

# Curriculum Vitae

## **Dr. Robert G. Kaplan**

Clinical Psychologist  
Board Certified Forensic Examiner  
Fellow, American College of Forensic Examiners  
Diplomate, American Board of Psychological Specialties,  
Psychological Disability Evaluation



## **Kaplan Consulting & Counseling, Inc.**

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## ***Current Employment Position***

President, Kaplan Consulting & Counseling, Inc. (April, 2002 to Present)

A clinical and forensic psychologist who specializes in trauma, psychological disability evaluation, workplace violence, sexual harassment, discrimination, substance abuse prevention and criminal behavior. He is an experienced crisis manager who has successfully helped employers and individuals resolve several hundred crises involving suicidal, homicidal, intoxicated and psychotic individuals without the loss of a single life throughout his career. He also advises employers on the development of policies, programs and strategies in his areas of specialization. In his private practice he specializes in treating individuals who suffer from trauma, substance abuse, depression and anxiety.

## ***Previous Employment Positions***

**Executive Vice President, Behavior Management Associates, Inc. (May, 1985 to April, 2002)**

A founding principal of a firm that provides employee assistance programs, managed behavioral health care services, organizational training and development programs, and evaluations for hiring and promotion to over 200 employers across the United States and Canada. Services were provided to over 250,000 covered lives of the firm's *IMPACT* Employee Assistance Program. The firm also provides psychological assessment and counseling services to individuals, couples

and families in the greater Cleveland metropolitan area. His responsibilities included the management of forensic and assessment services, clinical services, crisis intervention services, program development, employer policy consultation, risk management, information and communication technology, contracting, and development of marketing materials.

**Psychologist, Management Psychologists of Ohio (December, 1983 to June 1984, Part-time, July, 1984 to May, 1985)**

An employee of a firm that provided management consulting and employee assistance programs to employers in the greater Cleveland metropolitan area. Responsibilities included individual, group, family and marital psychotherapy, biofeedback, psychological assessment and vocational counseling. Extensive assessment services were provided for attorneys, insurance and rehabilitation companies, employers, the Ohio Bureau of Workers Compensation, the Ohio Bureau of Vocational Rehabilitation and the U.S. Social Security Administration.

**Counselor, City of Cleveland Office of Mental Health & Substance Abuse (October, 1982 to June, 1984)**

An employee of a city agency that provided outpatient mental health and substance abuse services primarily to low-income, poor and indigent residents. Responsibilities included individual, group and marital psychotherapy, outreach services, social services, substance abuse counseling and consultation to medical staff in the adult and adolescent clinics of the Thomas F. McCafferty Health Center, an inner-city outpatient health care facility. Psychological assessment and consultation services were performed for agency staff located throughout the City of Cleveland. Additional responsibilities included group therapy for substance abusers, individual psychotherapy, and psychological assessment of prisoners in the City of Cleveland House of Corrections.

***Internship***

**Cleveland MetroHealth Medical Center (Formerly Cleveland Metropolitan General Hospital, September, 1981 to September, 1982)**

Psychology Intern at a county teaching hospital of Case Western Reserve University Medical School, accredited by the American Psychological Association. Responsibilities included psychological assessment and neuropsychological testing of infants through elderly on both inpatient and outpatient units, individual outpatient psychotherapy of children, adolescents and adults, crisis intervention and emergency services, group psychotherapy of inpatient adolescents, psychological consultation to pediatric and adult medical wards, psychological assessment and intervention with medical patients, psychological support to medical staff, case management of adolescent and adult psychiatric inpatients, and provision of psychological services to multi-disciplinary treatment teams for adolescent and adult psychiatric inpatient units.

## ***Training Placements***

### **Case Western Reserve University Student Health Service (September 1980 to September, 1981)**

Psychology Assistant at a university counseling center. Responsibilities included outpatient psychotherapy with graduate and undergraduate students of the university.

### **Cleveland Veterans Administration Medical Center (September, 1978 to September, 1980)**

Psychology Assistant at a large Veterans Administration psychiatric hospital. Responsibilities included one year of providing psychological services for an acute-care psychiatric ward, six months of providing psychological services for the drug dependency treatment unit, six months of providing psychological services for the day hospital program (full-day treatment of hospital outpatients). Services included psychological assessment, individual and group psychotherapy, case management, therapeutic community intervention, biofeedback and multi-disciplinary treatment team planning.

### **Lake County Mental Health Center (September, 1977 to September 1978)**

Psychology Assistant at a large suburban mental health center. Responsibilities included individual and group psychotherapy, crisis intervention and psychological assessment of children, adolescents, adults and elderly county residents.

## ***Education***

Ph.D., Clinical Psychology, 1983, Case Western Reserve University, Cleveland, Ohio

M.A., Clinical Psychology, 1981, Case Western Reserve University, Cleveland, Ohio

B.A., Cum Laude, Psychology, 1976, University of Pennsylvania, Philadelphia, Pennsylvania

## ***License and Certifications***

Psychologist, State of Ohio, License Number 3518, 1984

Fellow, American College of Forensic Examiners, 1999 to Present

Diplomate, American College of Forensic Examiners, 1996 to 1999

Diplomate, American Board of Psychological Specialties, Psychological Disability Evaluation, 1996

Board Certified Forensic Examiner of the American College of Forensic Examiners, 1996 to Present

U.S. Dept. of Transportation Substance Abuse Professional 1998 to 2003

Critical Incident Stress Debriefing, International Critical Incident Stress Foundation, 1995 to Present

CPR & First Aid, American Red Cross, 1998 to Present

### ***Hospital Affiliations***

University Hospitals Health System, Laurelwood Hospital, Cleveland, Ohio, 1992 to 2008

Parma Community General Hospital, Cleveland, Ohio 1996 to Present

### ***Professional Associations***

President, Cleveland Psychological Association, 1999

Treasurer, Cleveland Psychological Association, 1998

Chief, Information & Referral Service, Cleveland Psychological Association, 1998

Chairperson, Speakers Bureau, Cleveland Psychological Association, 1997

Chairperson, Public Education & Marketing Committee, Cleveland Psychological Association, 1997

Member, International Society of Traumatic Stress Studies, 1994 to Present

Member, Cleveland Psychological Association, 1985 to Present

Member, Ohio Psychological Association, 1985 to Present

Member, American Psychological Association, 1985 to Present

Member, Employee Assistance Professionals Association 1985 to 2003

Member, Program Committee, Employee Assistance Professionals Association, Northern Ohio Chapter, 1985 to 1987

American Management Association 1985 to 1987

## ***Teaching Experience***

Graduate Clinical Instructor, Cleveland State University, Dept. of Psychology 2008 to present

Guest Lecturer, Critical Incident Stress Debriefing, Cleveland State University, Cleveland, Ohio, 1997

Instructor, Behavior Modification, Ursuline College, Cleveland, Ohio, 1987

Graduate Assistant, Psychological Assessment, Case Western Reserve University, 1980-1981

Undergraduate Assistant, Statistics, Case Western Reserve University, 1980-1981

## ***Professional Publications***

Kaplan, Robert G., (1998) Preventing Workplace Violence, in *The Best of Labor & Employment Law, 1997, Volume #703*, Carl F. Muller, Ed., Columbus, Ohio, Ohio CLE Institute Publications

Workplace Violence Technical Advisor, Gustin, Joseph F. (1996), *Safety Management, A Guide for Facility Managers*, New York, New York, Upword Publishing, Inc.

Weiner, Irving B., & Kaplan, Robert G., (1978), Supervising the Beginning Therapist, in *Psychotherapy Supervision: Theory, Research and Practice*, New York, New York, John Wiley & Sons, Inc.

## ***Government Consultation***

Expert Witness, Death Penalty, Kentucky Department of Public Advocacy, 2009

Expert Witness, Death Penalty, U.S. District Court, Northern District of Ohio, 2008

Expert Witness, Death Penalty, Office of the Public Defender of Knox County, Ohio, 2006

Expert Witness, Death Penalty, Indiana Public Defender's Office, Indianapolis, Indiana, 2006

Consultant and Expert Witness, Death Penalty, Office of the Public Defender of Ohio, 2004

Consultant and Expert Witness, Cook County Public Defender, Chicago, Illinois 2003-2004

Consultant and Expert Witness, Personal Injury, Office of the Attorney General of Ohio, 2003

Expert Witness, Personal Injury, Department of Justice, Canada, Winnipeg, Manitoba, 2002

Expert Witness, Death Penalty, Federal Public Defender, Phoenix, Arizona, 2002

Consultant, Police Homicide, Erie County Prosecutor's Office, Buffalo, New York, 1999

Expert Witness, Death Penalty, Indiana Public Defender's Office, Indianapolis, Indiana, 1997 to 1999

Consultant & Expert Witness, Workers' Compensation, Greater Cleveland Regional Transit Authority, 1997 to Present

Volunteer Mediator, City of Lakewood Prosecutor's Office, Lakewood, Ohio, 1990 to Present

Consultant, Stress Management, U.S. National Aeronautics and Space Administration, John Glenn Research Center, (formerly Lewis Research Center), Cleveland, Ohio 1986 to 1988

Expert Witness, Juvenile Homicide, Cuyahoga County Prosecutor's Office, Cleveland, Ohio, 1985

Consultant, Ohio Bureau of Workers Compensation, Cleveland, Ohio 1984 to Present

Consultant, Ohio Bureau of Vocational Rehabilitation, Cleveland, Ohio 1984 to Present

Consultant, U.S. Social Security Administration, Cleveland, Ohio 1984 to 1986

### ***Community Affiliations***

Founding Board Member, Cuyahoga County Critical Incident Stress Debriefing for Emergency Responders, Cleveland, Ohio, 1995

Vice-Chairperson, Director of Operations Committee, Volunteer Coordinator, Mental Health Disaster Team, American Red Cross, Cleveland, Chapter, 1992 to Present

Board Member, Cleveland Clinic Foundation Children's Hospital Advisory Board, 1990 to 1992

Board Member, Glenbeigh Chemical Dependency Hospital Community Advisory Board, Rock Creek, Ohio, 1990 to 1992

Board Member, Adam Walsh Foundation for Missing Children, Cleveland Chapter, 1987

### ***Professional Presentations (Partial Listing)***

*Alcohol: How Much is Too Much?* Cleveland Metropolitan Bar Association, November 11, 2008

*Verifying Psychological Claims*, Calfee, Halter, Griswold, August 2008

*Substance Abuse Prevention*, Giambrone Construction Company, Hudson, Ohio March, 2008

*Substance Abuse Prevention*, Giambrone Construction Company, Hudson, Ohio February 28, 2007

*Alcohol: How Much is Too Much?* Benesch, Friedlander, Coplan & Aronoff, LLP, Legal Ethics Seminar, Cleveland, Ohio, February 27, 2007

*Verifying Psychological Claims*, Ulmer & Berne LLC, Employment Law Seminar, Cincinnati, Ohio, November 30, 2005

*Verifying Psychological Claims*, Ohio Management Lawyers Association, Columbus, Ohio, November 2, 2005

*Psychological Issues in Competency to Stand Trial*, Indiana Public Defenders Council, Indianapolis, Indiana, September 16, 2005

*Verifying Psychological Claims*, Ohio Self-Insurers Association, Toledo, Ohio, June 16, 2005

*Substance Abuse Prevention*, Giambrone Companies, Hudson, Ohio, March 10, 2005

*Verifying Psychological Claims*, Self Insured Group of Ohio, Cuyahoga Falls, Ohio, December 17, 2004

*Managing Traumatized Patients*, Fairview Medical Center Hassler Center for Family Medicine, Fairview, Ohio, December 1, 2004

*Verifying Psychological Claims*, Northeast Ohio Association of Occupational Health Nurses, Southwest General Hospital, Berea, Ohio, April 8, 2004

*Verifying Psychological Claims*, VocWorks Employer Seminar, Cleveland, Ohio October, 2003 and Youngstown, Ohio October, 2003

*Better Evaluation & Management of Candidates and Employees*, Ohio Staffing Services Association, Cleveland, Columbus, Cincinnati, and Dayton, Ohio, September, 2003.

*Workplace Violence Prevention*, Ohio Bar Association, Columbus, Ohio, August, 2003

*Psychological Issues and the Law*, 16<sup>th</sup> Annual Labor and Employment Conference, Benesch, Friedlander, Coplan & Aronoff, LLP, Cleveland, Ohio, May 16, 2002

*Take a Proactive Approach to Protecting Your Company and Employees From Workplace Violence and Conflict*, Personnel Law Update, Council on Education in Management, June 20, 2000

*Stress Management, Healthy People: Mental Health Program*, The Health Museum of Cleveland, February 8, 1997

*Critical Incident Stress*, Business and Industry Council for Emergency Planning and Preparedness, American Red Cross, Cleveland, Ohio, January 14, 1997

*Violence in the Workplace and the Impact it has on Victims and Their Families*, In Your Interest, WQHS-TV, Silver King Broadcasting, Cleveland, Ohio January 10, 1997

*Preventing Violence in the Workplace: The Growing Threat That Can Happen Anywhere at Any Time*, 1996 Ohio Employment Law Seminar, Ohio Chamber of Commerce & Manufacturers Education Council, Columbus, Ohio, October 22, 1996

*The Human Equation*, Business Survival and Recovery Seminar, Contingency Planners of Ohio, Cleveland, Ohio, October 15, 1996

*Managing Employees After a Branch Robbery*, Robbery Seminar, Star Bank, Cleveland, Ohio, September 24, 1996

*Stress Management*, Future Leaders of Medina County, Medina County Schools, Medina, Ohio, March 7, 1996

*Diagnosis & Treatment of Anxiety Disorders with Particular Emphasis on Post Traumatic Stress Disorder*, Continuing Professional Education, Cuyahoga Community College, Cleveland, Ohio, March 5, 1996

*Substance Abuse Prevention*, Representing Closely Held Businesses, Cohen & Company, Cleveland, Ohio, November 14, 1995

*Dealing with Catastrophic Stress*, Business Disaster Recovery, Contingency Planners of Ohio, Cleveland, Ohio, July 19, 1995

*Workplace Violence Prevention*, Crime and Violence in the Ohio Workplace, Institute of Business Law, Cleveland, Ohio, May 17, 1995

*Evaluation of Emotional & Psychological Distress*, 1995 Spring Meeting Program, Ohio Association of Civil Trial Attorneys, Columbus, Ohio, May 12, 1995

*Workplace Violence Prevention*, Crime and Violence in the Ohio Workplace, Institute of Business Law, Columbus, Ohio, May 10, 1995



*Managing Traumatized Employees*, Disaster Planning Symposium, American Red Cross, Cleveland, Ohio, March 21, 1995

*Managing Distressed Employees*, Annual Meeting, Personnel Association of Central Ohio, Columbus, Ohio, January 12, 1995

*Warning Signs: How to Identify and Intercept Potential Violence*, Preventing Workplace Violence, Council on Education in Management, Cleveland, Ohio March 30, 1994

*Safe Handling of the Volatile Employee*, Personnel Law Update, 1994, Council on Education in Management, Cleveland, Ohio, January 28, 1994

*Emotional Damages and Claims of Sexual Harassment*, Labor & Employment Law Seminar, Duvin, Cahn, Barnard & Messerman, Cleveland, Ohio, October 28, 1993

*Controlling Emotional Damages in Catastrophic Cases*, Joint Seminar, Mississippi Claims Association & Mississippi Defense lawyers Association, Jackson, Mississippi, April 30, 1993

*Substance Abuse Prevention Program*, Drug Testing and Litigation: Understanding the Process, Ohio State University Continuing Legal Education, Cleveland, Ohio May 8, 1992

## ***Training Programs Developed & Presented***

Managing Traumatized Patients (For Physicians and Medical Residents)

Verifying Psychological Claims (For Claim Representatives and Attorneys)

Alcohol: How Much is Too Much? (For Attorneys)

Substance Abuse Prevention (For Employees & Managers)

Sexual Harassment Prevention (For Employees)

Stress Management (For General Public)

Traumatic Stress, Post Traumatic Stress Disorder & Critical Incident Stress Debriefing (For Mental Health Professionals)

Dealing with Catastrophic Stress (For Emergency Volunteers & Mental Health Professionals)

Dealing with Victims of Catastrophic Claims (For Insurance Adjusters)

Managing Distressed Employees (For Managers)

Coping with Change (For Managers)

Making the Most of Differences Between Yourself & Others (Diversity Training for Employees)

Proving & Disproving Emotional Damages (For Attorneys)

Dealing with Volatile Customers (For Employees)

Dealing with Volatile or Difficult People (For General Public & Employees)

Workplace Violence Prevention (For Employees & Managers)

### ***Media Appearances***

Wall Street Journal (September 11, 2001, Working in Tall Buildings)

Cleveland Plain Dealer (Employee Assistance Programs, Stress Management, Workplace Violence)

Inside Business Magazine (Psychological Effects of Economic Change in Cleveland, Ohio)

WKYC-TV3, (NBC) Cleveland, Ohio (September 11, 2001, Murderers, Seasonal Affective Disorder, Neighbor Conflicts)

WJKW-TV8, (CBS) Cleveland, Ohio (September 11, 2001, American Red Cross) Named to "America Responds" Team for features on coping with terrorism

WEWS-TV5, (ABC) Cleveland, Ohio (September 11, 2001, Post Traumatic Stress Disorder, Cleveland's Greatest House Fire, June, 2005, Post Traumatic Stress Disorder: Iraq War Veterans)

WVIZ-TV13 (PBS) Cleveland, Ohio (Hurricane Katrina Red Cross Telethon Mental Health Disaster Team Spokesperson, 9/9/05)