

MICHAEL MOBLEY, PH.D.

School of Liberal Arts
Psychology Department
Clinical Mental Health Counseling
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EDUCATION

- 8/92 – 5/98 **THE PENNSYLVANIA STATE UNIVERSITY** – University Park, PA.
Counseling Psychology Program, Department of Educational, School, and
Counseling Psychology, College of Education (accredited by the American
Psychological Association).
Doctor of Philosophy (May, 1998).
Dissertation: *Cross cultural construct validity of perfectionism: Differential
standards and academic performance among African American college students.*
(Chair: Robert B. Slaney, Ph.D.).
- 8/90 – 8/92 **TEMPLE UNIVERSITY** – Philadelphia, PA.
Counseling Psychology Program, Department of Psychological Studies in
Education, College of Education
Masters' Degree in Education (August, 1992).
(Advisor: Emil Soucar, Ed.D.).
- 8/83 – 5/90 **THE PENNSYLVANIA STATE UNIVERSITY** – University Park, PA.
Department of Psychology, College of the Liberal Arts.
Bachelor of Science (May, 1990).
Concentration Studies: Architectural Engineering.

HIGHER EDUCATION EXPERIENCE

MERRIMACK COLLEGE, North Andover, MA.

School of Liberal Arts, Psychology Department, Clinical Mental Health Counseling.

1/20 – present *Associate Professor* (tenured)

Director, Clinical Mental Health Counseling program. Teach graduate courses. Scholarly contributions to the disciplines of counseling and psychology. Service to the university, community, and professional organizations. Member of the Faculty Senate DEI Ad Hoc Committee, DEI Advisory Council, Graduate Council, and Graduate Education Meetings.

Teaching at Merrimack College

Graduate courses:

Ethical & Legal Issues in Counseling (CMH 5060)
Human Growth and Development (CMH 5150)
Career and College Counseling (CMH 5160)
Diversity and Culture in Counseling (SC 5020/CMH 5130)
Counseling Theory (CMH 5000)
Research and Evaluation (CMH 5020)

SALEM STATE UNIVERSITY, Salem, MA.
College of Arts and Sciences, Psychology Department.

9/12 – 8/20 ***Associate Professor*** (tenured, effective 9/15).
Teach undergraduate courses in psychology and graduate courses in M.S.
Counseling program. Graduate Program Coordinator. Scholarly contributions to
the disciplines of counseling and psychology. Service to the university,
community, and professional organizations.

12/17 – 5/18 ***Interim Co-Chief Diversity and Inclusion Officer***
Serve as campus-wide co-officer to promote the mission, philosophy as well as
policies and procedures to promote diversity, equity, and inclusive excellence via
faculty, staff, students, and curriculum at Salem State University.

Teaching at Salem State University

Undergraduate courses:

Research Methods & Statistics I (PSY 203S)
Research Methods & Statistics II (PSY 204R)
African American Psychology (PSY 355)
Seminar in Perfectionism (PSY 540)

Graduate courses:

Community Counseling in a Diverse and Multicultural Society (PSY 734N)
Counseling Theory and Practice I (PSY 731)
Counseling Theory and Practice II (PSY 732)
Research Methods (PSY 700)
Race, Ethnicity, and Culture in Families and Couples (PSY 990)
Practicum (PSY 930N)
Internship (PSY 931N)
Legal & Ethical Issues in the Helping Professions (PSY 777R)
Interpersonal Relationships (PSY 744)
Marital Couples and Family Counseling (PSY 757N)
Child Development and Public Policy (PSY 738)
Human Development over the Lifespan (PSY 705)

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY, New Brunswick, NJ.
Graduate School of Education, Department of Educational Psychology.

9/08 – 6/12 *Associate Professor* (untenured).
Teach graduate courses in school counseling and counseling psychology programs. Faculty achieved CACREP accreditation for school counseling program. Conduct research and present findings in professional journals and meetings. Service to the university, community, and professional organizations.

UNIVERSITY OF MISSOURI, Columbia, MO.
College of Education, Department of Educational, School, and Counseling Psychology (accredited by the American Psychological Association).

8/06 – 8/07 *Psychological Resident* (Professional Development Leave), Counseling Center, University of Missouri, Columbia, MO.

10/05 – 5/06 *Training Director* of counseling psychology doctoral program.

8/05 – 8/08 *Associate Professor* (tenured).

8/99 – 5/00 *Director, Internship Training* of counseling psychology doctoral program.

8/97 – 8/05 *Assistant Professor* (entered tenure track on August 1998).

Taught graduate courses in masters' counseling and doctoral counseling psychology programs. Conducted research and presented findings in professional journals and meetings. Service to the university, community, and professional organizations.

7/96 – 6/97 **UNIVERSITY OF MARYLAND**, College Park, MD.
Counseling Center (accredited by the American Psychological Association).

Psychology Intern.

Provided supervised psychological services to the university community. Services included intake assessment, individual and group counseling, consultation, crisis intervention, supervision of practicum counselors, and rotation in the Career Development Center and Division of Testing, Research, and Data Processing.
Training Director: Margaretha S. Lucas, Ph.D.

EMPLOYMENT EXPERIENCE

1/97 – 5/97 **UNIVERSITY OF MARYLAND AT COLLEGE PARK.**

University of Maryland Career Center.

Graduate Instructor (25% Psychology Intern Rotation). Career Exploration and Decision-Making.

10/96 – 11/96 **JOHN HOPKINS UNIVERSITY**, Baltimore, MD.

Counseling Program.

Graduate Instructor (Adjunct Instructor). Multicultural Counseling.

8/95 – 5/96 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.

- Counseling and Psychological Services (CAPS).
Counselor (50% Graduate Assistantship).
- 8/95 – 5/96 **HALDEMAN & ASSOCIATES**, Hollidaysburg, PA.
Private Practice in Psychological Services.
Therapist (8-10 hours per week).
- 8/94 – 12/94 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
Department of Counselor Education, Counseling Psychology, and Rehabilitation Services.
Co-Instructor (25% Graduate Assistantship). Multicultural Counseling.
- 1/94 – 07/97 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
Department of Counselor Education, Counseling Psychology, and Rehabilitation Services.
Peer Research Trainer & Consultant. Paid consultant to doctoral level students and advance ABD students in basic and advance statistical analyses and computer statistical programs (SAS; SPSS).
- 8/93 – 12/93 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
Department of Counselor Education, Counseling Psychology, and Rehabilitation Services.
Clinical Supervisor/Instructor (Course Training). Counseling Methods & Supervision.
- 6/93 – 9/93 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
College of Health and Human Development, Office of Minority Affairs, Minority Student Mentor Program.
Program Assistant. (Full-time Summer)
- 1/93 – 11/95 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
Division of Student Affairs, Student Leadership Development Office, Project W.I.S.E.
Diversity Workshop Trainer. Lead Trainer (2 years) and Co-leader (1 year) for Project Workplace Integration Skills for Engineers (W.I.S.E.). Provided 52-hour workshop series over ten months to three sections of 30-35 junior-level engineering students.
- 1/93 – 5/93 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.
College of Health and Human Development, Department of Human Development and Family Studies.
Teaching Assistant. (Volunteer, 25%). Gay and Lesbian Identity Development.
- 8/92 – 7/96 **THE PENNSYLVANIA STATE UNIVERSITY**, University Park, PA.

Department of Counselor Education, Counseling Psychology, and Rehabilitation Services.

Research Assistant. (50% Graduate Assistantship).

- 7/91 – 7/92 **MONTGOMERY COUNTY METHADONE CENTER**, Norristown, PA.
Alcohol and Drug Counseling and Rehabilitation Services.
Professional Counselor (Full-time professional staff).
Instructor of Guidance Activities and English. Provided individual and group counseling services for students.

HONORS AND AWARDS

Salem State University

- Nomination for the Fifth Annual Distinguished Teaching Award (2019).

American Psychology Association, Division 45, Society for the Psychological Study of Culture, Ethnicity, and Race

- Elected as Fellow (2015).

American Counseling Association, Counselors for Social Justice

- Reese House Social Justice Advocate Award (2015).

American Psychology Association, Division 44, Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues

- Distinguished Contribution to Ethnic Minority Issues (2013).

American Psychology Association, Division 17, Society of Counseling Psychology

- Elected as Fellow (2010).

American Psychological Association

- Elected as Fellow (2010).

University of Missouri-Columbia

- College of Education Higher Flyer Award for Excellence in Teaching (2006).
- College of Education Higher Flyer Award for Excellence in Teaching (2005).
- Wakonse Fellow for Teaching (1999).

The Pennsylvania State University

- Nominee Outstanding Graduate Student Award in Counseling Psychology (1997).
- College of Education Alumni Society's Graduate Student Alumni Research Initiation Grant Award (1996).
- Pennsylvania Commonwealth Scholarship (1996).
- Who's Who among Students In American Universities and Colleges (1994).
- College of Education Alumni Society's Graduate Student Alumni Research Initiation Grant

Award (1993).

- Chi Sigma Iota, Rho Alpha, Counselor Education Honor Society (1993).
- Chi Sigma Iota, Rho Alpha, Counselor Education Honor Society (1992).
- Pennsylvania Commonwealth Scholarship (1991).
- Pennsylvania Commonwealth Scholarship (1990).

PUBLICATIONS

Peer-Reviewed Journal Articles

(R = referred peer reviewed; * - indicates data-based; italicized names are students).

- Chun, H. & Mobley, M. (2014). The “Immigrant Paradox” phenomenon: Assessing problem behaviors and risk factors among Immigrant and Native adolescents. *Journal of Primary Prevention, 35*, 339-356. R*
- Mobley, M. & Chun, H. (2013). Testing Jessor’s problem behavior theory and syndrome: A nationally representative comparative sample of Latino and African American adolescents. *Cultural Diversity and Ethnic Minority Psychology, 19*, 190-199. R*
- Sadberry, S., & Mobley, M. (2013). Sociocultural and mental health adjustment of Black student-athletes: Within-group differences and institutional setting. *Journal of Clinical Sport Psychology, 7*, 1-12. R*
- Hernandez, E., Mobley, M., Coryell, G., Yu, E., & Martinez, G. (2013). Examining the cultural validity of a college student engagement survey for Latinos. *Journal of Hispanic Higher Education, 12*(2), 153-173. R*
- Spanierman, L. B., Oh, E., Heppner, P. P., Neville, H. A., Mobley, M., Wright, C. V., Dillon, F. R., & Navarro, R. (2011). The Multicultural Teaching Competency Scale: Development and initial validation. *Urban Education, 46* (3), 440-464. R*
- Chun, H., & Mobley, M. (2010). Gender and grade level comparisons in the structure of problem behaviors among adolescents. *Journal of Adolescence, 33*, 197-207. R*
- Mobley, M., Slaney, R. B., & Rice, K. G. (2005). Cultural validity of the Almost Perfect Scale-Revised for African American college students. *Journal of Counseling Psychology, 52*, 629-639. R*
- Frazier, C., Mintz, L., & Mobley, M. (2005). A Multidimensional look at religious involvement and psychological well-being among urban elderly African-Americans. *Journal of Counseling Psychology, 52*, 583-590.
- Chen, H., Mallinckrodt, B., & Mobley, M. (2002). Attachment patterns of East Asian international

students and sources of perceived social support as moderators of the impact of U.S. racism and cultural distress. *Asian Journal of Counselling*, 9, 27-48. R*

Slaney, R. B., Rice, K. G., Mobley, M., Trippi, J., & Ashby, J. S. (2001). The Revised Almost Perfect Scale. *Measurement and Evaluation in Counseling and Development*, 34, 130-145. R*

Neville, H. A., & Mobley, M. (2001). Social identities in context: An ecological model of multicultural counseling psychology processes. *The Counseling Psychologist*, 29, 471-486. R

Worthington, R. L., Mobley, M., Franks, R. P., & Tan, J. A. (2000). Multicultural counseling competencies: Verbal content, counselor attributions, and social desirability. *Journal of Counseling Psychology*, 47, 460-468. R*

Martens, M. P., Mobley, M., & Zizzi, S. J. (2000). Multicultural training in applied sport psychology. *The Sport Psychologist*, 14, 81-97. R

Slaney, R. B., Chadha, N., Mobley, M., & Kennedy, S. (2000). Perfectionism in Asian Indians: Exploring the meaning of the construct in India. *The Counseling Psychologist*, 28, 10-31. R*

Mobley, M. (1998). Moving towards pride: Gay, lesbian, and bisexual issues in counseling psychology training. *The Counseling Psychologist* 26, 786-796. R

Mobley, M., & Slaney, R. B. (1996). Holland's Theory: Its relevance for lesbian and gay clients. *Journal of Vocational Behavior*, 48, 125-135. R

BOOK CHAPTERS

Mobley, M. (2020). Healing the soul wound. In R. Borunda (Ed.), *What is the color of your heart?: A humanist approach to diversity*, (pp. 193-211). Dubuque, IA: Kendall Hunt

Byars-Winston, A. M., Kantamneni, N., & Mobley, M. (2012). The Changing economic order: Implications of economic disparities for counseling psychologists. In N. A. Fouad, J. A. Carter, & L. Subich (Eds.), *APA Handbook of Counseling Psychology*. Washington, DC: American Psychological Association.

Mobley, M. (2011). Healing the soul wound. In R. Borunda (Ed.), *What is the color of your heart?: A humanist approach to diversity*, (pp. 193-211). Dubuque, IA: Kendall Hunt.

Mobley, M. (2010). Kaleidoscopic cultural images of self as a counselor. In M. J. Trotter, J. M. Koch, S. Sanger, & T. M. Skovholt (Eds.), *Voices from the field: Defining moments in counselor development*, (pp. 144-148). New York: Routledge.

Martens, M. P., & Mobley, M. (2005). Homophobia in sport psychology service: Straight guys working with gay guys. In M. B. Andersen (Ed.), *Doing more sport psychology*, (pp. 249-

264). Champaign, IL: Human Kinetics.

Mobley, M., & Pearson, S. M. (2004). Blessed Be the Ties That Bind. In J. M. Croteau, J. S. Lark, T. Lance, K. J. Bieschke, & Y. B. Chung (Eds.), *Deconstructing heterosexism in the counseling profession: Multicultural narrative voices*, (pp. 89-96). Thousand Oaks, CA: Sage.

Mobley, M. (2000). Cultural guardians: A Model for supporting gay~African American boys/men in higher education. In M. C. Brown & J. E. Davis (Eds.), *Black sons to mothers: Compliments, critiques, and challenges for cultural workers in education*, (pp. 173-192). New York: Peter Lang Publishing.

Barber, J., & Mobley, M. (1999). Counseling gay adolescents. In A. Horne & M. Kiselica (Eds.), *Handbook of counseling boys and adolescent males*, (pp. 161-178). Newbury Park, CA: Sage.

Mobley, M. with Cheatham, H. E. (1999). R. A. C. E. – Racial affirmation and counselor educators. In M. Kesilica (Ed.), *Confronting prejudice and racism during multicultural training*, (pp. 89-105). Arlington, VA: American Counseling Association.

Mobley, M., & Levey, M. (1998). Lesbian, gay, and bisexual students of color. In Levey, Blanco, and Jones (Eds.), *How to succeed on a majority campus: A guide for minority students*, (pp. 171-197). Belmont, CA: Wadsworth Publishing Company.

WORKS IN PROGRESS (R = referred peer reviewed; * - indicates data-based; italicized names are students).

Chatterjee, D., Mobley, M., & Leong, F. T. L. (under review). Black bodies in White organizations: A racialized terror management theory (TMT) perspective. *Review of General Psychology*.

Li, J., & Mobley, M. (in preparation). Perfectionism, depression, and anxiety: Evidence of mediating effects of rumination. *

UNPUBLISHED WORK

Training Manuals

Mobley, M., & Lynn, G. (2002). *Workshop Participant Manual: A Model for Developing After-school Program in Schools (Updated & Revised)*. PEAK Institute. Columbia, Missouri.

Mobley, M., & Lynn, G. (2001). *Workshop Training Facilitators' Manual: A Model for Developing After-school Program in Schools (Updated & Revised)*. PEAK Institute. Columbia, Missouri.

Mobley, M., & Berlin, B. (2001). *Workshop Participant Manual: A Model for Developing After-*

school Program in Schools. PEAK Institute. Columbia, Missouri.

Mobley, M., & Berlin, B. (2001). *Workshop Training Facilitators' Manual: A Model for Developing After-school Program in Schools*. PEAK Institute. Columbia, Missouri.

Scale Development

Mobley, M. (1998). *Differential Standards Scale-Racial*. Unpublished manuscript, University of Missouri-Columbia, Columbia, Missouri.

Slaney, R. B., Mobley, M., Trippi, J., Ashby, J. S., & Johnson, D. G. (1996). *Almost Perfect Scale-Revised*. Unpublished manuscript, Pennsylvania State University, State College, Pennsylvania.

MEDIA

Mobley, M. (2010). *Cultural validity of hope: Facilitating PEAK experiences in community partnerships*. (Microtraining and Multicultural Development DVD Series #580). Hanover, MA: Microtraining Associates.

BOOK REVIEWS

Nadal, K. L. (2013). *That's So Gay! Microaggressions and the lesbian, gay, bisexual, and transgender community*. Washington, DC: American Psychological Association.

Sue, D. W., Gallardo, M. E., & Neville, H. A. (2013). *Case studies in multicultural counseling and therapy*. Hoboken, NJ: John Wiley & Sons, Inc.

PEER-REVIEWED CONFERENCE PRESENTATIONS – INTERNATIONAL

(R = refereed; * - indicates data-based; italicized names are students)

Mobley, M. (2005, June). *Community and school based applications of the Self-empowerment Theory of Achievement: Program evaluation and training outcomes*. Invited plenary speaker at the Multicultural Days Conference at Brock University, St. Catharines, Ontario. *

PEER-REVIEWED CONFERENCE PRESENTATIONS – NATIONAL

(R = refereed; * - indicates data-based; italicized names are students)

Flores, M., & Mobley, M. (2019, August). *Microaggressions in the Clinical Context: Supervising QSOC Trainees*. In T. R. Avellar (Chair), *Mentorship in Action: Psychodrama Portrayals of*

Mentorship with Queer Students of Color (QSOC). Symposium presentation at the annual convention of the American Psychological Association, Chicago, IL. R

Mobley, M. (2019, August). *Evoking the Power of Spoken Words*. In C. E. Green, & K. V. Page (Chairs), *This Rainbow Is Far From Enuf: Skills for QTPOC Navigating thru White LGBT Spaces in Psychology*. Symposium paper presentation at annual convention of the American Psychological Association, Chicago, IL. R.

Sawyer, G., Mobley, M., & Liang, C. T. H. (2019, February). *Graduate Outcome Data I & II*. Presentation at the Council of Master's in Counseling Training Programs in Santa Ana Pueblo, NM.

Green, C. E., Mobley, M., Mosley, D., & Bailey, T. (2019, January). *Laying Down the Master's Tools. Difficult Dialogues*. Co-facilitated workshop at the National Multicultural Conference and Summit, Denver, CO. R

Bejarano, A., Inman, A. G., Isacco, A., Mobley, M., & Scheel, M. J. (2018, March). *The State of Affairs of Master's Counseling Programs: Promotion of Social Justice, Inclusion, and Advocacy*. Joint Council Panel presentation at the Council of Counseling Psychology Training Programs and Council of Master's in Counseling Training Programs in San Antonio, TX.

Mikinski, T., & Mobley, M. (2018, March). *Student Evaluations and Remediation*. Presentation at the Council of Master's in Counseling Training Programs in San Antonio, TX.

Mobley, M., & Nakamura, N. (2018, August). *Managing Boundaries, Ethnics, and Personal Desires in Working with Gay Youth*. In A. Hancock-Smith & T. R. Avellar (Co-Chairs). *Mentorship in action: A Psychodrama Approach to Mentorship within QPOC Community*. Symposium at the annual convention of the American Psychological Association, San Francisco, CA.

Mobley, M., & Koch, J. (2017, March). *Future Training Directors' Professional Development Workshop* presented at the Council of Counseling Psychology Training Programs in San Juan, Puerto Rico.

Mobley, M. (2015, August). *The Value and Principles of Cultural Engagement with Communities: Moral Courage*. Presidential Address at the annual convention of the American Psychological Association, Toronto, CA.

Mobley, M. (2014, March). *Matching your interests with Leadership: SCP Pre-conference Leadership Workshop (4 hours)*. Individual speaker on panel and facilitator of mentoring breakout session at the 2014 Counseling Psychology Conference, Atlanta, GA.

Mobley, M. (2014, March). *Significance of SCP Leadership Academy*. Presentation at the 2014 Counseling Psychology Conference, Atlanta, GA.

- Mobley, M. (2014, March) Student Speed Mentoring. Roundtable participant at the 2014 Counseling Psychology Conference, Atlanta, GA.
- Mobley, M., & Hernandez, E. (2012, November). The Construct validity of an engagement measure: *Student Engagement for the Research University (SERU)* for African American college students. Symposium presented at the Association for the Study of Higher Education, Las Vegas, Nevada.
- Mobley, M. (2011, August). PEAK: Culture, identity, and communities. Fellows Address invited presentation at the annual convention of the American Psychological Association, Washington, DC.
- Mobley, M. (2011, August). Critical socioeconomic status analysis: Counseling psychology and a socially just world in urban communities. "Critical socioeconomic status analysis within education and training," Symposium chair and paper presented at the annual convention of the American Psychological Association, Washington, DC. R
- Mobley, M., & Chun, H. (2010, March). *Understanding risk factors among Hispanic and Asian immigrant adolescents*. Poster presentation accepted for the National Association of School Psychologists, Chicago, IL. R*
- Chun, H., & Mobley, M. (2010, March). *Understanding problem behaviors among Hispanic and Asian immigrant adolescents*. Poster presentation accepted for the National Association of School Psychologists, Chicago, IL. R*
- Mobley, M. (2010, March). *Latent oppressive identity ego status: Implications for counselors addressing gender, race/ethnicity, and sexual orientation*. Paper accepted for the American Counseling Association Annual Conference and Exposition, Pittsburgh, PA. R
- Mobley, M. (2010, February). *Colors of the rainbow: Empowering racial and ethnic minority lesbian, gay, bisexual, and transgender youth*. Paper presentation at the Center for Excellence in School Counseling and Leadership, San Diego, CA. R
- Mobley, M. (2009, October). *Multicultural Counseling Self-Efficacy: A theoretical training model for achieving multicultural competence*. Paper presentation at the Association for Counselor Education and Supervision, San Diego, CA. R*
- Chun, H., & Mobley, M. (2009, February). *Understanding problem behaviors among culturally diverse adolescents: Implications for schools*. Paper presentation at the National Association of School Psychologists, Boston, MA. R*
- Mobley, M. (2009, January). *Intersectionality of gender, race, religion, and sexual orientation: Ethical implications for training*. In J. Barnett (Chair), Am I competent enough? Multicultural competence from an ethics perspective. Symposium paper presentation at the National Multicultural Conference and Summit, New Orleans, LA. R

- Chaichanasakul, A., & Mobley, M. (2009, January). *Predictors of multicultural counseling competencies among racial/ethnic minorities and international psychological trainees: Implications for training*. Poster presented at the National Multicultural Conference and Summit, New Orleans, LA. R*
- Garriott, P. O., Kawika Allen, G. E., Yuhong, H., Chaichanasakul, A., & Mobley, M. (2009, January). *Experiences of racial/ethnic minority and international counselor trainees in multicultural training: A Phenomenological exploration*. Poster presented at the National Multicultural Conference and Summit, New Orleans, LA. R*
- Mobley, M., & Somers, S. (2009, January). *Difficult Dialogues*. Co-facilitated workshop at the National Multicultural Conference and Summit, New Orleans, LA. R
- Dass-Brailsford, P., Pierre, M., Mobley, M., & Toporek, R. (2008, August). *Youth and community violence training*. Workshop presented in collaboration with TenPoint Coalition, Boston, MA.
- Chaichanasakul, A., & Mobley, M. (2008, August). *Identity development and multicultural competence among minority group counselor trainees*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*
- Chiao, H., Garriott, P. O., Mobley, M., Khairallah, T., Fu, C., & Hsieh, C. (2008, August). *An ecological psychosocial cultural adjustment model for lesbian, gay, and bisexual international students in the United States*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R
- Chun, H., & Mobley, M. (2008, August). *Gender and grade-level comparison for the general risk factor and problem behavior theory models*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*
- Mayes, R., & Mobley, M. (2008, August). *Multicultural competencies among school counselor trainees*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*
- Mobley, M. (2008, August). *Developmental milestones in multicultural competency: Integrative training and outcome-based assessments*. Symposium (Chair) at the annual convention of the American Psychological Association, Boston, MA. R
- Mobley, M., & Chun, H. (2008, August). *Covarying risks and problem behaviors among lesbian, gay, and bisexual adolescents*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*
- Mobley, M., & Hamilton, S. (2008, August). *The 12 colors of the rainbow: Umbrella of GLBTQ diversity roundtable*. Roundtable (Co-Chair) at the annual convention of the American

Psychological Association, Boston, MA.

Mobley, M., Puri, R., Trotter, R., Chaichanasakul, A., Smith, K., Hastings, M. & Tilghman, J. (2008, August). Life stress, academic stress, and perfectionism among international students. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*

Soth-McNett, A. M., & Mobley, M. (2008, August). *The Missouri Multicultural Counseling Interests Scale (MMCI): Development and validation*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*

Trotter, R., & Mobley, M. (2008, August). *Hope, anxiety, and life satisfaction: A path model analysis among perfectionists*. Poster presented at the annual convention of the American Psychological Association, Boston, MA. R*

Mobley, M., Chun, H., & Whitney, S. (2008, March). *An examination of problem behaviors among gay, lesbian, and bisexual adolescents*. Poster presented at the Society of Research on Adolescents, Chicago, IL. R*

Mobley, M. (2008, March). *Counseling lesbian, gay, bisexual, and transgender clients and community: Best Practices*. Discussant for symposium workshop at the International Counseling Psychology Conference, Division 17, American Psychological Association, Chicago, IL. R

Mobley, M., Chaichanasakul, A., Trotter, R., Puri, R., & Smith, K. (2008, March). *Perfectionism and school performance among Hong Kong students*. Poster presented at the International Counseling Psychology Conference, Division 17, American Psychological Association, Chicago, IL. R*

Puri, R., Mobley, M., Trotter, R. H., Chaichanasakul, A., & Shejwal, B. R. (2008, March). *NEO-FFI personality dimensions and perfectionism among Indians*. Poster presented at the International Counseling Psychology Conference, Division 17, American Psychological Association, Chicago, IL. R*

Mobley, M., & Toporek, R. (2008, March). *Principles and applications of community engagement: Case study of the Society of Counseling Psychology*. Symposium presented at the International Counseling Psychology Conference, Division 17, American Psychological Association, Chicago, IL. R

Mobley, M. (2007, August). *Derivative of double-consciousness: A multiplicity of double-binds*. In J. Rosenberg (Chair), *Double Binds*. Symposium paper presentation at the annual convention of the American Psychological Association, San Francisco, CA. R

Whitney, S. D., Mobley, M., & Chung, Y. B. (2007, August). *Defining sexual minority adolescents – GLB & same-sex attractions: Examining risks and outcomes*. Poster presented at the annual

convention of the American Psychological Association, San Francisco, CA. R*

Mobley, M. (2007, August). *Advancing social justice perspectives in counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients*. Symposium (Chair) at the annual convention of the American Psychological Association, San Francisco, CA. R

Mobley, M. (2007, August). *Cultural competencies in juvenile justice system: Assessment and Accountability*. Presentation at the Summer Business Meeting for the Council of Juvenile Correctional Administrators, Kansas City, MO.

Mobley, M., & Ferguson, A. (2007, January). *Cultural impasse: Latent oppressive identity ego status in the face of opposition*. In B. Vandiver (Chair), Challenging the current norms of how race and sexual orientation are addressed together in multicultural psychology. Symposium paper presentation at the National Multicultural Conference and Summit, Seattle, WA. R

Mobley, M. (2007, January). *Lessons learned: Unique challenges in community engagement around long-term disaster*. In W. D. Parham (Chair), Giving back: Acts of social justice to promote community engagement. Symposium paper presentation at the National Multicultural Conference and Summit, Seattle, WA. R

Mobley, M. (2007, January). *Negotiating identities across spaces: Integrative cultural self-only at home?* In B. Moradi (Chair), Visions of integrating intersections of identities into research, training, and practice: Centralizing the voices of LGBT women and men of color. Symposium paper presentation at the National Multicultural Conference and Summit, Seattle, WA. R

Levant, R. F., Cerbone, A., Parham, W. D., McDonald, J. D., Vazquez, L., Mobley, M., Haldeman, D., & Gock, T. (2007, January). *The Psychology of men and masculinities perspective: Race, ethnicity, and sexual orientation*. Panel participant for Difficult Dialogues at the National Multicultural Conference and Summit, Seattle, WA. R

Mobley, M., & Chun, H. (2006, August). *Investigation of protective effects among urban African-American adolescents' adjustment*. Poster accepted at the annual convention of the American Psychological Association, New Orleans, LA. R*

Mobley, M., & Chun, H. (2006, August). *Cultural determinants of resiliency: Influence of race, ethnicity, and SES*. Poster accepted at the annual convention of the American Psychological Association, New Orleans, LA. R*

Mobley, M., & Chun, H. (2006, April). *Application of Self-Empowerment Theory as a model of resilience*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA. R*

Mobley, M., Worthington, R. L., & Soth, A. M. (2006, February). *The Missouri Multicultural*

Counseling Self-Efficacy Scale: A preliminary investigation. Paper presentation at the Twenty-third Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY. R*

- Mobley, M., & Goode-Cross, D. (2005, August). *Cultural expressions in the rainbow: Gay identity and psychological well-being.* In D. Whitcomb (Chair), *Intersecting identities among lesbian, gay, and bisexual people.* Symposium paper presented at the annual convention of the American Psychological Association, Washington, DC. R*
- Mobley, M., & Soth, A. (2005, August). *Perfectionism, optimism/pessimism, and coping style among college students.* Poster presented at the annual convention of the American Psychological Association, Washington, DC. R*
- Mobley, M. (2005, August). *Self-empowerment perspective toward minority student achievement.* In H. L. K. Coleman (Chair), *Cultural identity and minority student achievement.* Discussant for symposium at the annual convention of the American Psychological Association, Washington, DC. R
- Mobley, M., & Berkel, L. A. (2005, August). *A test of social cognitive career theory with African American youth: Implications for interventions.* In H. L. K. Coleman (Chair), *Counseling psychology interventions with culturally diverse youth.* Symposium paper presented at the annual convention of the American Psychological Association, Washington, DC. R*
- Mobley, M. (2004, November). *Perfectionism and differential standards: The balance between the highs and the lows for African American college students.* Paper presentation presented at the Second Annual Counseling Center Conference for Mental Health Professionals at Historically Black Colleges and Universities, Hunt Valley, MD. R*
- Mobley, M. (2004, July). In W. M. Liu (Chair), *Substance abuse, men, and masculinity: Integrating theory, research, and treatment.* Discussant for symposium at the annual convention of the American Psychological Association, Honolulu, Hawaii. R
- Mobley, M., & Berkel, L. A. (2004, July). *Career exploration journey: A career intervention program for African American urban students.* In D. L. Blustein (Chair), *Ties that Bind – Internalizing connections between school and work.* Symposium paper presented for the annual convention of the American Psychological Association, Honolulu, Hawaii. R*
- Mobley, M. (2004, July). *Perfectionism: Psychological adjustment and academic status among college students.* In K. G. Rice (Chair), *Interpersonal implications of perfectionism.* Symposium paper presented for the annual convention of the American Psychological Association, Honolulu, Hawaii. R*
- Liang, C., Barber, J., & Mobley, M. (2003, August). *Integrating social justice into the training of counseling psychologists.* A Conversation Hour presentation for the annual convention of the American Psychological Association, Toronto, CA. R

- Mobley, M. (2002 August). *Transformations: Cultural identity integration among African American lesbians, gay men, and bisexuals*. In Y. B. Chung (Chair), *Ethnicity and sexual orientation – Theory, research, and practice*. Symposium paper accepted for the annual convention of the American Psychological Association, Chicago, IL. R
- Mobley, M. (2001, August). *Multicultural counseling and training: Ask the experts*. Roundtable discussant at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M., & Turner, S. (2001, August). *Race and ethnic youth and urban schools*. In J. Swanson (Chair), *Learning how to make a difference as vocational psychologists*. Roundtable discussant at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M. (2001, August). *Promoting culturally-inclusive career models within research, practice and training*. In M. Heppner & K. O'Brien (Co-chairs), *Career counseling training: Empirical models, social justice settings, and diverse populations*. Discussant for symposium at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M. (2001, August). *Resilience: Multi-dimensionalities and relativity*. In H. L. K. Coleman (Chair), *Toward an understanding and measurement of resilience in adolescence*. Discussant for symposium at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M. A., Bishop, R. M., Rooney, S. C., & Roehlke, H. J. (2001, March). *Application models for infusing lesbian, gay, and bisexual psychology*. Workshop presented at the 4th National Counseling Psychology Conference, Houston, TX. R
- Zagelbaum, A., & Mobley, M. A. (2001, March). *Social advocacy efforts in empowering racial/ethnic youth in schools*. Co-Chaired Symposium at the 4th National Counseling Psychology Conference, Houston, TX. R
- Mobley, M. A., Tan, J. A., & Liang, J. J. C. (2001, March). *Applying Self-Empowerment Theory in fostering positive African-American youth development*. Symposium paper presented at the 4th National Counseling Psychology Conference, Houston, TX. R
- Mobley, M. A. (2001, January). *Difficult Dialogues: Sexual orientation*. Co-Facilitated group process at the National Multicultural Conference and Summit II, Santa Barbara, CA. R
- Taylor, M. A., Mobley, M., Heppner, P. P., & Slaney, R. B. (2000, August). *The moderating effect of hope in relationship to perfectionism and psychological well-being*. Poster presented at the annual convention of the American Psychological Association, Washington, DC. R*
- Mobley, M., & Tozer, E. (2000, August). *Lesbian, gay, and bisexual identity development: Influence*

on leadership style and process? Roundtable discussant at the annual convention of the American Psychological Association, Washington, DC. R

Johnson, T. M., & Mobley, M. (2000, August). *Examination of career barriers, racial ideology, and skin color among Black women*. Poster presented at the annual convention of the American Psychological Association, Washington, DC. R*

Hwei-Jane, C., Mallinckrodt, B., & Mobley, M. (2000, August). *Asian international students' attachment, stress, and home versus host culture support*. Symposium paper presented at the annual convention of the American Psychological Association, Washington, DC. R*

Mobley, M. (2000, August). *Integrating LGBT issues in theories, assessment, research, and multicultural counseling*. Paper presented at the annual convention of the American Psychological Association, Washington, DC. R

Mobley, M., & Roehlke, H. J. (2000, August). *Lesbian, gay, bisexual, and transgender individuals - Revisiting Buhrke and Douce (1991)*. Co-chaired symposium at the annual convention of the American Psychological Association, Washington, DC. R

Slaney, R. B., & Mobley, M. (2000, August). *The meaning of perfectionism: Here and there*. Symposium paper presented at the annual convention of the American Psychological Association, Washington, DC. R*

Mobley, M., & Taylor, M. A. (1999, August). *Differential Standards Scale-Racial: Assessing African American college students' perception of "Double standards."* Poster presented at the annual meeting of the American Psychological Association, Boston, MA. R*

Roehlke, H. J., Mobley, M., & Rooney, S. C. (1999, August). *Working with gay, lesbian, & bisexual supervisees*. Roundtable discussant at the annual convention of the American Psychological Association, Boston, MA. R

Mobley, M., & Byars, A.M. (1999, August). *Voice and vision from elders: Professional development issues for Black counseling psychologists*. Co-Chair of Symposium at the annual meeting of the American Psychological Association, Boston, MA. R

Mobley, M., & Multon, K. (1999, April). *The effects of perfectionism in the counseling process*. Poster presented at the annual meeting of the American Educational Research Association, Montreal, CA. R*

Mobley, M., Holmes, D., Johnson, T., & Tan, J. (1999, January). *Multicultural therapist intentions*. Poster presented at the National Multicultural Conference and Summit, Newport Beach, CA. R

Mobley, M. (1998, August). *Cross-cultural construct validity of perfectionism among African American college students*. Poster presented at the annual convention of the American

Psychological Association, San Francisco, CA. R*

- Mobley, M. (1998, August). *Multicultural counseling competencies: Microscopic inspection towards assessing cultural specificity*. Chair of Symposium presented by M. G. Constantine, M. D'Andrea, L. A. Vasquez, & R. Reese with discussants D. B. Pope-Davis and G. L. Stone at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M., & Nutt-Williams, E. (1998, August). *Tenure-related strains and strategies*. Roundtable discussion at the annual convention of the American Psychological Association, San Francisco, CA. R
- Mobley, M., Cheatham, H., Trad, A., and others. (1997, March). *Managing cultural impasses in cross-cultural interactions on campus*. A 6-hour Workshop presented at the annual convention of the American College Personnel Association/National Association of Student Personnel Association (ACPA/NASPA), Chicago, IL. R
- Mobley, M., & Jones, S. (1996, August). *Unpacking cultural baggage: White counselor trainees' exposure to racial and ethnic minorities*. Poster presented at the annual convention of the American Psychological Association, Toronto, CA. R
- Mobley, M., Slaney, R., & Shea, A. (1996, August). *Exploration of the dimensions of perfectionism*. Poster presented at the annual convention of the American Psychological Association, Toronto, CA. R*
- Mobley, M. & Shea, A. (1996, August). *In search of adaptive effects of perfectionism*. Poster presented at the annual convention of the American Psychological Association, Toronto, CA. R*
- Mobley, M., & Blackwell Jones, S. (1996, April). *Cross-cultural autobiography: A tool for developing multicultural self-awareness*. Paper presented at the annual meeting of the American Counseling Association, Pittsburgh, PA. R*
- Mobley, M., Trad, A., Cheatham, H. E., Blackwell Jones, S., & Vandiver, B. (1996, February). *Recognizing and negotiating cultural impasses in cross-cultural counseling*. A 3-hour Workshop presented at the Thirteenth Annual Teachers College Winter Roundtable on Cross-Cultural Psychology and Education, New York, NY. R
- Mobley, M., & Jones, S. (1995, August). *Counselors' use of self in multicultural counseling*. Poster presented at the annual convention of the American Psychological Association, New York, NY. R*
- Mobley, M., & Trad, A. (1995, August). *Cultural impasses in the therapeutic relationship*. Paper presented at the annual convention of the American Psychological Association, New York, NY. R

Mobley, M., & Chan, C. (1994, August). *Multiple cultural identities: Gender, race, and ethnicity*. Accepted roundtable discussant for the annual convention of the American Psychological Association, Los Angeles, CA. R

Mobley, M., & Kim, S. (1993, August). *Resident assistants' attitudes toward lesbians and gay men*. Poster presented at the annual convention of the American Psychological Association, Toronto, CA. R

PEER-REVIEWED CONFERENCE PRESENTATIONS – STATE & REGIONAL (R = refereed; * - indicates data-based; italicized names are students)

Mobley, M., & Love, H. (2009, October). *Colors of the rainbow: Empowering racial and ethnic minority lesbian, gay, and bisexual youth in schools and communities*. Presentation at the Cultural Counts Conference: Multicultural Interventions in Clinics, Schools, and Other Organizations, New Brunswick, NJ.

Mobley, M. & Tomlinson-Clarke, S. (2009, April). *Jessor's Problem Behavior Theory and Black and Latino/a adolescents: Implications for culturally appropriate interventions*. Poster presentation at the 2009 Annual Conference of the New Jersey Counseling Association Conference, Somerset, NJ. R*

Mobley, M. (2002, March). *Multicultural school counseling and consultation with urban schools*. Colloquium presentation, Counseling Psychology Program, Teachers College, Columbia University, New York, NY.

Mobley, M., & Tierney, C. (2000, April). *GEAR UP-Multicultural group counseling: Issues among middle school African American youth*. Paper presented at the annual meeting of the Great Lakes Regional Conference, American Psychological Association, Division 17, Muncie, IN. R*

Mobley, M. (2000, March). *GEAR UP "REACH" Project: Empowering African American Youth*. Paper presented at the Missouri ACT Council 2000 Annual Conference, Columbia, MO. R

Mobley, M. (2000, March). *Columbia PEAK Project and GEAR UP "REACH" Project – Applications of Dr. Tucker's Research-based program model*. Paper presented at the annual meeting of the Southeast American Psychological Association, New Orleans, LA. R

OTHER PRESENTATIONS, LECTURES, DEMONSTRATIONS – STATE & REGIONAL (R = refereed; * - indicates data-based; italicized names are students)

Mobley, M. (2021, April). *Cultural Conversations – What Would You Say – Roleplays*. 2-hour DEI workshop for the Counseling Center at Brandeis University, Waltham, MA.

- Mobley, M. (2021, April). *Cultural Conversations – Affinity Group Norms*. 2-hour DEI workshop for the Counseling Center at Brandeis University, Waltham, MA.
- Mobley, M. (2021, January). *Anti-Blackness from the Beginning*. 2-hour DEI workshop for the Counseling Center at Brandeis University, Waltham, MA.
- Mobley, M. (2020, October). *Whiteness: Implications for Personal and Professional Possible Selves*. 1-1/2 hour DEI workshop for Massachusetts Psychological Association, Boston, MA.
- Mobley, M. (2017, August). *Embracing Cultural Humility, Empathy, and Engagement: Race, Privilege, and Power Dynamics*. 8-hour workshop for the Counseling Center at Brandeis University, Waltham, MA.
- Mobley, M. (2016, April). *Therapeutic Cultural Engagements: Promoting a Sense of Belonging and Empowerment among Racial and Ethnic Minority Individuals on University Campuses*. Pre-Conference CE workshop presentation at 2016 Great Lakes Regional Counseling Psychology Conference, Bloomington, IN.
- Mobley, M. (2015, November). *Cultural Therapeutic Practice and Engagements with Racial and Ethnic Minority LGBTQ Clients among Professional Counselors*. Keynote address at the Pennsylvania Counseling Association. State College, PA.
- Mobley, M., & Rubio, R. (2015, April). *Navigating the Tenure Process*. Presentation at the LGBTQ Scholars of Color Conference, New York, NY.
- Mobley, M. (2015, April). *Speed Mentoring Session*. Presentation at the LGBTQ Scholars of Color Conference, New York, NY.
- Mobley, M. (2015, March). *The Value and Principles of Cultural Engagement with Communities*. Keynote address at the 2015 Great Lakes Regional Counseling Psychology Conference, Muncie, IN.
- Mobley, M. (2013, May). *A Rainbow Mosaic: Promoting Health Equity and Enhancing Relationships with LGBT Clients*. Colloquium presented for the Department of Clinical Psychology's Support for Ethnic and Racial Diversity (SERD) at Antioch New England Graduate School, Keene, NH.
- Mobley, M. (2011, May). *Promoting Health Equity and Enhancing Relationships with LGBTQI2-S Individuals & Communities*. PROCEED, Inc.'s NCTSTA. Morris County, NJ.
- Mobley, M. (2011, April). *Promoting Health Equity and Enhancing Relationships with LGBTQI2-S Individuals & Communities*. PROCEED, Inc.'s NCTSTA. Middlesex County, NJ.
- Mobley, M. (2011, April). *Promoting Health Equity and Enhancing Relationships with LGBTQI2-S Individuals & Communities*. PROCEED, Inc.'s NCTSTA. Cumberland County, NJ.

- Mobley, M., Pinto, J., & Mayor, V. (2011, February). *PEAK Student Peer Mentor-Tutor: Using the Internet for research*. Student Leadership Development & Training, Abraham Clark High School, Roselle School District, Roselle, NJ.
- Mobley, M., & Pinto, J. (2010, December). *PEAK Student Peer Mentor-Tutor & Organization skills*. Student Leadership Development & Training, Abraham Clark High School, Roselle School District, Roselle, NJ.
- Mobley, M. (2010, November). *Multicultural counseling and engagement: School counselors empowering students*. Professional Development Training, Roselle School District, Roselle, NJ.
- Mobley, M., Pinto, J., & Mayor, V. (2010, September). *PEAK Student Peer Mentor-Tutor & Communications 101*. Student Leadership Development & Training, Abraham Clark High School, Roselle School District, Roselle, NJ.
- Mobley, M., Brooks, A., & Pinto, J. (2010, August). *PEAK Student Peer Mentor-Tutor Program Training*. Student Leadership Development & Training, Abraham Clark High School, Roselle School District, Roselle, NJ.
- Mobley, M. (2007, September). *Rape in the African American community: Beginning the healing*. Panel member, University of Missouri-Columbia, Columbia, MO.
- Poulin, K. L., & Mobley, M. A. (2000, November). *Theory into practice: Demystifying and demonstrating Object Relations*. Live Supervision Presentation, Counseling Psychology Program at the University of Missouri-Kansas City, Kansas City, MO.
- Mobley, M. (1998, October). *Perfectionism: Its relevance for African American college students*. Invited Paper presented at Northwest Missouri State University, Department of Psychology, Sociology, and Counseling, Maryville, MO. *
- Mobley, M. (1997, September). *Counseling racial/ethnic clients*. Paper presented for Professional Staff Development at the University of Missouri-Columbia Counseling Center, Columbia, MO.
- Mobley, M. (1996, October). *A career counseling model for students across the rainbow*. Workshop presented at the annual meeting of the Pennsylvania Association of Educational Opportunity Program Personnel (PAEOPP) Fall Conference, Lancaster, PA.
- Mobley, M., & Nutt Williams, L. (1996, September). *Time management and study skills: Outreach for engineering students*. University of Maryland, College Park, MD.
- Mobley, M., & Phillips, P. (1996, September). *Counseling lesbian and gay clients - racial/cultural considerations*. Presentation for Professional Staff at University of Maryland Counseling

Center, University of Maryland, College Park, MD.

- Mobley, M., & Blackwell Jones, S. (1996, April). *Cultural impasses: In the schools and classrooms*. Workshop presented at the 1996 Multicultural Summit, Penn State University, University Park, PA.
- Mobley, M. (1996, February). *Career counseling & lesbian, gay, and bisexual clients: Using the Ecological Diagnostic Classification Plan*. Staff training workshop presented at Career Development & Placement Services, Penn State University, University Park, PA.
- Mobley, M., & Jackson, L. (1995, October). *Understanding suicide and depression*. Outreach for the School of Communications. Penn State University, University Park, PA.
- Mobley, M. (1995, Spring). *Information on counseling services for racial/ethnic students*. Outreach for African-American college students. Penn State University, University Park, PA.
- Mobley, M., & Marchesani, J. (1994, October). *Understanding gay, lesbian, & bisexual issues for students and faculty*. Berks Campus, Penn State University, University Park, PA.
- Mobley, M. (1994, October). *Helpful tips for minority students dealing with stress*. Outreach for the School of Communications. Penn State University, University Park, PA.
- Mobley, M., & Pearson, S. (1993, September). *Communications: Can we talk*. College of Health and Human Development, Office of Minority Affairs, Penn State University, University Park, PA.
- Mobley, M. (1993, August). *Open discussion about interracial relationships*. Member of Panel, Residence Life Program, Penn State University, University Park, PA.
- Hamilton, D., Mobley, M., & Trad, A. (1993, May). *Multiculturalism on campus: Understanding cultural influences in communication and interaction processes*. Penn State University, York Campus, York, PA.
- Hamilton, D., Mobley, M., & Trad, A. (1993, April). *Multiculturalism on campus: Understanding cultural influences in communication and interaction processes*. Penn State University, Altoona Campus, Altoona, PA.
- McClanahan, M., & Mobley, M. (1993, April). *To be or not to be: Out in graduate school*. Coalition of Lesbian, Gay, & Bisexual Graduate Students, Penn State University, University Park, PA.
- Mobley, M. (1993, April). "Straight talk about being gay." Human Sexuality Course, Penn State University, University Park, PA.
- Moore, L., & Mobley, M. (1993, January). *Training resident coordinators in understanding minority identity development*. Penn State University, University Park, PA.

- Mobley, M. (1992, November). *Straight talk: Lesbians, gay men, and bisexuals on college campuses*. Residence Life Program, Penn State University, University Park, PA.
- O'Bear, K., Moore, L., Hamilton, D., & Mobley, M. (1992, November). *Opening doors to understanding and acceptance: Improving interactions with gay, lesbian and bisexual students*. Center for Conflict Management, Penn State University, University Park, PA.
- Mobley, M., & Corbo, A. (1991, March). *Understanding diversity: Walk a mile in my shoes*. Residential Life Program, LaSalle University, Philadelphia, PA.
- Mobley, M., & Hammond, D. (1990, August) *Understanding the ISMs: Sexism, Racism, and Heterosexism/Homophobia*. Residence Life Program, Temple University, Philadelphia, PA.
- Mobley, M. (1989, August). *Open discussion about interracial relationships*. Member of Panel, Residence Life Program, Penn State University, University Park, PA.

GRANTS – EXTERNAL (including currently under review)

- Graduate Assistance in Areas of National Need (GAANN) Fellowship Program. (2010 – 2013: \$788,795). Principal Investigators: de la Torre, Co-PIs: Chiu, Penfield, Collaborators: Baker, Barnett, Hernandez, Mayer, Mobley, & O'Donnell.
- U. S. Department of Education. (2005 – 2006: \$50,000). GEAR UP MU REACH Project. Central Middle & High Schools. Mobley, M. - Awarded grant to increase high school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- U. S. Department of Education. (2004 – 2005: \$280,000). GEAR UP MU REACH Project. Central Middle & High Schools. Mobley, M. - Awarded grant to increase high school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- American Psychological Association. Interdivisional Grant Project (2004 – 2005: \$2,500). Cultural diversity forum on men and masculinities, an interdivisional collaboration among Divisions 12, 17, 44, 45, and 51. Collaborators: Chung, Y., Heppner, P., & DeBord, K. Principal Investigator.
- U. S. Department of Education. (2003 – 2004: \$205,798). GEAR UP MU REACH Project. Central Middle & High Schools. Mobley, M. - Awarded grant to increase high school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- National Science Foundation (NSF). (2003 – 2004: \$99,908). Nair, S., Mobley, M., Bergin, D. - *Engineering Design in Middle School and Secondary Math & Science Education*. Co-Principal Investigator.

- U. S. Department of Education. (2002 – 2003: \$205,798). GEAR UP MU REACH Project. Central Middle & High Schools. Mobley, M., & Roberts, C. D. - Awarded grant to increase high school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- U. S. Department of Education. (2001 – 2002: \$205,798). GEAR UP MU REACH Project. Central Middle School. Mobley, M., Lapan, R., & Garth, L. - Awarded grant to increase middle school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- U. S. Department of Education. (2000 – 2001: \$205,798). GEAR UP MU REACH Project. Central Middle School. Mobley, M. - Awarded grant to increase middle school students success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- Missouri Department of Economic Development. (2000-2001: \$99,750). PEAK Project. President of Community-University Partnership (CUP) Mobley, M., Huddleston, P., Theuri, E. - Awarded to support after-school tutoring and mentoring program primarily for African American students in Columbia schools. Principal Investigator.
- Community Health Assessment Resource Team Grant. (2000-2001: \$18,000). PEAK Project. Mobley, M. & Huddleston, P. - Received program funding for after-school tutoring and mentoring program. Principal Investigator.
- U. S. Department of Education. (1999 – 2000, \$229,352). GEAR UP MU REACH Project. Central Middle School. Mobley, M., Lapan, R., Beglau, M., & Kivlighan, D. - Team awarded grant to increase middle school students' success in gaining early awareness and readiness for undergraduate programs. Principal Investigator.
- Community Health Assessment Resource Team Grant. (1999 – 2000: \$24,999). PEAK Project. Frisby, C., Mobley, M., & Duncan, K. - Awarded to implement an after-school tutoring and mentoring program primarily for African American students in Columbia schools. Co-Principal Investigator.
- Boone County Community Development Grant. (1998-1999: \$162,250). PEAK Project. President of Community-University Partnership (CUP). Mobley, M., Duncan, K., Theuri, E., Holliday, G., Knoop, A. - Awarded to implement an after-school tutoring and mentoring program primarily for African American students in Columbia schools. Co-Principal Investigator.
- Kauffman Foundation. (1998 – 1999: \$36,000). Reshaping Central Middle School. Beglau, M., Lapan, R., & Mobley, M. - Awarded to provide professional staff development for Central Middle School teachers in Kansas City. Team Member.
- Bank of America (aka, NationsBank). (1998 – 1999: \$10,000). PEAK Project. President of Community-University Partnership (CUP). Mobley, M. Duncan, K., Holliday, G., Theuri,

E. - Awarded to implement an after-school tutoring and mentoring program primarily for African American students in Columbia schools. Co-Principal Investigator.

GRANTS – EXTERNAL (Not funded)

Robert Wood Johnson Foundation. (May 2, 2017). “Forward Promise: Empowerment Projects.” Forward Promise aims to promote opportunities for boys and young men of color (BYMOC) to heal, grow, and thrive in the face of chronic stress and trauma. McBride, L., Gasparich, G., McFadden, L., Graham, J., Oliver, S., Wilcox, J., Perry Burney, G. Mobley, M.

Institute for Education Sciences (IES). (2011-2014: \$1,016,742). Development and Validation of the Multidimensional Black Academic Identity (MBAI) Scale: A culture-specific tool for assessing academic achievement orientations among African Americans. Principal Investigator: Mobley; Co-PIs: de la Torre & Hernandez; Co-Grant Writer (40%).

Institute for Education Sciences (IES). (2009 – 2010: \$996,609). Development and validation of the Black Academic Identity Scale (BAIS): A culture-specific tool for assessing academic achievement orientations among African Americans. Co-Principal Investigator: Mobley; Co-PIs: Donnelly, & de la Torre.

National Institutes of Health Loan Repayment Program (NIH LRP) proposal. (2008 – 2009: \$70,000). Examination of depression and perfectionism among racial and ethnic minority adolescents. Principal Investigator.

HED Africa-U.S. Higher Education Initiative Planning Grant. (2008 – 2009: \$50,000). Rutgers University Graduate School of Education and the University of Liberia in collaboration with Dr. Emmet Dennis. Co-Principal Investigators: Clarke, Tomlinson-Clarke, Mobley, & Donnelly.

GRANTS – INTERNAL

Rutgers Research Council Grant. (2010 – 2011: \$3,500). Examining health disparity of depression and perfectionism among racial/ethnic minority adolescents. Principal Investigator.

University of Missouri-Columbia Student Affairs Department. (2001 – 2002: \$1,500). GREEK GOLD Survey. Mobley, M. - Received funding to conduct educational diversity research and develop workshop trainings for the MU GREEK community. Principal Investigator.

University of Missouri-Columbia Student Affairs Department. (1999 – 2000: \$1,500). GREEK GOLD Survey. Mobley, M. - Received funding to conduct educational diversity research and develop workshop trainings for the MU GREEK community. Principal Investigator.

University of Missouri Interprofessional Initiative (MUII). (1999 – 2000: \$3,000). Thinking CAP. Mobley, M., & Bethea-Walker, S. - Awarded to teach and train undergraduate students across disciplines to effectively work with African American students in schools and community agencies. Principal Investigator.

CONTRACTS

Missouri Continuing Board for Higher Education (CBHE). (2002 – 2003: \$99,950). Missouri State GEAR UP. Mobley, M. – Awarded to provide training workshop (A Model for Developing After-School Program in Schools), assessment, and evaluation via PEAK Institute. Principal Investigator.

Missouri Continuing Board for Higher Education (CBHE). (2001 – 2002: \$90,162). Missouri State GEAR UP. Mobley, M. – Awarded to provide training workshop (A Model for Developing After-School Program in Schools), assessment, and evaluation via PEAK Institute. Principal Investigator.

SERVICE

Service to Merrimack College, North Andover, Massachusetts & Community

2021-present: Chair, Faculty Senate Diversity, Equity, & Inclusion (DEI) Ad Hoc Committee

2021-present: Member, Faculty Search Committee, Associate or Full Professor/Chair and Chief Nurse Administrator, School of Health Sciences

2020-present: Director, Clinical Mental Health Counseling program

2020-present: Member, President's Diversity, Equity, & Inclusion (DEI) Advisory Council

2020-present: Member, Graduate Council

2020-present: Member, Graduate Education Meeting

2020-2021: Member, Graduate Curriculum Committee (Fall 2020)

2021-2022: Chair, Faculty Search Committee, Two (2) Non-Tenure Track, Assistant Professor of Practice positions, Clinical Mental Health Counseling, Psychology Department, School of Liberal Arts

2020-2021: Chair, Faculty Search Committee, Non-Tenure Track-Lecturer position, Clinical Mental Health Counseling, Psychology Department, School of Liberal Arts

Service to Salem State University of Salem, Salem, Massachusetts & Community

- 2018-2019: Strategic Planning Committee, Psychology Department
- 2017-2019: Faculty Fellow, Diversity, Power Dynamics, and Social Justice, general undergraduate education requirement
- 2014-2019: Graduate Program Coordinator, M.S. Counseling Program
- 2018-2019: Chair, Faculty Search Committee, Counseling positions, Psychology Department, College of Arts and Sciences
- 2018-2019: Member, Faculty Search Committee, Higher Education and Student Affairs (HESA) position, School of Education
- 2017-2018: Interim Co-Chief Diversity Officer, Salem State University (December 2017 through May 2018)
- 2016-2017: Co-Chair, Strategic Planning Committee, Psychology Department
- 2016-2017: Advisory Committee, Graduate Program Coordinators, School of Graduate Studies, Interim Dean Mary Churchill
- 2016-2017: Member, Staff Search Committee, Assistant Director for Student Retention and Services position, School of Graduate Studies
- 2014-2015: Chair, Faculty Search Committee, Counseling Psychology positions, Psychology Department, College of Arts and Sciences
- 2014-2017: Chair, Graduate Committee, Psychology Department
- 2013-2015: Member, University Research Advisory Committee
- 2013-2015: Member, University-Wide Assessment Advisory Committee
- 2013-2014: Member, Faculty Search Committee, Industrial/Organization Psychology position, Psychology Department, College of Arts and Sciences
- 2013-2014: Member, Psychology Colloquium Committee, Psychology Department
- 2012-2014: Member, Black Male Success Initiative
- 2012-2014: Member, Graduate Committee, Psychology Department
- 2012-2013: Member, Faculty Search Committee, Applied Behavior Analysis position,

Psychology Department, College of Arts and Sciences

2012-2013: Co-Facilitator, Counseling Program Strategic Planning Retreat (Spring)

Service to Rutgers, The State University of New Jersey, New Brunswick & Community

- 2010-2012: Member, Advisory Board, School Counseling Program, Department of Educational Psychology
- 2010-2012: Member, Ad Hoc Committee, Social Justice in Education, Graduate School of Education
- 2010-2011: PEAK Peer Mentor-Tutor Training Program, Abraham Clark High School, Roselle School District. Provision of mentor-tutor training for approximately 30 11th and 12th grade students supported by two school counseling graduate interns in collaboration with Mrs. Diana Lobo, Director of High Schools Work
- 2009-2010: Member, Faculty Search Committee, College Student Affairs position, Department of Educational Psychology
- 2008-2010: Member, Dean's Advisory Council on Higher Education Student Affairs Graduate Program
- 2008-2010: Member, CACREP Self-Study Team, School Counseling Program, Department of Educational Psychology
- 2008-2009: Member, Faculty Search Committee, College Student Affairs positions, Department of Educational Psychology
- 2008-2009: Member, Resources Committee, Department of Educational Psychology

Service to the University of Missouri-Columbia, Columbia, Missouri

- 2007-2008: Member, Athletic Department Strategic Planning Committee
- 2004-2006: Member, NCAA Diversity Subcommittee Committee
- 2003-2004: Member, University Diversity Curriculum Committee
- 2001-2002: Postdoctoral Clinical Staff, Counseling Center
- 2001-2002: Facilitator, Multicultural Intern Seminar at Counseling Center
- 1998-1999: Member, Counseling Center Grievance Committee

Service to the College of Education at University of Missouri-Columbia

- 1999-2000: Member, Faculty Search Committee for (3) Mathematics Educators, Department of Curriculum and Instruction
- 1997-1999: Member, Institutional Review Committee for Human Subjects Research, College of Education

Service to the Department of Educational, School, & Counseling Psychology at University of Missouri-Columbia

- 2007-2008: Coordinator, Masters Community Agency Program
- 2006-2008: Associate Director, Center for Multicultural Research, Training, and Consultation
- 2005-2006: Training Director, Counseling Psychology Ph.D. Program
- 2005-2006: Chair, Masters Comprehensive Examination Committee
- 2005-2006: Coordinator, Masters Community Agency Counseling Program
- 2004-2005: Member, Educational, School, and Counseling Psychology Department Faculty Search Committee
- 2002-2003: Chair, Masters Comprehensive Examination Committee
- 2002-2003: Member, Educational, School, and Counseling Psychology Department Faculty Search Committee.
- 2001-2002: Supervisor, Multicultural Teaching Scholar (Summer)
- 2001-2002: Co-Chair, Multicultural Teaching Scholars Search Committee
- 2001-2002: Co-Director, Center for Multicultural Research, Training, and Consultation
- 2000-2001: Member, Educational, School, and Counseling Psychology Department Faculty Search Committee
- 1999-2000: Director, Internship Training for Counseling Psychology Ph.D. Program
- 1998-2008: Member, Doctoral Comprehensive Examination Committee, Counseling Psychology Ph.D. program
- 1997-2008: Member of APA Approved Counseling Psychology Training Program
- 1997-2008: Member, Masters Admissions Committee, Counseling Psychology program

- 1997-2008: Write and grade Doctoral/Masters Examination Questions, Counseling Psychology program
- 1997-1999: Member, Educational and Counseling Psychology Department Institutional Review Committee for Human Subjects

Service to Columbia, Central Missouri, and Missouri Communities

- 2007-2008: Prism Board of Directors Member, Columbia, MO. A lesbian, gay, bisexual, trans, queer, questioning, and ally youth community-based organization.
- 2000-2006: Task Force Member, GEAR UP Missouri. Jefferson City, MO. The Missouri Coordinating Board for Higher Education's U.S. Department of Education GEAR UP Missouri program. GEAR UP Missouri directly serves more than 3,000 middle school aged students across 20 schools in the St. Louis, Kansas City, and Southeast Missouri regions of the state.
- 2000-2002: Founder and Director, PEAK Institute is dedicated to training teachers, school counselors, and school administrators in developing effective student-centered approaches to teaching and learning that increases achievement and success outcomes for all school children, especially low-income, minority students across the state of Missouri.
- 1999-2000: Consultant, Missouri Coordinating Board of Higher Education.
- 1998-2003: President, Community-University Partnership, Columbia, MO. A nonprofit community service organization implementing the PEAK Project, an after-school academic and social enrichment program primarily for African American students in Columbia schools. PEAK Project is a research-based program model that includes outcome measures to monitor students' progress.
- 1998-1999: Secretary, Board of Directors, Fun City, Inc., Columbia, MO.
- 1997-1998: Consultant, Missouri Bar Association.

Service to Pennsylvania State University, University Park, and State College, and Pennsylvania Communities

- 1995-1996: Student Member, Counseling Psychology Faculty Search Committee, University Park, PA.
- 1994-1995: Chair, Personnel Committee, THE AIDS PROJECT, State College, PA.
- 1993-1995: Member, Program Services Committee, THE AIDS PROJECT, State College, PA.

1993-1995: Member, Board of Directors, THE AIDS PROJECT, State College, PA.

1993-1995: Member, The Committee on Lesbian, Gay, and Bisexual Equity, University Park, PA.

PROFESSIONAL MEMBERSHIPS

American Psychological Association (Fellow, 2010 – present; Member, 1999 – 2009; Student Affiliate, 1992 – 1998)

- Division 17: Society of Counseling Psychology (Fellow, 2010 – present; Member, 1999 – 2009; Student Affiliate, 1992 – 1998)
 - Section on Gay, Lesbian, Bisexual, and Transgender Issues (Member, 1997 – present; Student Member, 1992 – 1997)
 - Section for Racial and Ethnic Diversity (Member, 1997 – present; Student Member, 1992 – 1997)
- Division 44: Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues (Member, 2010 – present)
- Division 45: Society for the Psychological Study of Ethnic Minority Issues (Fellow, 2015 – present; Member, 1999 – present)
- Division 51: Society for the Psychological Study of Men and Masculinity (Member, 1999 – present)

Massachusetts Psychological Association (Member, 2013 – present)

- Committee for Ethnic Minority Affairs (CEMA), (Member, 2014 – present)

Massachusetts & Rhode Island Association for Counselor Education and Supervision (MARIACES) (Member, 2012-present)

American Counseling Association (Member, 2004 – 2017; 1997 – 1999)

- Association for Counselor Education and Supervision (Member, 2008 – 2017)
- Association for Multicultural Counseling and Development (Member, 2008 – 2017)
- Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (Member, 2007 – 2017)
- National Career Development Association (Student Member, 1993 – 1995)

Alliance for Professional Counselors (APC) (Founding Member, 2014 – 2019)

American Educational Research Association (Member, 1998 – 1999)

- Division E: Counseling and Human Development (Member, 1998 – 1999)

American Educational Research Association (Member, 1998 – 1999)

- Division E: Counseling and Human Development (Member, 1998 – 1999)

American Association of Blacks in Higher Education (Member, 2012 – 2013)

American Association of Hispanics in Higher Education (Member, 2012 – 2013)

Association for the Study of Higher Education (Member, 2012 – present)

New Jersey Counseling Association (Member, 2009 – 2012)

American School Counselor Association (Member, 2008 – 2013)

New Jersey School Counselor Association (Member, 2008 – 2012)

National Association of School Psychologists (Member, 2007 – 2010)

PROFESSIONAL SERVICES

Elected Positions

2/19 – present **President**, Council of Master's in Counseling Training Programs (CMCTP)

1/19 – 12/19 **Chair, Board for the Advancement of Psychology in the Public Interest (BAPPI)** American Psychological Association

1/17 – 12/18 **Member, Board for the Advancement of Psychology in the Public Interest (BAPPI)** American Psychological Association

3/16 – 2/19 **Secretary and Founding Member**, Council of Master's in Counseling Training Programs (CMCTP)

8/15 – 8/16 **Past-President**, American Psychological Association, Division 17, The Society of Counseling Psychology

8/9/14 – 8/15 **President**, American Psychological Association, Division 17, The Society of Counseling Psychology

8/13 – 8/9/14 **President-Elect**, American Psychological Association, Division 17, The Society of Counseling Psychology

6/13 – 8/4/13 **President-Elect-Elect**, American Psychological Association, Division 17, The Society of Counseling Psychology

8/10 – 8/13 **Treasurer**, American Psychological Association, Division 17, The Society of Counseling Psychology

- 1/11 – 12/11 ***Chair, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (CLGBTC)*** American Psychological Association’s Board for the Advancement of Psychology in the Public Interest (BAPPI)
- 8/07 – 8/08 ***Past Chair, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/05 – 8/07 ***Chair, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/04 – 8/05 ***Chair-Elect, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/03 – 8/06 ***Member-at-Large Diversity Slate-Ethnic Minority, Board of Directors*** American Psychological Association, Division 51, Society for the Psychological Study of Men and Masculinity
- 8/98 – 8/00 ***Treasurer, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/97 – 8/98 ***Member-at-Large, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/96 – 8/97 ***Student Representative, Section on Gay, Lesbian, and Bisexual Awareness*** American Psychological Association, Division 17, The Society of Counseling Psychology

Appointed Positions

- 6/19 – 8/21 ***BAPPI Representative, Coalition for Psychology in Schools and Education,*** American Psychological Association Education Directorate’s Center for Psychology in Schools and Education
- 1/09 – 12/10 ***Member, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (CLGBTC)*** American Psychological Association’s Board for the Advancement of Psychology in the Public Interest (BAPPI)
- 2/11 – 1/13 ***Coordinator, National Multicultural Conference and Summit (NMCS 2013)*** American Psychological Association, Division 17, The Society of Counseling Psychology
- 2/09 – 1/11 ***Shadow Coordinator, National Multicultural Conference and Summit (NMCS 2011)*** American Psychological Association, Division 17, The Society of Counseling Psychology

- 8/08 – 8/09 **Member, Community Engagement Committee** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/07 – 8/08 **Co-Chair, Program Committee** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/07 – 8/08 **Past Chair, Community Engagement Committee** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/06 – 8/07 **Chair, Program Committee** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/05 – 8/07 **Co-Chair, Stepping Up to the Plate: Giving Back to the Community**, Special Task Group, American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/04 – 8/06 **Chair, Continuing Education and Regional Conferences** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/04 – 8/06 **Member, Strategic Planning**, Special Task Group, American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/04 – 8/05 **Member, Communications**, Special Task Group, American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/03 – 8/04 **Member, Continuing Education and Regional Conferences** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/02 – 8/05 **Editor, Division 17 Newsletter** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/01 – 8/02 **Member, Advisory Board for the Vice-President for Diversity and Public Interest** American Psychological Association, Division 17, The Society of Counseling Psychology
- 8/94 – 8/97 **Editor, Rainbow NewsNote** National Career Development Association, Lesbian, Gay, Bisexual, and Allies Special Interest Group, American Counseling Association

EDITORIAL EXPERIENCE

Editor

- 2002 – 2005 *American Psychological Association Division 17 Newsletter*
- 1994 – 1997 *National Career Development Association Lesbian, Gay, Bisexual, and Allies Special Interest Group Newsletter*

Associate Editor

- 2012 – 2013 *The Counseling Psychologist* (Associate-Editor-Elect; 8/1/12 – 12/31/13)
2013 – 2014 *The Counseling Psychologist*

Editorial Board Member

- 2010 – 2019 *Journal of Black Psychology*
2013 – 2018 *Psychology of Sexual Orientation and Gender Diversity*
2012 – 2016 *Cultural Diversity and Ethnic Minority Psychology*
2011 – 2016 *Journal of Counseling Psychology*
2006 – 2013 *Training and Education in Professional Psychology*
2006 – 2013 *Journal of Social Action in Counseling and Psychology*
1998 – 2013 *Psychology of Men and Masculinities*
2001 – 2008 *Journal of Career Development*
2002 – 2004 *The Counseling Psychologist*

REFERENCES

Available upon request.