

CURRICULUM VITAE

Roger L. Worthington, Ph.D.

Notarization. I have read the following and certify that this *curriculum vitae* is a current and accurate statement of my professional record.

Signature: _____

Date: February 4, 2015

I. Personal Information

Contact Information

Department of Counseling, Higher Education and Special Education
College of Education
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University of Maryland
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Education

- Ph.D. 1995, University of California, Santa Barbara, CA (Graduate School of Education: Specialization in Counseling Psychology, APA-accredited)
Dissertation: *Etiology Attributions, Causal Dimensions, Responsibility Attributions, Treatment Strategy Recommendations and Theoretical Orientation.*
Chair: Donald R. Atkinson
- M.A. 1990, University of California, Santa Barbara, CA (Graduate School of Education: Specialization in Counseling Psychology)
- B.A. 1987, California State University, Fullerton, CA (Department of Psychology: Major in Psychology, *cum laude*)
- A.A. 1984, Fullerton Community College, Fullerton, CA (Major in Liberal Arts with concentrations in Theatre, Journalism and Psychology)

Licensure: Psychologist (MO) 1999-present

Professional Work Experience

2014-present **Professor and Chair**
Department of Counseling, Higher Education, and Special Education,
University of Maryland, College Park, MD

- 2011 - 2014 **Professor**
Joint Appointment: Department of Educational, School and Counseling Psychology (60%) and Department of Educational Leadership and Policy Analysis (40%), University of Missouri, Columbia, MO
 Promoted to Full Professor in 2009. Received joint appointment in 2011.
- 2006-2011 **Assistant Deputy Chancellor & Chief Diversity Officer**
 Office of the Chancellor, University of Missouri, Columbia, MO
- 2004-2006 **Faculty Fellow for Diversity**
 Office of the Chancellor, University of Missouri, Columbia, MO
- 2003-2009 **Associate Professor**
 Department of Educational, School and Counseling Psychology, University of Missouri, Columbia, MO
 Promoted to Associate Professor in 2003.
- 1999-2006 **Adjunct Senior Staff Psychologist**
 University Counseling Center, University of Missouri, Columbia, MO
- 1999-2004 **Director of Undergraduate Studies**
 Department of Educational, School and Counseling Psychology, University of Missouri, Columbia, MO
- 1997-1999 **Post-Doctoral Resident and Psychological Assistant**
 University Counseling Center, University of Missouri, Columbia, MO
- 1997-2003 **Assistant Professor**
 Department of Educational, School and Counseling Psychology, University of Missouri, Columbia, MO
- 1995-1997 **Assistant Professor**
 Counseling, Developmental Psychology & Research Methods, Boston College, Chestnut Hill, MA
- 1994-1995 **Instructor**
 Counseling, Developmental Psychology & Research Methods, Boston College, Chestnut Hill, MA
- 1993-1994 **Pre-Doctoral Intern**
 VA Medical Center, Long Beach, CA

II. Research, Scholarly and Creative Activities

Publications

Books – Edited

Constantine, M. G., & Worthington, R. L. (Eds.) (2008). *Encyclopedia of Counseling: Volume 4: Cross-Cultural Counseling*. Editor-in-Chief: F. T. L. Leong. Thousand Oaks, CA: Sage Publications.

Book Chapters

Dillon, F. R., Worthington, R. L., & Moradi, B. (2011). Sexual identity as a universal process. In S. Schwartz, K. Luyckx, V. Vignoles (Eds.) *Handbook of Identity Theory and Research*.

Dillon, F.R., & Worthington, R. L. (2010). The Lesbian, Gay, and Bisexual Affirmative Counseling Self-Efficacy Inventory (LGB-CSI). In S. Fisher, C. Davis, W. Yarber, and S. Davis (Eds.). *Handbook of Sexuality-Related Measures, 3rd*. London, Taylor & Francis.

Dillon, F.R., & Worthington, R. L. (2010). The Lesbian, Gay, and Bisexual Knowledge and Attitudes Scale (LGB-KAS). In S. Fisher, C. Davis, W. Yarber, and S. Davis (Eds.). *Handbook of Sexuality-Related Measures, 3rd*. London, Taylor & Francis.

Navarro, R. L., Savoy, H. B., & Worthington, R. L. (2010). The Measure of Sexual Identity Exploration and Commitment (MoSIEC). In S. Fisher, C. Davis, W. Yarber, and S. Davis (Eds.). *Handbook of Sexuality-Related Measures, 3rd*. London, Taylor & Francis.

Worthington, R. L., Hart, J., Khairallah, T. (2009). Counselors as diversity change agents in higher education. In J. G. Ponterotto, J. M. Casas, L. A. Suzuki, C. M. Alexander (Eds.) *Handbook of Multicultural Counseling, 3rd*, (pp. 563-576). Thousand Oaks, CA: Sage.

***Hart, J., Grogan, M., Litt, J. & Worthington, R. L.** (2008). Institutional diversity work as intellectual work. In W. Brown-Glaude (Ed.), *Doing diversity in higher education*. New Brunswick, NJ: Rutgers University Press.

Loewy, M., & Worthington, R. L. (2008). Casas, Jesus Manuel. In M. G. Constantine & R. L. Worthington (Eds.). *Encyclopedia of Counseling: Volume 4: Cross-Cultural Counseling*. Editor-in- Chief: F. T. L. Leong. Thousand Oaks, CA: Sage Publications.

- Worthington, R. L., & Wampold, B. E.** (2008). Atkinson, Donald Ray. In M. G. Constantine & R. L. Worthington (Eds.). *Encyclopedia of Counseling: Volume 4: Cross-Cultural Counseling*. Editor-in-Chief: F. T. L. Leong. Thousand Oaks, CA: Sage Publications.
- Worthington, R. L., Flores, L. Y., Navarro, R. M.** (2005). Career development in context: Research with people of color. In S. D. Brown and R. W. Lent (Eds.) *Career Development Counseling: Putting Theory and Research to Work* (pp. 225-252). New York: John Wiley & Sons.
- Neville, H. A., Worthington, R. L., & Spanierman, L. B.** (2001). Race, power, and multicultural counseling psychology: Understanding white privilege and color-blind racial attitudes. In J. G. Ponterotto, J. M. Casas, L. A. Suzuki, C. M. Alexander (Eds.) *Handbook of Multicultural Counseling, 2nd*. Thousand Oaks, CA: Sage.
- Blustein, D. L., Juntunen, C. L., & Worthington, R. L.** (2000) The school-to-work transition: Adjustment challenges of the forgotten half. In S. D. Brown and R. W. Lent (Eds.) *Handbook of Counseling Psychology, 3rd*. New York: Wiley & Sons.
- Salkever, K., & **Worthington, R. L.** (1998) Creating safe space in college athletics: The playing field as classroom. In R. Sanlo (Ed.) *Working with Lesbian, Gay, and Bisexual College Students: A Guide for Administrators and Faculty*. Westport, CT: Greenwood Publishing Group.
- Worthington, R. L., McCrary, S. I., & Howard, K. A.** (1998). Becoming an LGBT-affirmative career advisor: Guidelines for faculty, staff, and administrators. In R. Sanlo (Ed.) *Working with Lesbian, Gay, and Bisexual College Students: A Guide for Administrators and Faculty*. Westport, CT: Greenwood Publishing Group.

Articles Published – Refereed Journals

- Worthington, R. L., Stanley, C. A., Lewis, W. T.** (2014). National Association of Diversity Officers in Higher Education Standards of Professional Practice for Chief Diversity Officers. *Journal of Diversity in Higher Education, 7*, 227-234. DOI: 10.1037/a0038391
- Toporek, R. L., & Worthington, R. L.** (2014). Integrating service learning and difficult dialogues pedagogy to advance social justice training. *The Counseling Psychologist, 42*, 919-945. DOI: 10.1177/0011000014545090
- ***Placier, P., Kroner, C., Burgoyne, S., & Worthington, R. L.** (2012). Developing difficult dialogues: An evaluation of classroom implementation. *Journal of Faculty Development, 26*, 29-36.

- Worthington, R. L.** (2012). Advancing scholarship for the diversity imperative in higher education: An Editorial. *Journal of Diversity in Higher Education*, *5*, 1-12.
- Sanchez, F. J., Kawahara, D., Rey Thomas, L., & Worthington, R. L.** (2011). An introduction to the 2011 National Multicultural Conference & Summit keynote addresses. *Cultural Diversity and Ethnic Minority Psychology*, *17*, 58.
- Worthington, R. L., & Dillon, F. R.** (2011). Deconstructing multicultural counseling competencies research. *Journal of Counseling Psychology*, *58*, 10-15.
- Worthington, R. L.** (2010). Ethical training and practice with LGB-identified clients: Self-efficacy, competencies, and evidence-based practice. *Professional Psychology: Research & Practice*, 431 – 433.
- *Navarro, R. L., Worthington, R. L., Hart, J., & Khairallah, T.** (2009). Liberal and conservative political ideology, experiences of harassment and perceptions of campus climate. *Journal of Diversity in Higher Education*, *2*, 78-90.
- Moradi, B., Mohr, J., Worthington, R. L., & Fassinger, R.** (2009). Counseling psychology research on sexual (orientation) minority issues: Conceptual and methodological challenges and opportunities. *Journal of Counseling Psychology*, *56*, 5-22.
- *Worthington, R. L., & Reynolds, A. L.** (2009). Within group differences in sexual orientation and identity. *Journal of Counseling Psychology*, *56*, 44-55.
- Worthington, R. L.** (2008). Measurement and assessment in campus climate research: A scientific imperative. *Journal of Diversity in Higher Education*, *1*, 201-203.
- *Dillon, F. R., Worthington, R. L., Soth, A. M., & Schwartz, S. J.** (2008). Gender and sexual identity-based predictors of lesbian, gay, and bisexual affirmative counseling self-efficacy. *Professional Psychology: Research & Practice*, *39*, 353-360.
- *Worthington, R. L., Navarro, R. L., Loewy, M., & Hart, J.** (2008). Color-blind racial attitudes, social dominance orientation, racial-ethnic group membership and college students' perceptions of campus climate. *Journal of Diversity in Higher Education*, *1*, 8-19.
- *Worthington, R. L., Navarro, R. L., Savoy, H. B., & Hampton, D.** (2008). Development, reliability and validity of the Measure of Sexual Identity Exploration and Commitment (MoSIEC). *Developmental Psychology*, *44*, 22-33.
- *Worthington, R. L., Soth, A. M., & Moreno, M. V.** (2007). Multicultural counseling competencies research: A 20-year content analysis. *Journal of Counseling Psychology*, *54*, 351-361.

- Atkinson, D. R.,** Wampold, B. E., & Worthington, R. L. (2007). Our identity: How multiculturalism saved counseling psychology. *The Counseling Psychologist, 35*, 476-486.
- ***Navarro, R. L., Flores, L. Y., & Worthington, R. L.** (2007). Mexican American middle school students' goal intentions in mathematics and science: A test of Social Cognitive Career Theory. *Journal of Counseling Psychology, 54*, 320-335.
- ***Worthington, R. L., & Whittaker, T. A.** (2006). Scale development research: A content analysis and recommendations for best practices. *The Counseling Psychologist, 34*, 806-838.
- ***Worthington, R. L.,** Dillon, F. R., & Becker-Schutte, A. M. (2005). Development, reliability and validity of the LGB Knowledge and Attitudes Scale for Heterosexuals (LGB-KASH). *Journal of Counseling Psychology, 52*, 104-118.
- Worthington, R. L.** (2004). Sexual identity, sexual orientation, religious identity, and change: Is it possible to depolarize the debate? *The Counseling Psychologist, 32*, 741-749.
- ***Dillon, F. R., Worthington, R. L.,** Bielstein Savoy, H., Rooney, S. C., Becker-Schutte, A. M., Guerra, R. (2004). On becoming allies: A qualitative study of LGB affirmative counselor training. *Counselor Education and Supervision, 43*, 162-178.
- Worthington, R. L.** (2003). Heterosexual identities, sexual reorientation therapies and science. *Archives of Sexual Behavior, 32*, 460-461.
- Reprinted in Drescher, J., & Zucker, K. J. (Eds.). (2006). *Ex-Gay Research: Analyzing the Spitzer Study and Its Relation to Science, Religion, Politics and Culture*. Binghamton, NY: Haworth Press.
- ***Worthington, R. L., & Dillon, F. R.** (2003). The Theoretical Orientation Profile Scale-Revised: A validation study. *Measurement and Evaluation in Counseling and Development, 36*, 95-105.
- ***Dillon, F. R., & Worthington, R. L.** (2003). Lesbian, gay, and bisexual affirmative counseling self-efficacy inventory (LGB-CSI): Development, validation, and training implications. *Journal of Counseling Psychology, 50*, 235-251.
- Worthington, R. L., & Navarro, R. L.** (2003). Pathways to the future: Analyzing the contents of a content analysis. *The Counseling Psychologist, 31*, 85-92.
- ***Worthington, R. L.,** Tan, J. A., & Poulin, K. (2002). Ethically questionable behaviors among supervisees: An exploratory investigation. *Ethics and Behavior, 12*, 323-351.

- Worthington, R. L., & Mohr, J. J.** (2002). Theorizing heterosexual identity development. *The Counseling Psychologist, 30*, 491-495.
- Worthington, R. L., Savoy, H., Dillon, F. R., Vernaglia, E. R.** (2002). Heterosexual identity development: A multidimensional model of individual and group identity. *The Counseling Psychologist, 30*, 496-531.
- Lent, R. W., & Worthington, R. L.** (2000). On school-to-work transition, career development theories, and cultural validity. *Career Development Quarterly, 48*, 376-384.
- *Worthington, R.L., Mobley, M. A., Franks, R. P., & Tan, J. A.** (2000). Multicultural counseling competencies: Verbal content, counselor attributions, and social desirability. *Journal of Counseling Psychology, 47*, 460-468.
- Krumboltz, J. D., & Worthington, R. L.** (1999). The school-to-work transition from a learning theory perspective. *Career Development Quarterly, 47*, 312-325.
- Lent, R. W., & Worthington, R. L.** (1999). Introduction: Applying vocational psychology theories to the school-to-work transition process. *Career Development Quarterly, 47*, 291-296.
- *Mahalik, J. R., Worthington, R. L., & Crump, S.** (1999). Influence of racial/ethnic membership and “therapist culture” on therapists' worldview. *Journal of Multicultural Counseling and Development, 27*, 2-17.
- Worthington, R. L., & Juntunen, C. L.** (1997). The vocational development of non-college-bound youth: Counseling psychology and the school-to-work transition movement. *Counseling Psychologist, 25*, 323-363.
- *Worthington, R. L. & Atkinson, D. R.** (1996). Effects of perceived etiology attribution similarity on client ratings of counselor credibility. *Journal of Counseling Psychology, 43*, 423-429.
- *Thompson, C., Worthington, R.L. & Atkinson, D. R.** (1994). Counselor content orientations, counselor race, and Black women's cultural mistrust and self-disclosure. *Journal of Counseling Psychology, 41*, 155-161.
- *Worthington, R.L. & Atkinson, D. R.** (1993). Counselor attributions of responsibility and problem etiology, theoretical orientation, and counseling strategies. *Journal of Counseling Psychology, 40*, 295-302.
- *Atkinson, D. R., Worthington, R.L., Dana, D. M. and Good, G. E.** (1991). Etiology beliefs, preferences for counseling orientations, and counseling process and outcome. *Journal of Counseling Psychology, 38*, 17-36.

Monographs, Reports, and Extension Publications

***Worthington, R. L.** (2009). *MU Campus Climate Study: 2009 Student Survey Report*. Chancellor's Diversity Initiative, Office of the Chancellor.

Henson, L., **Worthington, R. L.**, & Fleisher, C. (2008). *Report of the Task Force for a Veteran-Friendly Campus*, (42 pages). Office of the Chancellor, University of Missouri.

Worthington, R. L. (2006). *Report of Deliberative Dialogues on Sexual Health in Residential Life*. Office of the Chancellor, University of Missouri.

Worthington, R. L., et al. (2005). *Report of the Task Force for Campus Climate and Training* (69 pages). Office of the Chancellor, University of Missouri.

***Worthington, R. L.** (2005). *The MU Campus Climate Study for Underrepresented Groups: Volume 3* (39 pages). University of Missouri.

***Worthington, R. L.** (2004). *The MU Campus Climate Study for Underrepresented Groups: Volume 2* (232 pages). University of Missouri.

***Worthington, R. L.** (2002). *The MU Campus Climate Study for Underrepresented Groups: Volume 1* (221 pages). University of Missouri.

** indicates empirical research*

Book Reviews, Other Articles, Notes

Worthington, R. L. (2010). *Identity Politics*. (10-minute play about higher education diversity, affirmative action and racial/cultural identity.) Written in 2009 and performed by the MU Interactive Theatre Troupe on multiple occasions throughout 2010-present.

Worthington, R. L. (2006). Has dialogue on campus become more polarized in recent years? *Trusteeship Magazine*, March/April 2006.

Worthington, R. L. (2004). The polemics of polls. *St Louis Post Dispatch*, November 2, 2004.

Worthington, R. L. (2001). Psychology programs in religious colleges. Letters to the editor. *Chronicle of Higher Education*, August 17, 2001.

Worthington, R. L. & Anderson, C. M. (1996). [Book Review of *Understanding Latino Families: Scholarship, Policy, and Practice*]. *Cultural Diversity and Mental Health*, 2, 140-142.

Talks, Abstracts, and Other Professional Papers Presented

A. Conference Presentations:

Worthington, R. L. (2015). Panel Discussion: Difficult Dialogues Teaching and Learning in the Public Interest. The College Board Higher Education Colloquium, January 12, 2015, Delray Beach. FL

Worthington, R. L. (2014). Panel Discussion: Learning from Difficult Dialogues in Different Higher Education Contexts. Inaugural Conference of the Difficult Dialogues National Resource Center, September 26, 2014, Austin, TX

Worthington, R. L. (2014). Difficult Dialogues: Promoting Civil Discourse in a Culture of Incivility. Invited Plenary Address at the 122nd Annual Convention of the American Psychological Association, Washington, DC (August 9, 2014).

Worthington, R. L., & Israel, T. (2014). Sexual Orientation Change Efforts: Fluidity and Essentialism Under the Law. In P. A. Paul and E. A. Samuels (co-chairs) Controversial LGBTQ Issues in Graduate Training. Symposium presented at the 122nd Annual Convention of the American Psychological Association, Washington, DC (August 8, 2014).

Reynolds, A. L., & Worthington, R. L. (2014). The Changing Accreditation Guidelines for Multicultural Training: Implications for Counseling Psychology. Roundtable presentation at the 2014 Counseling Psychology Conference, Atlanta, GA (March 16, 2014).

Worthington, R. L., & Rislin, J. (2014). The Past, Present and Future of Multicultural Counseling Competencies Research. Students of Seventeen Roundtable presentation at the 2014 Counseling Psychology Conference, Atlanta, GA (March 15, 2014).

Worthington, R. L. (2014). Non-Traditional Careers in Counseling Psychology for New Career Professionals. Panel presentation at the 2014 Counseling Psychology Conference, Atlanta, GA (March 14, 2014).

Worthington, R. L. (2014). Strategies to Navigate the Challenges Experienced by Faculty of Color and International Faculty. Panel presentation at the 2014 Counseling Psychology Conference, Atlanta, GA (March 14, 2014).

Worthington, R. L. (2014). Publishing Academic Scholarship in Counseling Psychology: *The Journal of Diversity in Higher Education*. Panel presentation at the 2014 Counseling Psychology Conference, Atlanta, GA (March 14, 2014).

- Worthington, R. L., Stanley, C. A., & Lewis, W. (2014).** Who We Are and What We Do: Toward the Development of Professional Standards of Practice for the Chief Diversity Officer. Pre-Conference Institute presented at the 8th Annual Conference of the National Association of Diversity Officers in Higher Education, San Diego, CA (March 10, 2014).
- Worthington, R. L. (2013).** When Religious and Professional Values Collide: Student Resistance to LGBTQ – Affirmative Training. In Okosi, I. (Chair) Conversation Hour for Division 36 (invited) at the 121st Annual Convention of the American Psychological Association, Honolulu, HI (August 1, 2013).
- Worthington, R. L. (2013).** Hate on Campus: The Half-Life of Cotton Balls. In R.L. Worthington and M. K. Ahluwalia (Co-Chairs) Psychologists Respond to Hate Incidents: Prevention, Policy, and Process. Symposium presented at the 121st Annual Convention of the American Psychological Association, Honolulu, HI (August 1, 2013).
- Worthington, R. L. (2013).** Resistances at the Intersections of Identities in Teaching Multicultural Issues in Counseling. Peer reviewed symposium presentation in Encountering Resistance to Multiculturalism: As Much Fun as a Roller Coaster? Presented at the National Multicultural Conference and Summit, Houston, TX (January 17, 2013).
- Reynolds, A. L. & Worthington, R. L. (2013).** When Religious and Professional Values Collide: Student Resistance to LGBTQ-Affirmative Training. Roundtable Difficult Dialogue. National Multicultural Conference and Summit, Houston, TX (January 18, 2013).
- Mona, L. & Worthington, R. L. (2013).** Disability as an Avoidable Topic in Multicultural Psychology. Roundtable Difficult Dialogue. National Multicultural Conference and Summit, Houston, TX (January 17, 2013).
- Worthington, R. L. (2012).** Journal of Diversity in Higher Education (JDHE): Special Issue Theme: Advancing Diversity in Higher Education. Invited workshop for *Meet the Editors: Preparing Your Scholarly Paper for Submission to CEP Special Issue*; Association for the Study of Higher Education 37th Annual Conference, Las Vegas, NV (November 15, 2012).
- Worthington, R. L., Maxwell, K. E., & Batten, G. (2011).** The View at 30,000 Feet: Difficult Dialogues—Innovative Practices in Teaching and Learning. Invited symposium presentation: American Democracy Project Annual Meeting, Orlando, FL (June 3, 2011).
- Burgoyne, S., & Worthington, R. L. (2010).** Difficult Dialogues: Gateways to Diversity. Refereed pre-conference workshop: POD Conference National Meeting, St. Louis, MO (November 4, 2010).

- Worthington, R. L.** (2010). The Role of the Chief Diversity Officer in Faculty Search Committees. (Invited symposium presentation: Achieving Your first Academic Faculty Job at the 37th Annual Conference of the Society for the Advancement of Chicanos and Native Americans in the Sciences, Anaheim, CA (October 2, 2010).
- Khairallah, T. S. & **Worthington, R. L.** (2010). Hands-on workshop on how to engage in difficult dialogues. Workshop conducted at the 118th Annual Convention of the American Psychological Association, San Diego, CA (August 12, 2010).
- Worthington, R. L.** (2009). Institutionalization, Sustainability, and Keys to Success: Common Pitfalls to Avoid in Designing Programs. National Conference of the Ford Foundation Difficult Dialogues Initiative, Austin, TX (October 23, 2009).
- Worthington, R. L.** (2009). Fellow Address: “where things spill into each other and become their opposites.” J. Croteau (Chair). 117th Annual Convention of the American Psychological Association, Toronto, Canada (August 7, 2009).
- Worthington, R. L.** (2009). Report of the APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation. J. Glassgold (Chair). 117th Annual Convention of the American Psychological Association, Toronto, Canada (August 7, 2009).
- Reynolds, A. L., Worthington, R. L., & Spanierman, L. B.** (2009). Report of the Division 17 Special Task Force on Taking Action Against Racism in Higher Education. In Taking Action Against Racism in Schools and Colleges, J. E. Helms (Chair). 117th Annual Convention of the American Psychological Association, Toronto, Canada (August 7, 2009).
- Worthington, R. L. & Khairallah, T.** (2009). Invited workshop: Difficult dialogues facilitator training. National Multicultural Conference and Summit, New Orleans, LA (January 15, 2009).
- Worthington, R. L., Khairallah, T., & Boggs, K. A.** (2009). Difficult Dialogues in Multicultural Psychology (Peer Reviewed Presentation). Multicultural Conference and Summit, New Orleans, LA (January 15, 2009).
- Worthington, R. L., & Reynolds, A. L.** (2008). Response to Campus Racist Incidents: Institutional Successes—Best Practices. APA Presidential Program, Hate Crimes and Institutional Responses: Best Practices, R. Balter (Chair). 116th Annual Convention of the American Psychological Association, Boston, MA (August 16, 2008).
- Placier, P., Worthington, R. L., Burgoyne, S., Azizan-Gardner, N., Hodge, S., Ladehoff, P.** (2008). Difficult Dialogues: Conflicting Perspectives in the Classroom. Paper presented at the International Conference on Educational Leadership in Diversity and Globalization, Phuket Thailand (April 10, 2008).

- Worthington, R. L.,** Hodge, S., & Ladehoff, P. (2008). Principles in Facilitating Difficult Dialogues on Immigration Policy. Cambio de Colores-Change of Colors: Latinos in Missouri: Uniting Cultures-Uniendo Culturas, Columbia, MO (April 7, 2008).
- Boggs, K. A., Worthington, R. L.,** Khairallah, T., & Wagner, J. (2008). When Religious Freedom Intersects with Social Justice Advocacy. Workshop presented at the International Counseling Psychology Conference, Creating the Future: Counseling Psychologists in a Changing World, Chicago, IL. (March 9, 2008).
- Worthington, R. L.** (2008). Multicultural Counseling Psychology Research and Practice in Higher Education. International Counseling Psychology Conference, Creating the Future: Counseling Psychologists in a Changing World, Chicago, IL (March 8, 2008).
- Worthington, R. L., & Reynolds, A.** (2008). Responding to Hate in Institutions of Higher Education: A Working Group. International Counseling Psychology Conference, Creating the Future: Counseling Psychologists in a Changing World, Chicago, IL (March 8-9, 2008).
- Worthington, R. L.** (2008). Difficult Dialogues in the Classroom: Religious Pluralism, Campus Climate, and Academic Freedom. New Faculty Teaching Scholars Conference, Columbia, MO (February 21, 2008).
- Worthington, R.L.** (2007). Difficult Dialogues in Higher Education: The Role of the Chief Diversity Officer. American Association of Black Culture Centers National Conference, Columbia, MO (November 2, 2007).
- Worthington, R. L.** (2007). Academic Freedom, Intellectual Diversity, and Religious Pluralism: Difficult Dialogues in the Culture Wars. National Conference of the Ford Foundation Difficult Dialogues Initiative, New York, NY (September 18, 2007).
- Worthington, R. L.** (2007). Interactive Theatre as a Tool in the MU Difficult Dialogues Program. Association for Theatre in Higher Education Symposium on Interactive Theatre, University of Missouri-Columbia (September 10, 2007).
- Worthington, R. L.** (2007). The Professionalization of the Chief Diversity Officer. National Conference on Race and Ethnicity in Higher Education, San Francisco, CA (May 31, 2007).
- Worthington, R. L.,** Burgoyne, S., Khairallah, T., & Jones, R. (2007). Difficult Dialogues in the Classroom: Campus Climate, Religious Pluralism, and Academic Freedom. 17th Annual Teaching Renewal Conference, University of Missouri-Columbia (February 23, 2007).

- Burgoyne, S., & Worthington, R. L.** (2007). Difficult Dialogues in the Classroom: Interactive Theatre. 17th Annual Teaching Renewal Conference, University of Missouri-Columbia (February 23, 2007).
- Worthington, R. L.** (2006). From Divisiveness to Discourse: The MU Difficult Dialogues Project to Promote Religious Pluralism. Regional Conference of the Ford Foundation Difficult Dialogues Initiative, Ann Arbor, MI (September 13, 2006).
- Navarro, R. L., **Worthington, R. L., & Flores, L. Y.** (2006). Mexican American Adolescents' Math and Science Goals: Comparing Social Cognitive Models. Division 17 of the American Psychological Association, New Orleans, LA (August 11, 2006).
- Savoy, H. B., Boita, J., **Worthington, R. L., & Whittaker, T.** (2006). Relationship Satisfaction Among Women in Dual-Earner Relationships. Division 44 of the American Psychological Association, New Orleans, LA (August 10, 2006).
- Tan, J. A., & **Worthington, R. L.** (2006). Predictors of Adolescent Multiracial Case Conceptualization Ability. Division 45 of the American Psychological Association, New Orleans, LA (August 10, 2006).
- Worthington, R.L.,** Dillon, F. R., & Soth, A. M. (2006). Sexual Identity, Gender Identity, and LGB-Affirmative Counseling Self-Efficacy. Division 17 of the American Psychological Association, New Orleans, LA (August 12, 2006).
- Worthington, R.L.,** Soth, A. M., & Moreno, M. V. (2006). Multicultural Counseling Competencies Research: A 20-Year Content Analysis. Division 17 of the American Psychological Association, New Orleans, LA (August 13, 2006).
- Worthington, R. L.,** Ladehoff, P., Azizan-Gardner, N., Binkley, R., & Burgoyne, S. (2006). Bridging Rival Realities in Higher Education, Part 1: Campus Climate. 16th Annual Teaching Renewal Conference, University of Missouri-Columbia (February 24, 2006).
- Burgoyne, S.,** Welch, S., Worthington, R. L., & Azizan-Gardner, N. (2006). Bridging Rival Realities in Higher Education, Part 2: Interactive Theatre. 16th Annual Teaching Renewal Conference, University of Missouri-Columbia (February 25, 2006).
- Navarro, R. L., **Worthington, R. L., Flores, L. Y.** (2006). How Do We Promote the Mathematics and Science Goal Intentions of Mexican American Youth?: Examining the Utility of Social Cognitive Career Theory. 23rd Annual Winter Roundtable on Cultural Psychology and Education. Teacher's College, Columbia University, New York, NY (February 18, 2006).

- Mobely, M.,** Worthington, R. L., & Soth, A. M. (2006). The Missouri Multicultural Counseling Self-Efficacy Scale: A Preliminary Investigation. 23rd Annual Winter Roundtable on Cultural Psychology and Education. Teacher's College, Columbia University, New York, NY (February 17, 2006).
- Worthington, R. L.,** & Moreno, M. V. (2005). Beyond Kinsey and Klein: Measuring Sexual Orientation and Identity. Division 44 of the American Psychological Association, Washington, DC (August 20, 2005).
- Flores, L. Y., Worthington, R. L., Boggs, K.,** Moreno, M. V., Padilla, M., Hernandez, J., Garcia, D., Mendoza, R., Krill, J., Gomez, A., Benavides, M. E., & Uribe, C. (2004). Latino Psychology Research: A Trend Analysis. National Latino Psychological Association Conference, Scottsdale, AZ (November 19, 2004).
- Clouse, S. T., & **Worthington, R. L.** (2004). Parental Social Support, LGB Experiences, and Collective Self-Esteem. Division 17 of the American Psychological Association, Honolulu, HI (July 31, 2004).
- Spencer, K. G., & **Worthington, R. L.** (2004). Sexual Identity Development and Perceptions of LGBT Campus Climate. Division 17 of the American Psychological Association, Honolulu, HI (July 29, 2004).
- Worthington, R. L.** (2004). Creating a Truly Inclusive Campus Community: Latino(a)s in the MU Campus Climate Study. Cambio de Colores (Change of Colors) Conference. Latinos in Missouri: Gateway to a New Community. St. Louis, MO (March 11, 2004).
- Clouse, S. T., Hacquard, L., McCloskey, C., Nichols, R., Spencer, K. G. & **Worthington, R. L.** (2004). Sexual Harassment: A Barrier to Women's Well-Being. Association of Women in Psychology, Philadelphia (February 27, 2004).
- Clouse, S. T., Glausser, C., Daniel, L., Cheng, H., & **Worthington, R. L.** (2003). Development of the Same-Sex Dyadic Adjustment Scale. Division 44 of the American Psychological Association, Toronto, Canada (August 7, 2003).
- Bielstein Savoy, H., & **Worthington, R. L.** (2003). Dual Earner Couples: Predicting Relationship Satisfaction among Women with Male or Female Partners. Section for the Advancement of Women, Division 17 of the American Psychological Association, Chicago (August 8, 2003).
- Worthington, R. L.,** Hacquard, L., Nichols, R., Azizan-Gardner, N., Loewy, M., Mendoza, P., Clouse, S. T., Spencer, K. G., McCloskey, C., & Musser, D. (2003). MU Campus Climate Study, 13th Annual Teaching Renewal Conference, University of Missouri-Columbia (February 20, 2003).

- Worthington, R. L.** (2003). *Difficult Dialogue: Multiple Identities*. National Multicultural Summit III, Hollywood, CA. (January 24, 2003).
- Dillon, F.R., & **Worthington, R.L.** (2002). Reliability and validity of the Lesbian, Gay, and Bisexual Affirmative Counseling Self-Efficacy Inventory (LGB-CSI). Section on LGB Awareness, Division 17 of the American Psychological Association, Chicago (August 24, 2002).
- Moreno, M. V., & **Worthington, R. L.** (2002). Sexual Orientation Identity Scale: Development, reliability, and validity. Section on LGB Awareness, Division 17 of the American Psychological Association, Chicago (August 24, 2002).
- Worthington, R. L.** (2002). Researching multicultural knowledges, awarenesses, and skills: Populations, paradigms, and designs. Division 17 of the American Psychological Association, Chicago (August 23, 2002).
- Worthington, R. L.**, Savoy, H. B., & Navarro, R. L. (2002). Sexual Exploration and Commitment Scale: Development, reliability and validity. Division 17 of the American Psychological Association, Chicago (August 22, 2002).
- Dillon, F.R., & **Worthington, R.L.** (2002). The lesbian, gay, and bisexual affirmative counseling self-efficacy inventory (LGB-CSI): Applying a theoretical and training model for achieving competence. Symposium presented at the 19th annual Teachers College Winter Roundtable on Cross Cultural Psychology and Education (February 22, 2002).
- Becker-Schutte, A. M., & **Worthington, R. L.** (2001). Re-examining the measurement of heterosexual attitudes toward lesbian, gay, and bisexual individuals. Section on Ethnic and Racial Diversity, Division 17 of the American Psychological Association, San Francisco (August 27, 2001).
- Worthington, R. L.**, & Dillon, F. R. (2001). Reliability and validity of the Theoretical Orientation Profile Scale-Revised. Division 17 of the American Psychological Association, San Francisco (August 26, 2001).
- Worthington, R. L.** & Tan, J. A. (2001). A survey of supervisee and supervisor attitudes toward and experiences with supervisee ethical violations. Division 17 of the American Psychological Association, San Francisco (August 24, 2001).
- Worthington, R. L.**, Savoy, H., & Vernaglia, E. R. (2000). Beyond tolerance: Issues in LGB affirmativeness—Theory, research, and measurement. In C. Matthews & John O’Brien (Co-chairs) Symposium: Contemporary LGB Theory and research—Implications for Trainees and Counselees. Section on LGB Awareness, Division 17 of the American Psychological Association, Washington, DC (August 6, 2000).

- Worthington, R. L., & Dillon, F. R.** (2000). Reliability and validity of the Theoretical Orientation Profile Scale. Division E Poster Presentation of the American Educational Research Association, New Orleans (April 27, 2000).
- Dillon, F. R., Schwenn, H. H. T., Becker-Schutte, A. M., Guerra, R. M., Sanford, T., **Worthington, R. L.**, & Patton, M. J. (1999). Measuring heterosexuals' affirmative attitudes toward lesbian, gay, and bisexual individuals. Division 17 Section on Lesbian, Gay, and Bisexual Concerns Poster Presentation American Psychological Association, Boston (August 16, 1999).
- Worthington, R. L.**, Franks, R. P., & Quinones, M. (1999). Client racial/cultural identity development, multicultural competence, and counselor attributions. Division 17 Poster Presentation American Psychological Association, Boston (August 14, 1999).
- Lapan, R.**, Kosciulek, J., Tucker, B., Worthington, R. L. (1999). Challenges to implementation of sustainable STW community careers systems. American Educational Research Association, Montreal, Canada (April 20, 1999).
- Gysbers, N.**, & Worthington, R. L. (1998). Evaluating the results of your comprehensive school guidance program. Missouri School Counselors Association Annual Fall Meeting, Osage Beach, Missouri (November 1, 1998).
- Dillon, F., & **Worthington, R. L.** (1998). On becoming allies: A research team struggles with affirmativeness. Division 17 Section on Lesbian, Gay, and Bisexual Concerns Poster Presentation American Psychological Association, San Francisco (August 17, 1998).
- Worthington, R. L., & Juntunen, C. L.** (1998). Ethical issues in supervision: Scholarship and practice. In N. Ladany and M. V. Ellis (chairs), Hot Topics in Clinical Training and Supervision. Division 17 Program Roundtable Discussion, American Psychological Association, San Francisco (August 15, 1998).
- Worthington, R. L.** (1997). School-to-work transition: An exemplar for interprofessional collaboration. In M. E. Kenny & M. E. Walsh (chairs), Opportunities for Counseling Psychology: Interprofessional Collaboration for Children and Families. Division 17 Program Symposium, American Psychological Association, Chicago (August 19, 1997).
- Worthington, R. L., & Gugliotti, T.** (1997). Toward guidelines for ethical behavior among supervisory trainees. In R. L. Worthington (chair) Focusing on the Supervisee: Ethical Issues and the Gatekeeping Function. Division 17 Program Symposium, American Psychological Association, Chicago (August 15, 1997).

- Worthington, R. L.** (1996). Theoretical underpinnings for school-to-work. In R. W. Lent, R. Fassinger, & K. O'Brien, School-to-Work Transition: Defining the Role of Vocational Psychology. Conference of the Society for Vocational Psychology, Washington, D.C. (November 2, 1996).
- Worthington, R. L. & Juntunen, C. L.** (1996). Counseling psychology in the school-to-work movement: Theoretical issues. In R. L. Worthington & M. Kenny, Counseling Psychology and School-to-Work: Theoretical and Professional Issues. Division 17 Program Symposium, American Psychological Association, Toronto, Ontario, Canada (August, 1996).
- Juntunen, C. L., & Worthington, R. L.** (1996). Counseling psychology in the school-to-work movement: Diversity issues. In R. L. Worthington & M. Kenny, Counseling Psychology and School-to-Work: Theoretical and Professional Issues. Division 17 Program Symposium, American Psychological Association, Toronto, Ontario, Canada (August, 1996).
- Mahalik, J. M., Crump, S., & Worthington, R. L.** (1996). Influence of racial-ethnic membership and “therapist culture” on therapists’ worldviews. Division 17 Poster Presentation American Psychological Association, Toronto, Ontario, Canada (August, 1996).
- Worthington, R. L.** (1996). Theoretical orientation, problem-type, client gender and therapeutic attributions. Division 17 Poster Presentation American Psychological Association, Toronto, Ontario, Canada (August, 1996).
- Worthington, R. L., Atkinson, D. R., & Smith, T.** (1995). Effects of perceived similarity on client ratings of counselor credibility. Division 17 Poster Presentation American Psychological Association, New York, NY (August, 1995).
- Worthington, R. L., & Atkinson, D. R.** (1993). Responsibility and etiology attributions and counseling strategies. Division 17 Poster Presentation American Psychological Association, Toronto, Canada (August, 1993).
- Atkinson, D. R., Worthington, R. L., Dana, D. M., & Good, G. E.** (1991). Etiology beliefs, counseling orientations and counseling process and outcome. Division 17 Poster Presentation American Psychological Association, San Francisco, CA (August, 1991).
- Thompson, C. E., Worthington, R. L., & Atkinson, D. R.** (1991). Race, counselor orientation, mistrust levels and counseling outcomes. Division 17 Poster Presentation American Psychological Association, San Francisco, CA (August, 1991).
- Woll, S., & Worthington, R. L.** (1986). Personality correlates to styles of loving. Poster Presentation, American Psychological Association, New York, NY (August, 1986).

B. Conference Symposia-Chair:

- R. L. Worthington, & M. K. Ahluwalia.** Psychologists Respond to Hate Incidents: Prevention, Policy, and Process. Symposium presented at the 121st Annual Convention of the American Psychological Association, Honolulu, HI (August 1, 2013).
- R. L. Worthington.** Translating Diversity Scholarship into Diversity Practice. National Association of Diversity Officers in Higher Education, Washington, DC (March 5, 2013).
- R. L. Worthington.** Advancing Scholarship for the Diversity Imperative in Higher Education. National Association of Diversity Officers in Higher Education, Los Angeles, CA (March 13, 2012).
- R. L. Worthington.** Empirical Multicultural Counseling Competencies Research--- Closing the Theory--Research Gap. Division 17 of the American Psychological Association, New Orleans, LA (August 13, 2006).
- J. O'Brien, & R. L. Worthington.** Working With Transgendered Clients—Assessment, Treatment, Identity Politics, and Science. Division 17 Section on LGB Awareness Program Symposium, American Psychological Association, Toronto, Canada (August 7, 2003).
- R. L. Worthington, & R.W. Lent.** Applying Vocational Psychology Theories to the School-to-Work Transition. Division 17 Program Symposium, American Psychological Association, Chicago, (August 16, 1997).
- R. L. Worthington.** Focusing on the Supervisee: Ethical Issues and the Gatekeeping Function. Division 17 Program Symposium, American Psychological Association, Chicago, (August 15, 1997).
- R. L. Worthington & M. Kenny.** Counseling Psychology and School-to-Work: Theoretical and Professional Issues. Division 17 Program Symposium, American Psychological Association, Toronto, Ontario, Canada (August, 1996).
- R. L. Worthington, & J. A. Hayes.** Bridging Social and Counseling Psychology: Research on Clinical Attributions. Division 17 Program Symposium, American Psychological Association, Toronto, Ontario, Canada (August, 1996).

C. Conference Symposia-Discussant

- Worthington, R. L.** (2009). Discussant Remarks in R. Toporek (Chair). Symposium: How Do Margins Intersect? Ethnicity, Sexual Orientation, and Gender. 117th Annual Convention of the American Psychological Association, Toronto, Canada (August 8, 2009).

- Worthington, R. L.** (2005). Discussant Remarks in K. F. Balsam (Chair) Symposium: LGBT Research Issues. Division 44 of the American Psychological Association, Washington, DC (August 20, 2005).
- Worthington, R. L.** (2004). Discussant Remarks in D. H. Whitcomb (Chair) Symposium: Cultural Competency in LGBT Counseling--Applying Lessons from Multicultural Psychology. Section on LGB Awareness, Division 17 of the American Psychological Association, Honolulu, HI (July 29, 2004).
- Worthington, R. L.** (2002). Discussant Remarks in J. O'Brien (Chair) Symposium: Grit and Grace of Becoming an Ally for LGB Concerns. Section on LGB Awareness, Division 17 of the American Psychological Association, Chicago (August 23, 2002).
- Worthington, R. L.** (2000). Discussant Remarks in B. Mallinckrodt (Chair) Symposium: Between Worlds—Acculturation Stresses, Stress Symptoms, and Impact on Counseling. Divisions 17 and 45 of the American Psychological Association, Washington, DC (August 7, 2000).
- Worthington, R. L.** (2000). Discussant Remarks in G. R. Sodowsky & E. D. Romero (Co-chairs) Symposium: Millennium Multicultural Counseling Psychologists. Division 17 of the American Psychological Association, Washington, DC (August 5, 2000).
- Worthington, R. L.** (1996). Discussant Remarks in A. McIntyre, Hiding in the Wings: Exploring Understudied Issues In Psychology. Program Symposium, New England Psychological Association Conference, Connecticut (October, 1996).
- Worthington, R. L.** (1996). Discussant Remarks in R. L. Worthington, & J. A. Hayes, Bridging Social and Counseling Psychology: Research on Clinical Attributions. Division 17 Program Symposium, American Psychological Association, Toronto, Ontario, Canada (August, 1996).

Invited Presentations (Institutional Workshops and Conferences)

- 2014 **Texas A & M University**, “Difficult Dialogues: Enhancing Climate Through Improved Interpersonal Communication.” College of Education and Human Development, College Station, TX (March 6, 2014).
- 2013 **University of North Carolina—Wilmington**, “Keynote: The Inescapable Network of Mutuality: Advancing the Diversity Imperative in Higher Education.” February 25, 2013.
- 2012 **University of Rochester**, “Keynote: Advancing Scholarship for the Diversity Imperative in Higher Education.” November 13, 2012.

- 2012 **Texas A&M University**, “Keynote: The Inescapable Network of Mutuality: Campus Climate for Diversity, Inclusion and Equity.” *Enhancing Diversity Seminar Series*, Office of the Vice President and Associate Provost for Diversity. March 1, 2012.
- 2011 **Student Affiliates of Seventeen Diversity Conference, Society of Counseling Psychology**, State University of New York at Albany, “Keynote: Difficult Dialogues about Privilege: Exploring Intersecting Identities of Race, Class, Gender, Sexual Orientation and Disability.” November 5, 2011.
- 2011 **Kansas State University**, “Keynote: Creating an Inclusive Campus Climate.” October 25, 2011.
- 2011 **Texas Tech University**, “Difficult Dialogues Teaching and Learning: A Faculty Development Workshop” and “The Evolution of Organizational Diversity in Higher Education: From Affirmative Action to Inclusive Excellence.” October 12, 2011.
- 2011 **University of California at Santa Barbara**, “Difficult Dialogues: Controversies of Academic Freedom and Pluralism in Higher Education” and “Diversity Strategic Planning in Higher Education: A Conversation Hour.” May 19, 2011.
- 2011 **Forest Institute of Professional Psychology**, “Supervisors Workshop: Working with Students with LGBQQ Clients.” April 28, 2011; and “Graduate Student Workshop: Working with LGBQQ Clients.” April 29, 2011.
- 2011 **University of North Texas**, Bonnie Lecture: “Difficult Dialogues in the Classroom: Teaching Effectively about Race, Gender, Sexual Orientation, Religion and Other Difficult Subjects;” and “Workshop: Difficult Dialogues Teaching and Learning;” and “Addressing Climate Issues.” April 4-5, 2011.
- 2011 **Oklahoma State University**, “Conducting a Comprehensive Campus Climate Study: From Methods to Measurement to Dissemination.” March 28, 2011.
- 2010 **University of North Dakota**, “Counseling Psychologists as Social Change Agents in Higher Education,” June 13-14, 2010.
- 2010 **Texas Tech University**, “Conducting a Comprehensive Campus Climate Study: From Methods to Measurement to Dissemination,” and “Difficult Dialogues in the Classroom: Teaching Effectively about Race, Gender, Sexual Orientation, Religion and Other Difficult Subjects.” April 21, 2010.
- 2010 **Forest Institute of Professional Psychology**, “Difficult Dialogues in the Classroom: Teaching Effectively about Race, Gender, Sexual Orientation, Religion and Other Difficult Subjects.” April 9, 2010; and “Difficult Dialogues in Organizational Team-Building.” May 7, 2010.

- 2009 **New Mexico State University**, “Counseling Psychologists as Social Change Agents in Higher Education,” and “Difficult Dialogues: Definitions, Assumptions, Characteristics, Purposes and Skills.” April 21-22, 2009.
- 2008 **Argosy University**, “Difficult Dialogues in Professional Psychology: Religious Freedoms and Training Values.” August 26, 2008.
- 2008 **St. John Fisher College**, “Conducting a Comprehensive Campus Climate Study: From Methods to Measurement to Dissemination,” May 21, 2008
- 2008 **University of Illinois at Urbana-Champaign**, “Implementing a Comprehensive Campus Climate Assessment: Advice, Insights, and Unexpected Benefits” Race, Diversity and Campus Climate at the University of Illinois, April 10, 2008

Grants and Contracts

External Grant Funding

A. Funded:

- 2010 Principal Investigator. **Worthington, R. L.** “*Sustainability Proposal to Support MU Difficult Dialogues Summer Institute Participant Institutions.*” International Institute for Education. (\$30,000). (Invited proposal).
- 2008 Principal Investigator. **Worthington, R. L.**, & Burgoyne, S. (Co-Principal Investigator), (with Ladehoff, P., Hodge, S., Baum, R., Azizan-Gardner, N., & Placier, P.) “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education: Phase 2.*” Ford Foundation Difficult Dialogues Initiative (\$100,000). (Invited renewal).
- 2005 Principal Investigator. **Worthington, R. L.**, Azizan-Gardner, Burgoyne, S., Welch, S., N., Ladehoff, P., Hodge, S., Lambeth, E., Flores, L. Y., & Placier, P. “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education*” Ford Foundation Difficult Dialogues Initiative (\$100,000).
- 2005 Hart, J. (PI), Grogan, M., Litt, J., & **Worthington, R.L.** (Co-PIs). (2005). Diversity in curriculum and pedagogy: Hidden and sought. Funded by the Institute for Women’s Leadership, Rutgers University and the Ford Foundation. (\$12,000).
- 2003 Project Co-Director. Flores, L. Y., **Worthington, R. L.**, & Boggs, K. “*¡Sí Se Puede! Graduate Preparation Workshops for Undergraduate Latino/a Students,*” Commission on Ethnic Minority Recruitment, Retention and Training in Psychology: American Psychological Association (\$4000).

- 1998 Project Co-Director. Holliday, G., **Worthington, R. L.**, Gutierrez, M. Fine, M. Cowger, C., Short, R., & Frisby, C. “*Community-University Partnership Program.*” Kauffman Foundation, Planning Grant (\$14,000).
- 1998-99 Co-Investigator. Lapan, R., Short, R., Kosciulek, J., & **Worthington, R. L.** The impact of Missouri's Community Careers School-to-Work system on student development: A longitudinal study. Funded by the Missouri Department of Elementary and Secondary Education. (\$230,923.17).
- 1993-94 Principal Investigator. **Worthington, R. L.** “*Etiology attributions, causal dimensions, responsibility attributions, treatment strategy recommendations and theoretical orientation.*” Ray E. Hosford Foundation Fellowship. (\$500)

B. Unfunded:

- 2010 Co-Principal Investigator. Sobel, A. L. (PI), Burgoyne, S., Byergo, L. A., Cameron, G. T., Chandrasekhar, M., Flournoy, N., Good, G. E., Hart, J. L., Klein, P. G., Litt, J. S., Marra, R. M., Myers, M. A., Oliver, R. E., Paulsell, M. E., Pollard, C. G., Thorson, E. L., Waldron, A. M., & **Worthington, R. L.** (Co-PIs).. *Transforming the University of Missouri by expanding collaborations and enhancing strategic communications.* Funding requested from the National Science Foundation, \$3,999,998.
- 2009 Principal Investigator. **Worthington, R. L.** (with Burgoyne, S., Ruffin, C., Glaze, M., Hollis, S., Guidino, A., Stephens, N.) “*Youth Voices for a Better Future: Racial Healing Through Youth Empowerment, Self-Expression, Conflict Resolution, and Community Dialogue*” Kellogg Foundation (\$353,071).
- 2009 Principal Investigator. **Worthington, R. L.** (with Fleisher, C.; Azizan-Gardner, N., Alfred, G., & Sewell, D.). “*Serving Those Who Serve: Building a Veteran-Friendly Campus.*” ACE/Wal-Mart Success for Veterans Award Grants (\$100,000).
- 2005 Principal Investigator. **Worthington, R. L.** “*Sexual Identity Development, Gender Identity and Attitudes toward LGB Individuals*” Wayne F. Placek Award, American Psychological Foundation (\$39,936).
- 2003 **Worthington, R. L.**, Flores, L. Y., & Boggs, K. *¡Sí Se Puede!: A Professional Psychology Career Access and Mentorship Program for Latino/a Students,*” Fund for the Improvement of Post-secondary Education: Department of Education (\$775,775.28).

- 1999 **Worthington, R. L., & Roehlke, H. J.** “*A qualitative investigation of LGB affirmativeness.*” Wayne F. Placek Award, American Psychological Foundation (\$30,000)
- 1997 **Worthington, R. L.** “*A developmental model of lesbian, gay, bisexual, and transgender (LGBT)-affirmative attitudes and practices.*” Wayne F. Placek Award, American Psychological Foundation (\$20,000).

C. Other:

- 2002-03* Harris, K.J. “*The measurement and role of self-regulation among college smokers. A longitudinal survey to assess the validity of a new instrument and understand the role of self-regulation in the development of student smoking.*” Cancer Research Foundation of America. Role: Paid Consultant.

Internal Grant Funding

A. Funded:

- 2008 Co-Principal Investigator. **Worthington, R. L., & Burgoyne, S.,** (with Ladehoff, P., Hodge, S., Baum, R., Azizan-Gardner, N., & Placier, P.) “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education: Phase 2.*” Office of the Provost, University of Missouri (\$30,000).
- 2006 Principal Investigator. **Worthington, R. L.,** Azizan-Gardner, Burgoyne, S., Welch, S., N., Ladehoff, P., Hodge, S., Lambeth, E., Flores, L. Y., & Placier, P. “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education*” MU Dean of the Graduate School (\$1,250).
- 2005 Principal Investigator. **Worthington, R. L.,** Azizan-Gardner, Burgoyne, S., Welch, S., N., Ladehoff, P., Hodge, S., Lambeth, E., Flores, L. Y., & Placier, P. “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education*” MU Office of Research, PRIME Fund (\$25,000).
- 2005 Principal Investigator. **Worthington, R. L.,** Azizan-Gardner, Burgoyne, S., Welch, S., N., Ladehoff, P., Hodge, S., Lambeth, E., Flores, L. Y., & Placier, P. “*From Divisiveness to Discourse: Bridging Rival Realities in Public Higher Education*” Various Campus Units (\$25,000).
- 2004 Principal Investigator. **Worthington, R. L.** “*MU Campus Climate Study for Underrepresented Groups—Phase V Stakeholder Focus Groups,*” Offices of the Chancellor and Provost, University of Missouri. (\$21,388.09).

- 2002 Principal Investigator. **Worthington, R. L.** “*MU Campus Climate Study for Underrepresented Groups*,” Research Council Grant, University of Missouri-Columbia (\$4,992).
- 2001 Principal Investigator. **Worthington, R. L.**, Hacquard, L., Nichols, R., Azizan-Gardner, N., Mendoza, P. “*MU Campus Climate Study for Underrepresented Groups*.” University of Missouri-Columbia, (Various Campus Units). (\$20,400).
- 1998 Project Director. **Worthington, R. L.**, Short, R., Frisby, C. “*Advancing the MU Interprofessional Initiative’s Instructional Objectives through an Intensive Faculty Development Project*.” MU Faculty Development Project Award, Office of the Vice Provost for Minority Affairs. (\$3,000).
- 1996/97 Principal Investigator. **Worthington, R. L.** “*The impact of feminist identity development and counselor attributions on client ratings of counselor credibility*.” Boston College, Office of the Academic Vice President, Research Expense Grant. (\$1,500)
- 1995-96 Principal Investigator. **Worthington, R. L.** “*The impact of client racial/cultural identity development and therapist multicultural awareness on therapist attributions regarding the causes of and solutions to psychological problems*.” Boston College, Office of the Academic Vice President, Research Incentive Grant. (\$5,000)
- 1995/96 Principal Investigator. **Worthington, R. L.** “*The impact of client racial/cultural identity development and therapist multicultural awareness on therapist attributions regarding the causes of and solutions to psychological problems*.” Boston College, Office of the Academic Vice President, Research Expense Grant. (\$1,500).
- 1992-93 Project Director. **Worthington, R. L.** “*Education 165L Introduction to Counseling Psychology Skills Training Laboratory: A Manual for Teaching Assistants*.” University of California, Santa Barbara, Instructional Development Grant (\$1,000).
- 1991-92 Principal Co-Investigator. Atkinson, D. R., & **Worthington, R. L.** “*Counselor attributions of responsibility and problem etiology, theoretical orientation, and counseling strategies*.” University of California, Santa Barbara, Graduate Research Mentorship Grant (\$3,000).

B. Unfunded:

- 1999 **Worthington, R.L.** “*Supervisee ethics*.” MU Research Council Small Grants (\$3,500).

- 1999 **Worthington, R. L.** “*A qualitative investigation of LGB affirmativeness.*”
University of Missouri System Research Board Grant (\$50,000).
- 1999 **Worthington, R. L.** “*A qualitative investigation of LGB affirmativeness.*”
MU Research Council Small Grants (\$3,500).

Fellowships, Prizes and Awards

- 2011 Honorary Member, Rollins Society, “Duty, Faithfulness, and Leadership.”
University of Missouri.
- 2008 Fellow, American Psychological Association, Society of Counseling
Psychology.
- 2007 Distinguished Member, National Society of Collegiate Scholars, “For
Commitment to the Ideals of Scholarship, Leadership and Service”
- 2005-06 University of Missouri Leadership Development Program, President’s
Academic Leadership Initiative, University of Missouri System.
- 1998-2006 High Flyer Award, MU College of Education, “Excellence in Teaching.”
Various courses across 8 academic years, including Ethical and Legal Issues
in Professional Psychology (10 sections); Interviewing, Assessment and
Diagnosis; Senior Seminar; Supervised Practice in Counseling (2 sections);
Counseling and Interviewing: Crisis Intervention.
- 2001 Board of Curators’ Faculty Performance Shares (\$4,000 equivalent), University of
Missouri, “Outstanding Achievement in Teaching.”
- 2001 Gold Chalk Award, Graduate Professional Council, University of Missouri,
Columbia, “Excellence in Teaching and Support of Graduate Students.”
- 2001 Catalyst Award, LGBT Resource Center, University of Missouri, Columbia,
“Speaking up and out and often regarding LGBT issues.”

Editorships, Editorial Boards and Reviewing Activities for Journals and Other Learned Publications

Journal of Diversity in Higher Education, National Association of Diversity Officers in
Higher Education and American Psychological Association
Editor (2012-present), **Incoming Editor** (2011)
Editorial Board, 2007–2011

Journal of Counseling Psychology, American Psychological Association
Associate Editor (2012-2013); **Incoming Associate Editor** (2011), Editorial Board, 1997-2001, 2005-2006; Ad Hoc Reviewer, 1995-1996; 2001-2004; 2007-2010; 2014

The Counseling Psychologist, Society of Counseling Psychology, American Psychological Association
Editorial Board, 2001-2003; Ad Hoc Reviewer, 1996-2000, 2004-2011

Psychology of Women Quarterly, Ad Hoc Reviewer, 2010 – 2011

Cultural Diversity and Ethnic Minority Psychology, Division 45 - Society for the Psychological Study of Ethnic Minority Issues, American Psychological Association
Ad Hoc Reviewer, 2004-2011

Sex Roles: A Journal of Research, Springer
Ad Hoc Reviewer, 2007-2011

Journal of Bisexuality, Ad Hoc Reviewer, 2010-2011

Developmental Psychology, American Psychological Association
Ad Hoc Reviewer, 2006-2011

Professional Psychology: Research and Practice, American Psychological Association
Ad Hoc Reviewer, 2000-2002; 2005-2011

III. Teaching, Mentoring and Advising

Course Instruction (last five years)

Summer 2014	Ethical and Legal Issues in Professional Psychology
Spring 2014	Seminar: Helping Skills for Student Affairs Professionals University Counseling Center Practicum in Counseling Psychology
Fall 2013	Seminar: Difficult Dialogues in Higher Education University Counseling Center Practicum in Counseling Psychology
Summer 2013	Ethical and Legal Issues in Professional Psychology
Spring 2013	Seminar: Helping Skills for Student Affairs Professionals University Counseling Center Practicum in Counseling Psychology
Fall 2012	Applying Higher Education Research to Student Affairs Practice University Counseling Center Practicum in Counseling Psychology

Summer 2012 Ethical and Legal Issues in Professional Psychology

Spring 2012 Seminar: Helping Skills for Student Affairs Professionals

Fall 2011 Multicultural Issues in Counseling and Education

NOTE: 100% administrative appointment 2006-2011; no teaching load from Fall 2006 through Spring 2011.

Advising: Research Direction

SUPERVISION OF DISSERTATIONS/THESES, AND MEMBERSHIP ON GRADUATE COMMITTEES

Student	Degree	Major	ROLE		Mo/Yr Graduated
			Chair	Member	
Wilcox, Robert	PhD	Educational Leadership		X	05/13
Walker, Dennis	PhD	Educational Leadership		X	05/13
Prince, H. MiUndrae	PhD	Educational Leadership		X	08/12
Lewis, Anthony	PhD	Educational Leadership		X	05/13
Lee, Rebecca	PhD	Educational Leadership		X	08/12
Campbell, Jordan	PhD	Educational Leadership		X	08/13
Esselman, Mary	PhD	Educational Leadership		X	08/12
Covington, John	PhD	Educational Leadership		X	08/12
Ekwerekwu, Bradley Ejoor	PhD	Health Promotion		X	12/12
Emery, Hannah	MA	Counseling Psychology		X	05/14
Alfred, Gregory	PhD	Counseling Psychology	X		12/11
Spencer, Katherine	PhD	Counseling Psychology	X		05/09
Soth-McNett, Angela	PhD	Counseling Psychology		X	05/08
Clouse, Sean	PhD	Counseling Psychology	X		12/07
Navarro, Rachel	PhD	Counseling Psychology	X		05/06
Andreas Tan, Jeffrey	PhD	Counseling Psychology	X		05/05
Chao, Ruth	PhD	Counseling Psychology		X	05/05
Accardo, Christine	PhD	Counseling Psychology	X		05/04

Knoop, Andrew	PhD	Counseling Psychology		X	12/03
Bielstein Savoy, Holly	PhD	Counseling Psychology	X		12/03
Dillon, Frank	PhD	Counseling Psychology	X		05/03
Suarez-Renaud, Giovanna	PhD	Clinical Psychology		X	05/02
Mann, Michael	PhD	Counseling Psychology		X	12/98

NOTE: This is a partial list.

IV. Service and Outreach

Professional

Membership in Professional Societies and Organizations

2011-present Difficult Dialogues National Resource Center

2010-present Professional and Organizational Development Network in Higher Education

2008-present Association for the Study of Higher Education

2006-present National Association of Diversity Officers in Higher Education

2004-present American Counseling Association
 Association for Multicultural Counseling and Development
 Association for Gay, Lesbian, Bisexual Issues in Counseling

1995-present American Psychological Association
 Society of Counseling Psychology (Division 17) (1996-present)
 Section on Ethnic and Racial Diversity, Section of Div. 17
 Gay, Lesbian, & Bisexual Awareness, Section of Div. 17
 Society for the Psychological Study of Lesbian, Gay and Bisexual
 Issues
 (Division 44) (2003-present)
 Society for the Psychological Study of Ethnic Minority Issues
 (Division 45) (2003-present)

Leadership in National Associations

Difficult Dialogues National Resource Center

Chair, Board of Directors (2011-present).

National Association of Diversity Officers in Higher Education

Member, Task Force on Ethics Code for Chief Diversity Officers (2014-present)

Chair, Presidential Task Force on Professional Standards for Chief Diversity Officers (2013- 2014)

Ex-Officio Member, Board of Directors (2011-present)

Inaugural Member, Board of Directors (2007-2011)

Acting Second Vice President, Board of Directors (2009-2010)

Member, Caretaker Committee (2006-2007)

American Psychological Foundation

Member, National Multicultural Conference and Summit Legacy Fund Committee (\$250,000 fundraising goal to support NMCS). 2009-2011

American Psychological Association

Vice-President for Diversity and the Public Interest, Society of Counseling Psychology (Division 17), 2008 - 2011

Division 17 Representative, Coordinating Committee, 2011 National Multicultural Conference & Summit, 2007 - 2011

APA Task Force on Appropriate Therapeutic Responses to Sexual Orientation, 2007 - 2009

Division 17, Program Committee, 2001-2004

Division 17, Section for LGB Concerns, Executive Board, Member-at-large, 2001-2004

American Counseling Association

President's Task Force for Sexual Minority Youth in the Schools, 2004

Statewide and Regional Service

2011-2014 Commissioner, Missouri Commission on Human Rights (Appointed by Governor Jay Nixon and confirmed by the Missouri State Senate), Department of Labor and Industrial Relations, Office of the Missouri Governor.

2008-2011 Founding Officer, Big 12 Consortium of Diversity Officers in Higher Education

- 2008-2009 Board of Directors, INROADS, Midwest Regional
- 2007-2011 Founding Officer, Missouri Association of Diversity Officers in Higher Education

National Conference Leadership

- 2014 Conference Planning Committee Member, Advancing Meaningful Difficult Dialogue Practices in Higher Education: The ‘New’ Imperative of Democracy?, Inaugural Conference of the Difficult Dialogues National Resource Center, September 25-26, 2014, Austin, TX
- 2011 Conference Organizer and Chair, Roundtable for the Advancement of a National Movement for Difficult Dialogues Teaching and Learning, March 6, 2011, Washington, DC.
- 2011 Conference Coordinator for the Society of Counseling Psychology, National Multicultural Conference and Summit, American Psychological Association Divisions 17, 45, 44, and 35, January 26-28, 2011, Seattle, WA.

Campus

- 2011-2012 Program Director, MU Campus Climate Research, Office of the Deputy Chancellor, University of Missouri.
- 2011-2012 Program Director, MU Difficult Dialogues Program, Office of the Deputy Chancellor, University of Missouri.
- 2002-2011 Member, Strategic Planning and Resource Advisory Council, Office of the Chancellor, University of Missouri.
- 2010-2011 Health System Diversity Task Force, Office of the Vice Chancellor for the MU Health System, University of Missouri.
- 2010 Conference Organizer and Chair, MizzouDiversity Summit II, October 20-21, 2010, University of Missouri, Columbia, MO
- 2009 Conference Organizer and Chair, MU Difficult Dialogues Summer Institute, June 12-15, 2009, University of Missouri, Columbia, MO. This conference was funded in part by the Ford Foundation Difficult Dialogues Initiative and attended by the following universities: Baylor University, Iowa State University, Oklahoma State University, Texas A & M, Texas Tech University, University of Alaska-Anchorage*, University of Kansas, University of Missouri-St Louis, University of Texas at Austin*, and the University of Missouri (Columbia). *Collaborating institutions.

- 2008 Conference Organizer and Chair, MizzouDiversity Summit, May 4-5, 2008, University of Missouri, Columbia, MO
- 2007-2011 Advisory Council, NIH Initiative for Maximizing Student Diversity, Bond Life Sciences Center, University of Missouri.
- 2007-2011 Member, Advisory Council for Mizzou NSF ADVANCE, Office of the Provost, University of Missouri.
- 2006-2010 Member, Task Force for Identifying Strategic Advantages, Office of the Provost, University of Missouri.
- 2009- 2010 Member, Black Studies Director Search Committee, University of Missouri.
- 2008-2010 Gaines-Oldham Black Culture Center Advisory Council, University of Missouri.
- 2008-2009 Black Studies Program Executive Board, University of Missouri.
- 2007-2008 Co-Chair, Chancellor’s Task Force for a Veteran-Friendly Campus, Office of the Chancellor, University of Missouri.
- 2007-2008 Member, Diversity Goals Committee, Office of Enrollment Management, University of Missouri.
- 2007-2008 Board of Directors, Hispanic/Latin American Faculty and Staff Association, University of Missouri.
- 2005-2006 Member, Search Committee for Vice Provost of Advanced Studies and Dean of the Graduate School, Office of the Provost, University of Missouri.
- 2005-2006 Member, Faculty Council, University of Missouri.
- 2004-2005 Chair, Campus Climate and Training Task Force, Office of the Deputy Chancellor, University of Missouri.
- 2003-2004 Member, Program Viability Audit Advisory Council, Office of the Provost, University of Missouri.
- 2001-02 McNair Scholars Program Mentor, Graduate School, University of Missouri.

Paid Consultancies

- 2015 **Providence College**, “Establishing a Difficult Dialogues Initiative” January 29-30, 2015.

- 2013-15 **Missouri State University**, “2013-2014 MSU Campus and Community Climate Study Project” April, 2013 to January, 2015.
- 2012- **Western Michigan University**, WMU Campus Climate Survey. February, 2012 to present.
- 2012 **Oregon State University**, Chair, External Review Team for Intercultural Student Services, Office of the Vice Provost for Student Affairs, November 1-2, 2012.
- 2012 **University of Missouri-Kansas City**, Institutional Diversity Planning, April 12, 2012.
- 2011 **University of Miami**, Member, Counseling Psychology Graduate Program External Review Team. April 10-12, 2011.
- 2010 **Missouri University of Science and Technology**, “Conducting a Comprehensive Campus Climate Study.” March 15, 2010.
- 2009 **Colgate University**, “Campus Climate Life Study Initiative.” February 16, 2009 – May 31, 2009.
- 2008 **University of Missouri-St. Louis**, “Developing a Campus-wide Diversity Initiative and Implementing the CDO Model of Diversity Leadership.” November 14, 2008.
- 2006-07 **USDA North Central Region** – Sustainable Agriculture Research and Education Program. Multicultural Organizational Development.
- 2002 **City of Moberly**, Missouri. Diversity Responsiveness in City Services.
- 2001-02 **Ashland Unified School District**. Juvenile Diversion Group Programming.