenance of counseling center web page and clinical database.

- 1/98 - 2/99 **Consulting Psychologist, NEO Therapeutics Incorporated**, part-time position. Responsibilities include consultation with facility staff, provision of psychological assessments, and supervision of mental health counselors at two rehabilitative care facilities (primarily geriatric clientele).
- 7/96 - 7/98 **Consulting Psychologist, Health Index Incorporated**, part-time position. Responsibilities include psychological assessment, program development, provision of psychological services to child, adolescent, and adult clients (*note: from 7/96 - 7/97, served as Clinical Director*).
- 7/95 - 7/96 **Clinical Director, S.A.V.E.**, part-time position. Direct a mental health facility treating survivors and perpetrators of domestic violence and sexual aggression. Responsibilities include: the provision of psychological services to child, adolescent, and adult clients; supervision of clinical staff; program development; grant preparation; research; staff and program evaluation.
- 3/95 - 8/96 **Psychologist, PsyCare Incorporated**, part-time position. Provide psychological services to adult and adolescent clients in individual, couples, and family modalities.
- 1/95 - 3/95 **Instructor, Northeastern Ohio Universities College of Medicine**, part-time position. Responsibilities included co-leadership of group interviewing skills class for medical students, including didactic presentation, experiential exercises, and supervision.
- 11/91 - 8/94 **Psychology Associate, Hillcrest Family Center, Hilker & Whitt, P.A.**, part-time position 11/91 to 1/93. Provided assessment and individual, couples and family therapy for child, adolescent, and adult outpatient clients with specific specialization in men's issues and the treatment of survivors of sexual abuse, sex offenders, and sexual compulsions.
- 3/93 - 8/94 **Director of Research and Development, Alliance for Family and Community**, part-time position. Responsible for the identification of grant sources, grant preparation and submission, and management of grant funds for a non-profit organization. Responsible for the direction of a treatment program for male survivors of sexual abuse.
- 2/93 - 7/93 **Child Therapist, Sexual Abuse and Domestic Violence Center**, part-time position. Provided assessment and individual and family therapy to male child survivors and co-survivors of sexual abuse and outreach services to the community on issues relevant to the sexual victimization of male children.
- 8/92 - 1/93 **Adult Therapist, Sexual Assault Recovery Center**. Provided assessment and individual, family, couples, and group therapy to adult survivors and co-survivors of sexual assault.
- 6/92 - 7/92 **Instructor, University of Maryland, University College**, part-time position. Provided instruction to undergraduate students enrolled in a study skills course with focus on the improvement of reading, listening, note-taking, time management, examination, and study skills.
- 7/91 - 7/92 **Doctoral Intern, American Psychological Association approved internship, University of Maryland Counseling Center**. Responsible for the provision of: individual, couples and group therapy (Incest Survivors group, General Therapy group); career assessment and counseling; intake evaluation and emergency coverage; supervision of doctoral level counselors; consultation and outreach to the residence life staff and the university community; and completion of a rotation in the Parent-child Consultation Service.

- 9/89 - 4/91 **Mental Health Counselor**, *The Center for Mental Health*, part-time position. Provided assessment and individual, couples, and family therapy for child, adolescent, and adult outpatient clients.
- 9/88 - 4/91 **Doctoral Fellowship**, *Ball State University*. Positions included:  
 1/91-4/91 *Supervisor*. Provided appropriate instruction and supervision to doctoral level students participating in a practicum in supervision.  
 6/89-4/91 *Supervisor*. Provided appropriate supervision to doctoral and masters level students enrolled in and following completion of a practicum in counseling.  
 1/89-12/89 *Graduate Instructor*. Instructor for two sections of a graduate level course entitled: Introduction to Counseling (CPSY 605). Responsible for direction of an experiential laboratory providing training in the core counseling skills through the use of lecture, demonstration, and experiential techniques.  
 1/89-5/89 *Supervisor*. Provided appropriate supervision to masters level counselors enrolled in a practicum in group counseling.  
 9/88-9/89 *Intake Counselor*. Provided assessment of incoming clients through administration, scoring, and interpretation of intake test batteries (SCL-90, and Beck Depression), and diagnostic interview. Appropriate referrals were made within the clinic or to other community agencies.  
 9/88-6/89 *Instructor*. Instructor for two sections of an undergraduate course entitled: Human Relationship Development (CPSY 230).
- 8/87 - 5/88 **Intern**, *Family Continuity Program*. Provided individual, family, and group counseling to child, adolescent, and adult clients through outreach and traditional therapy modalities. {Master's Internship}
- 11/87 - 7/88 **Technical Writer**, *Applied Intelligence Systems*. Responsible for composition, layout, and graphic design of documentation for an artificial intelligence software package.
- 3/86 - 8/88 **Scientist I**, *Geo Centers*. Conducted human factors research at the Natick Research, Development, and Engineering Center.

## REFEREED PUBLICATIONS

- Durham Thompkins, C. & Rando, R. A. (2003). *Gender role conflict and shame in college males*. *Psychology of Men and Masculinity*. Psychology of Men and Masculinity, 4(1), 79-81.
- Rando, R. A. (2001). *Adaptive supervision in counselor training*. Clinical Supervisor, 20(1), 173-182.
- Rando, R. A., & McBee, S. M. (1999). *Fraternity membership and sexual aggression*. Alabama Counseling Association Journal, 25(2), 30-32.
- Rando, R. A., Rogers, J. R., & Brittan-Powell, C. S. (1998). *Gender role conflict and college men's sexually aggressive attitudes and behavior*. Journal of Mental Health Counseling 30, 359-369.
- Rogers, J. R., Abbey-Hines, J., & Rando, R. A. (1997). *Confirmatory factor analysis of the gender role conflict scale: A cross validation of Good et al., 1995*. Measurement and Evaluation in Counseling and Development, 30(3), 137-145.
- Olsen-Rando, R. A. (1994). *Proposal for the development of a computerized version of the Talking, Feeling, and Doing Game*. Computers in Human Services, 11(1-4), 69-80. Published concurrently in H. Resnick (Ed.), Electronic Tools for Social Work Practice and Education: Part I. (pp. 69-79). Hazelton, PA:

Haworth Press. {note: name changed from Robert Olsen-Rando to Robert Rando}

## OTHER INVITED AND NON-REFEREED PUBLICATIONS

Eels, G., Rando, R. A., Gartner, M. & Rodolfa, E. (in press). *The Association for University and College Counseling Center Directors Campus Mental Health Survey: Executive Summary*. NASPA Journal.

Rogers, J.R. & Rando, R. A. (1998). *The Gender Role Conflict Scale: Enhancing the interpretation of confirmatory factor analysis through follow-up exploratory factor procedures*. Youngstown, OH: Youngstown State University, Department of Counseling. (ERIC Document Reproduction Service)

Rando, R. A. (1997). *Compartmentalization*. Bulletin of the Society for the Psychological Study of Men and Masculinity, Division 51, American Psychological Association, 3(1), 14-15 .

Rando, R. A. (1995). *I think that I may get it*. Bulletin of the Society for the Psychological Study of Men and Masculinity, Division 51, American Psychological Association, 1(1), 11-12.

Siegel, S. F., Dragsbaek, E. M., Warren, P. H., & Rando, R. A. (1987). *Individual encapsulation, state anxiety, and cognitive performance: A multivariate analysis*. Internal Government Report.

## SCHOLARLY PRESENTATIONS

Rando, R. A., Eells, G., & Davidshofer, C. (2006). An introduction and review of the AUCCCD Annual Directors Survey. Association for University and College Counseling Center Directors, Annual Conference, Vail Colorado.

Rando, R. A. (2006) Introduction to Mindfulness. Association for University and College Counseling Center Directors, Annual Conference, Vail Colorado.

Olona, M., Boggs, K., Colbs, S., Haynes, H.C., Davidshofer, C., Doty, M.E., Eells, G., Fields, A., Hagans, C.L., Jones, D., Resnick, J.L., & Rando, R.A. Cutting-edge counseling center practices: Collaborations, crises, and cantankerous administrators. (2006). National Association of Student Personnel Administrators (NASPA) 88<sup>th</sup> National Conference, Washington, DC.

Colbs, S. & Rando, R. A. (2005). *Stages of Director Development: New Research and Shared Exploration*. Annual Conference of the Association for University and College Counseling Center Directors, Minneapolis, MN.

Rando, R. A. , Hotelling, K., Martin, J. K., & Cox, J. A. (2004). *Multicultural Staff Development Programs*. Annual Conference of the Association for University and College Counseling Center Directors, Incline Village, NV.

Greer, T., Zaytoun, K., Rando, R., Dobson, F., Nguyen, M., Henderson, M., McCrary, R., & Dyer, C. (2004). *Faces of Diversity: An intimate dialogue*. Quest for Community, Wright State University, Dayton, Ohio.

Colbs, S., & Rando, R. A. (2003). *Developing a taxonomy of director development*. Annual Conference of the Association for University and College Counseling Center Directors, New Orleans, Louisiana

- Cochran, S., Rando, R. A., & Pollard, J. (2003). *Looking for a few good men: Reducing barriers to male help-seeking behavior*. Annual Conference of the Association for University and College Counseling Center Directors, New Orleans, Louisiana
- Davidson, J., Perry, J. C. & Rando, R. A. (2002). *Understanding the Impact of HIPAA and FERPA on Counseling Center Administration and Functioning*. Annual Conference of the Association for University and College Counseling Center Directors, Honolulu, Hawaii.
- Rando, R. A., Davidson, J. & Perry, J. C. (2002) *A Brief Review of the Impact of HIPAA and FERPA on Counseling Center Administration and Functioning*. Annual Conference of the Association for University and College Counseling Center Directors, Honolulu, Hawaii.
- Long, L., Gilles-Thomas, D., Lucy, J., & Rando, R. A. (2001). *Innovative Web Initiatives*. Annual Conference of the Association for University and College Counseling Center Directors, Toronto, Canada.
- Douce, L., Alishio, K., & Rando, R. A. (2001). *Building Administrative Support for Your Center: An elements of excellence program*. Annual Conference of the Association for University and College Counseling Center Directors, Toronto, Canada.
- Rando, R. A. (2000). *Adaptive Supervision in Counselor Training (ASiCT): A meta-theoretical training model*. Annual Conference of the Association for University and College Counseling Center Directors, Snowbird, Utah.
- Durham Thompkins, C., & Rando, R. A. (2000). *Shame and Gender Role Conflict in College Males*. Annual Convention of the American Psychological Association, Washington, DC.
- Brittan-Powell, C. S., Wade, J. C., & Rando, R. A. (2000). *Males' adaptation to gender role pluralism: A psychosocial competence model*. Annual Convention of the American Psychological Association, Washington, DC.
- Schepp, K. F., Barclay, R., Rando, R. A., Sease, D., & Wlazelek, B. (November, 1998). *Training Master's Degree Students in Counseling Centers: Best Practices and Innovative Approaches*. Annual Conference of the Association for University and College Counseling Center Directors, Santa Fe, New Mexico.
- Durham Thompkins, C., Rando, R. A., & Mastell, M. (November, 1998). *Men's Struggle with Shame and Gender Role Conflict*. All Ohio Counselor Conference, Columbus, Ohio.
- Durham Thompkins, C., & Rando, R. A. (August, 1998). *Shame and Gender Role Conflict*. Annual Convention of the American Psychological Association, San Francisco, California.
- Rando, R. A., & Durham Thompkins, C. (October, 1997). *The ACT Model of Supervision*. All Ohio Counselor Conference. Columbus, Ohio.
- Rogers, J. R., Rando, R. A., Bustos, L. A. & Vrable, M. (1997). *Gender Role Conflict Scale: Enhancing Interpretation through Exploratory Factor Procedures*. Annual Convention of the American Psychological Association, Chicago Illinois.
- Rando, R. A., Olson, A., & Vrable, M. (1996). *Attachment Theory and Psychopathology: Implications for Counselors*. All Ohio Counselor Conference, Columbus, Ohio.
- Rando, R. A., Fangman, H. E., & Olsen-Rando, D. R. (August, 1996). *Parent-child Relationship and College*

- Men's Gender Role Conflict*. Annual Convention of the American Psychological Association, Toronto, Canada.
- Rogers, J. R., Rando, R. A., & Abbey-Hines, J. (August, 1996). *Confirmatory Factor Analysis of the Gender Role Conflict Scale*. Annual Convention of the American Psychological Association, Toronto, Canada.
- Briggs, J. R., Rando, R. A., & Gleckman, A. D. (April, 1996). *The Transgenerational and Systemic Legacy of Domestic Violence*. 1996 World Conference of the American Counseling Association, Pittsburgh, Pennsylvania.
- Rando, R. A., Gleckman, A. D., Streicher, P. S., & Briggs, J. R. (April, 1996). *Religious Inter marriage: Interventions and Implications for Counselors*. 1996 World Conference of the American Counseling Association, Pittsburgh, Pennsylvania.
- Fangman, H. E., Rando, R. A., & McBee, S. M. (April, 1996). *A Power/Interaction Model of the Perpetration of Child Molestation*. Great Lakes Regional Conference for Counseling Psychology of the American Psychological Association, Muncie, Indiana
- Rando, R. A., Olsen-Rando, D. R., & Hill, H. E. (November, 1995). *Attachment and Gender role Conflict: Implications for Counseling with Males*. All Ohio Counselor Conference. Columbus, Ohio.
- Rando, R. A., Olsen-Rando, D. R., Hill, H., & McBee, S.M. (October, 1995) *Parent-Child Attachment and College Men's Sexually Aggressive Attitudes and Behavior*. Annual Research and Treatment Conference of the Association for the Treatment of Sexual Abusers, New Orleans, Louisiana.
- Rando, R. A., Olsen-Rando, D. R., Brittan, C. S., Winsted, D. E., & McBee, S. M. (August, 1995). *Gender Role Conflict and College Men's Sexually Aggressive Attitudes and Behavior – II*. Annual Convention of the American Psychological Association, New York, New York.
- McBee, S. M. & Rando, R. A. (August, 1995). *Fraternal Membership and College Men's Sexually Aggressive Attitudes and Behaviors*. Annual Convention of the American Psychological Association, New York, New York.
- Rando, R. A. (April, 1995). *An Integrated Relapse Prevention and Boundary Model for the Treatment of Compulsive Behaviors*. Annual Convention of the American Counseling Association, Denver, Colorado.
- Rando, R. A., Brittan, C. S., & Pannu, R. (August, 1994). *Gender Role Conflict and College Men's Sexually Aggressive Attitudes and Behavior*. Annual Convention of the American Psychological Association, Los Angeles, California.
- Rando, R. A., Brittan, C. S., & Pannu, R. (November, 1993). *Gender Role Conflict and College Men's Sexually Aggressive Attitudes and Behavior*. Annual Convention of the Association for the Treatment of Sexual Abusers, Boston, Massachusetts.

## SUPPORTED RESEARCH AND DEVELOPMENT

Substance Abuse and Mental Health Services, Campus Suicide Prevention Grant Program (FY 2006 – present; Amount \$64,000.00). *The Many Rooms Project*.

Wright State University Foundation/Provosts' Special Grants Program (FY 2000-2001; Amount: \$3,221.00). *Student Success Web Site*.

Office of Criminal Justice Services, Edward Byrne Memorial Grant Program (FY 1998-1999; Amount: \$5,000.00). *Rape Prevention Web Page*.

Youngstown State University Research Assistant Award (FY 1998-1999; Amount \$1,100.00). *Shame and Gender Role Conflict and the Development of a Female Gender Role Conflict Scale*.

Youngstown State University Research Assistant Award (FY 1994-1995; Amount \$1,200.00). *College Men's Sexually Aggressive Attitudes and Behavior* and *Application of the Power/Interaction Model of Interpersonal Violence to Sex Offending Behavior*.

Youngstown State University Research Assistant Award (FY 1995-1996; Amount \$1,200.00). *Attachment and Psychopathology*.

## PROGRAM OR TRAINING PRESENTATIONS

Rando, R. A. (November, 2000). Performance Enhancement in Clinical Practice. Dayton Psychological Association.

Rando, R. A. & Weddington, R. (March, 2000). Electronic Record Keeping. Technology Tools for Human Service Professionals Conference, Dayton, Ohio

Rando, R. A. (June, 1999). Outpatient Treatment of the Adult Sex Offender. Professional training for Psychologists and Counselors, PsyCare Incorporated, Youngstown, Ohio.

Rando, R. A. (February, 1999). *Clinical Supervision - The ASiCT Model*. Professional training for Counselors, Social Workers, Chemical Dependency Counselors, and Psychologists, Youngstown, Ohio.

Rando, R. A. (May , 1998). *Treatment of Post-Traumatic Stress Disorder*. Professional training for Counselors and Social Workers, Youngstown, Ohio.

Rando, R. A. (April, 1998). *Men and Rape*. Program presented to the Youngstown State University community as part of Sexual Assault Awareness Week, Woman's Programs, Youngstown State University, Youngstown, Ohio.

Rando, R. A. & Evans, W. J. (February, 1998). *Clinical Supervision*. Professional training for Counselors, Social Workers, and Psychologists, Youngstown, Ohio.

Rando, R. A. (February, 1998). *Proficiently Preparing Progress Notes*. Professional training for Counselors and Social Workers, Youngstown, Ohio.

Rando, R. A. (April, 1997). *When Rape Happens to Someone You Love*. Program presented to the Youngstown State University community as part of Sexual Assault Awareness Week, Woman's Programs, Youngstown State University, Youngstown, Ohio.

Rando, R. A., & Evans, W. J. (February, 1997). *Counselor Supervision: Theory and Process*. Professional training for Counselors, Social Workers, and Psychologists, Youngstown, Ohio.

Rando, R. A. (April, 1996). *When Rape Happens to Someone You Love*. Program presented to the Youngstown State University community as part of Sexual Assault Awareness Week, Woman's Programs,

- Youngstown State University, Youngstown, Ohio.
- Rando, R. A. (November, 1995). *Rehabilitation Issues Related to Working with Sex Offenders*. Program presented to the Eastern Ohio Rehabilitation Association.
- Rando, R. A. (May, 1995). *Issues for Male Survivors of Sexual Abuse*. Program presented to the Gay and Lesbian Student Association, Youngstown State University, Youngstown, Ohio.
- Rando, R. A. (May, 1995). *The Diagnostic and Statistical Manual IV*. Program presented at the Practice and Research: Current and Future Perspectives in Social Work Conference, Youngstown, Ohio.
- Rando, R. A. (May, 1993). *Issues in Treating Male Survivors of Sexual Abuse*. Program presented at the 3rd Annual Conference of the Frederick County Mental Health Association, Frederick, Maryland.
- Hilker, D. & Rando, R. A. (March, 1993). *Group Therapy: Theory and Process*. Program presented at the Catholic Charities Staff Training, Harrisburg, Pennsylvania.
- Rando, R. A. (May, 1992). *Parent-child Relationship and College Men's Sexually Aggressive Attitudes and Behavior*. Paper presented at the University of Maryland Counseling Center Research and Development meeting, College Park, Maryland.
- Rando, R. A. (April, 1992). *The Development of and Clinical Use of the Computerized Version of the Talking, Feeling, and Doing Game*. Program presented at the University of Maryland Parent-child Consultation Service Ecumenical Training, College Park, Maryland.
- Rando, R. A. (April, 1992). *A Treatment Program for Adolescent Sex Offenders*. Program presented at the University of Maryland Parent-child Consultation Service Ecumenical Training, College Park, Maryland.
- Rando, R. A. (March & April, 1992). *Men Talking: On Date Rape and Sexual Aggression*. Program presented to Residence Life staff and residents, University of Maryland, College Park, Maryland.

## PROFESSIONAL SERVICE ACTIVITIES

- Member, Advisory Board, Center for the Study of College Student Mental Health (2006 – present).
- Member, Board of Directors, Association for University and College Counseling Center Directors (2001-present).
- Survey Coordinator, Association for University and College Counseling Center Directors National Survey (2006 – present).
- Member, Elements of Excellence Task Force, Association for University and College Counseling Center Directors (1999 – 2006).
- Member, Board of Directors, Warren and Clinton Counties Mental Health and Recover Services (2004 – 2006).
- Webmaster, Association of College and University Counseling Centers ([www.aucccd.org](http://www.aucccd.org)) (2002 – 2006).

Webmaster, Division 51, American Psychological Association ([www.apa.org/divisions/div51](http://www.apa.org/divisions/div51)) (2001 – 2003).

Self-Study External Site Reviewer – Mental Health Center at Gallaudet University (1999).

Member, Board of Directors, Burdman Group, Youngstown, Ohio, 1998 – 1999.

Mahoning County Comprehensive Strategy for Serious, Violent, and Chronic Juvenile Offenders Committee, 1999.

Member, Board of Directors, Planned Parenthood of Mahoning County, 1997 - 1999.

Member, Board of Directors, Eastern Ohio Counselors Association, 1994-1997

Chairperson, Research Task Force, Division 51, American Psychological Association Division on the Study of Men and Masculinity 1995-1997.

## EDITORIAL RESPONSIBILITIES

Ad hoc reviewer – Sex Roles, 2004.

Special Section Editor on Male Aggression for the APA Division 51 Newsletter, 1995 - 1999.

Ad hoc reviewer for Counselor Education and Supervision, 1996 - 1998.

Ad hoc reviewer for Violence Against Women, 1995 - 1998.

Editorial Reviewer for a Special Issue on African American Men and Masculinity: Psychological Perspectives, Journal of African American Men, 1996.

Reviewer for the Association for Counselor Education and Supervision National Convention, held October 3 - 6, 1996, Portland, Oregon.

Ad hoc book reviewer for Sexual Abuse: Research and Treatment, 1994 – 1996.

## ASSOCIATIONS AND AFFILIATIONS

Association for University and College Counseling Center Directors

American College Health Association

National Association of Student Personnel Administrators

American Psychological Association

APA Division 17, Counseling Psychology

Psi Chi, National Honor Society