

## Curriculum Vitae

### Michael M. Gale, Ph.D.

Graduate Institute of Professional Psychology  
University of Hartford  
East Hall 204E  
West Hartford, CT 06117  
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#### **EDUCATION**

<b>Doctor of Philosophy, Counseling Psychology</b> <i>University at Albany, SUNY</i>	August 2017 Albany, NY
<b>Master of Science, Mental Health Counseling</b> <i>University at Albany, SUNY</i>	December 2011 Albany, NY
<b>Bachelor of Arts, Psychology</b> <i>Eastern Connecticut State University</i>	May 2009 Willimantic, CT

#### **LICENSURE**

Connecticut Licensed Psychologist, #003851	August 2019-Present
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#### **ACADEMIC APPOINTMENTS**

<b>Assistant Professor of Clinical Psychology</b> <i>University of Hartford</i>	August 2017-Present West Hartford, CT
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##### Courses taught:

- CPS 602 Social Justice
- CPS 605 Clinical Supervision
- CPS 613 Psychological Assessment I
- CPS 614 Psychological Assessment II
- CPS 810 Group Theory and Practice
- CPS 849 Professional Seminar: Diversity
- PSY 525 Multicultural Issues in Psychology

#### **INSTITUTIONAL SERVICE**

##### **University of Hartford**

DEI Lecture Series Committee	June 2021-Present
Executive Committee for Health and Wellness	May 2021-Present
Ribicoff/Lee Student Awards Committee	March 2021
Outstanding Faculty Award Committee	December 2020
Academic Standing Committee	August 2020-Present
Doctoral Admissions Committee	August 2017-Present
Doctoral Qualifying Examinations Committee	August 2017-Present
Doctoral Training Committee	August 2017-Present
Diversity in Faculty Recruitment and Retention Sub-Committee	April 2018-Present

Faculty Advisor to Multicultural and Social Justice Committee  
Faculty Search Committee  
Co-Facilitator Psychology Diversity Retreat

August 2018-Present  
August 2018-February 2019  
April 2018-May 2019

**University of Maryland Counseling Center**  
Research Committee

College Park, MD  
August 2016-June 2017

## **PUBLICATIONS**

- Wilcox, **M. M.**, Gale, M. M., McLaughlin, K. L., Squyres, E., Burish, E. C., & Khojasteh, J. (2021). Development and initial validation of the Multicultural Training and Education Questionnaire. *Training and Education in Professional Psychology*. <https://doi.org/10.1037/tep0000344>
- Gale, **M. M.**, Pieterse, A. L., Lee, D. L., Huynh, K., Powell, S., & Kirkinis, K. (2020). A meta-analysis of the relationship between internalized racial oppression and health-related outcomes. *The Counseling Psychologist*, 48(4), 498-525.
- Gale, **M. M.**, Franco, M., Reese, E., Hutman, H., & Wang, Y. W. (2019). Sociocultural factors and referral outcome: An exploratory investigation. *Journal of College Student Psychotherapy*, 1-13.
- Gale, **M. M.** & Hutman, H., (2013). University at Albany mentoring initiative. *SAS Fall 2013 Newsletter*.
- Martin, J. L., Groth, G., Buckner, L., Gale, **M. M.**, & Kramer, M. E., (2013). Perceived drinking norms among Black college students: The race of reference group members. *Addictive Behaviors*, 38, 2586-2588.
- Pieterse, A. L., Hanus, A., & Gale, **M. M.**, (2012). Advocacy and prevention: Dismantling systems of oppression. In E. Vera (Ed.). *The Oxford Handbook of Prevention in Counseling Psychology* (pp. 109-124). Oxford Press: New York, NY.
- ## **MANUSCRIPTS AND RESEARCH IN PROGRESS**
- Gale, **M. M.**, Pieterse, A., Cusick, M., Kumar, S., & Xhiani, A., (Preparation for submission). Examining the focus on racism/anti-racism instruction in multicultural counseling courses.
- Gale, **M. M.**, Wimmer, H., Huang, G., & White, M., (Preparation for submission). An examination of university student perceptions of a critical race-related incident, racial climate on campus, and social justice engagement.
- Gale, **M. M.** & Pieterse, A. L., (Preparation for submission). For whose benefit? Internalized racism and shifting racial expression among multiracial adults.
- Gale, **M. M.**, Tso, D., Dubovi, A., & Dias, H. (Preparation for submission). Adjustment, experiences of discrimination, xenophobia, and health and death anxiety during the COVID-19 pandemic.

**Gale, M. M.,** Burda, J., & Tso, D., (Preparation for submission). Examining cultural factors of substance use prevalence and consequences among college students.

Martin, J. L., Groth, G., Longo, L., Paul, L., & **Gale, M. M.,** (Preparation for submission). High risk students' perceptions of alcohol use and prevention programming.

Sheu, H.B., Dubovi, A. S. Y., & **Gale, M. M.,** (Preparation for submission). Health related outcome expectations and social supports: Instrument development and initial validation.

**Gale, M. M.,** Donadio, M., Chiliquinga, F., Poveda, N., Silva De Sousa, E., Farrow, M., & Young, A., (Data collection). A qualitative examination of undocumented immigrants' psychological needs and wants from mental health professionals.

**Gale, M. M.,** Wilcox, M., Shea, K., & Steel, A., Mangino, K., (Data collection). Development of mental health trainee's attitudes towards, and engagement in, social justice.

**Gale, M. M. & Betz, G.,** (Conceptualization). Assessing the effectiveness of a preventative intervention decreasing stigma and cultural barriers to mental health treatment engagement among college students of color.

### **INVITED PRESENTATIONS**

UHart DEI Presentation: Racial Climate and Student Experience of COVID-19	Est. Sept. 2021
SEEDS Panel: Meeting the Needs of Students of Color	November 2021
UHart DEI Presentation: Faculty and Racial Climate	Canceled due to COVID-19
UHart DEI Roundtable: Diversifying Course Content	October 2019
Eastern Connecticut State University: Psi Chi and Psychology Award Ceremony	April 2019

### **PEER REVIEWED PRESENTATIONS**

**Gale, M. M.,** McCloskey, K., Crowell, K., & Dias, H. (2021) Facilitating social justice interest and action among psychologists-in-training. 2021 AWP Annual Conference. (Virtual).

**Yaghoubi, I., & Gale, M. M.,** (2021). Facilitating multicultural competencies in mental health supervision. Teachers College 38<sup>th</sup> Annual Winter Roundtable. New York, NY (Virtual).

**Gale, M. M., & Pieterse, A.L.,** (2020). Internalized racism and shifting racial expression among multiracial adults. Presented at Boston College Diversity Challenge. Boston, MA (Virtual).

**Gale, M. M.,** Austin, C. L., & Martin, C., (2020). Multiracial experience: Familial contributions to identity construction and the role of biracial identity in experiences of discrimination and mental health. 2020 Counseling Psychology Conference. New Orleans, LA. Canceled due to COVID-19 pandemic.

**Gale, M. M.,** Austin, C. L., & Martin, C., (2020). Addressing biracial identity in clinical supervision and counselor training. Teachers College 37<sup>th</sup> Annual Winter Roundtable. New York, NY.

- Wilcox, M. M., **Gale, M. M.**, McLaughlin, K. L., Squyres, E., & Burish, E. (2020). Development and initial validation of a multicultural training questionnaire. Poster to be presented at the 2020 Midwinter Meeting of the Council of University Directors of Clinical Psychology (CUDCP). (Also presented at the 2018 Convention of the American Psychological Association).
- McCloskey, K., **Gale, M. M.**, Huang, G., Culp, M., Guariniello, V., Newman, B., Paranamana, N., Broderick, B., Mitossis, R., Harathi, S., Burns, K., Suara, Z., Young A. (2019). Overcoming white heterosexual male privilege (WHMP) in doctoral-level clinical psychology training programs. Presented at Boston College Diversity Challenge. Boston, MA
- Gale, M. M.**, Huang, G., Wimmer, H., & White, M., (2019). University student perceptions of campus racial climate after a critical racial incident. Presented at APA Convention 2019. Chicago, IL.
- Gale, M. M.**, Wimmer, H., Huang, G., & White, M., (2019). An examination of university student perceptions of a critical race-related incident, racial climate on campus, and social justice engagement. Presented at Teachers College 36<sup>th</sup> Annual Winter Roundtable. New York, NY.
- Lantz, M.M., **Gale, M.M.**, McLaughlin, K.L., Williams, T.D., Shamp, L.S., Taylor, T.O., & Monceaux, C.P., (2018). Development and initial validation of a multicultural training questionnaire. Presented at APA Convention 2018. San Francisco, CA.
- Gale, M. M.**, Lin, Y-J, & Kang, J, (2018). Trends in emergency and intake service utilization. Presented at the 2018 Big 10 Counseling Centers Conference. College Park, MD.
- Gale, M. M.**, Franco, M., Hutman, H., & Reese, E., (2017). Sociocultural factors and referral outcome: An exploratory investigation. Presented at the 2017 Big 10 Counseling Centers Conference. Urbana-Champaign, IL.
- Sheu, H. B., **Gale, M. M.**, & Dubovi, A. S. Y., (2015). Development of the Engagement in Health Behavior Scale: Initial psychometric evidence. Presented at University at Albany School of Education Day. Albany, NY.
- Austin, C.L., **Gale, M. M.**, Nicolas, A., (2015). Your mental health is your wealth: A stigma reduction initiative for African American families in Albany, NY. Presented at University at Albany School of Education Day. Albany, NY.
- Pieterse, A., **Gale, M. M.**, & Powell, S., (2015). A meta-analytic review of internalized racial oppression and health-related outcomes. Presented at APA Convention 2015. Toronto, Ontario.
- Pieterse, A. & **Gale, M. M.**, (2014). Internalized racial oppression and health-related outcomes: Knowns and unknowns. Presented at Boston College Diversity Challenge. Boston, MA.
- Pieterse, A., **Gale, M. M.**, & Kumar, S., (2014). Anti-racism training for health care professionals: A training workshop. Presented at Boston College Diversity Challenge. Boston, MA.

- Gale, M. M.,** Martin, J., & Longo, L., (2014). And be not drunk with wine, but be filled with the spirit: Religiosity as a protective factor among Black college student drinkers. Presented at APA Convention 2014. Washington DC.
- Sheu, H. B., **Gale, M. M.,** & Dubovi, A. S. Y., (2014) Academic and life satisfaction of African/Black American college students. Presented at APA Convention 2014. Washington DC.
- Sheu, H. B., Dubovi, A. S. Y., **Gale, M. M.,** & Cusick, M. E., (2014) Engagement in health behavior scale: Development and initial psychometric evidence. Presented at APA Convention 2014. Washington DC.
- Gale, M. M.,** Pieterse, A., & Cusick, M., (2013). Antiracism instruction in multicultural courses: content and frequency. Presented at Diversity Challenge. Boston, MA.
- Martin, J., Groth, G., Buckner, L., **Gale, M. M.,** & Kramer, M., (2013) Drinking norms among students who identify as Black or African-American. Presented at APA Convention 2013. Honolulu, HI.
- Gale, M. M.,** Pieterse, A., Xihani, A., Kumar, S., & Cusick, M., (2012). Examining the focus on racism/anti-racism instruction in multicultural counseling courses. Presented at APA Convention 2012. Orlando, FL.
- Gale, M. M.,** & Santell, A., (2012). Counseling and disability in the 21st century: A review of models, best practice, and areas for future research. Presented at NYMHCA 2012 Convention - Counseling for the 21st Century: Tools, Trends and Technology. Albany, NY.
- Diller, J., Patros, C., & **Gale, M. M.,** (2010). The relation between impulsive choice and cardiovascular reactivity. Presented at Association for Behavior Analysis International 36th Annual Convention, San Antonio, TX.
- Diller, J., Patros, C., & **Gale, M. M.,** (2010). The relation between impulsive choice and cardiovascular reactivity. Presented at Society of Behavioral Medicine 31st Annual Convention, Seattle, WA.
- Gale, M. M.** & Diller, J., (2009). Investigation of factors affecting behavioral stability. Presented at Connecticut State University Psychology Day, Willimantic, CT.

### **CLINICAL EXPERIENCE**

#### **Contract Licensed Clinical Psychologist**

*Westminster School Student Health Center*

August 2020-Present  
Simsbury, CT

- Provide psychotherapy to adolescents at a private, coeducational boarding and day school.
- Consult with faculty and staff in weekly Student Support Group meetings to identify critical and time-sensitive clinical concerns.
- Attend to urgent clinical matters through on-call crisis management.

**Post-Doctoral Clinician**

August 2017-May 2020  
West Hartford, CT

*University of Hartford Counseling Center*

- Provided brief psychotherapy to undergraduate and graduate students.
- Participated in center meetings identifying critical and time-sensitive clinical concerns.

**Psychology Doctoral Intern**

July 2016-June 2017  
College Park, MD

*University of Maryland Counseling Center*

- Maintained individual therapy caseload of 12 college students and provided group therapy.
- Provided consultation to Resident Directors on community issues and student emergencies.
- Supervised beginning and advanced practicum counseling masters and doctoral students.
- Facilitated the Black Male Initiative mentoring program with the Nyumburu Cultural Center.

**Counseling Psychology Graduate Assistant**

August 2015-June 2016  
Albany, NY

*Psychological Services Center at University at Albany, SUNY*

- Conducted learning disability, ADHD, personality, and vocational assessments.
- Provided written and verbal feedback to clients of assessment results.
- Audited client charts to ensure adherence to ethical standards and center policies.
- Provided individual psychotherapy to culturally-diverse adults.

**Career Counselor**

June 2015-August 2015  
Albany, NY

*Career Services at University at Albany*

- Provided individual career counseling to 40 current students and alumni.
- Conducted assessments for career exploration and planning.
- Critiqued cover letters, resumes, and curriculum vitae.
- Presented vocational exploration and planning workshop to 30 incoming freshmen.

**Advanced Doctoral Trainee**

September 2014-May 2015  
Albany, NY

*The College of Saint Rose Counseling Center*

- Counseled 20 college students individually with focus on academic adjustment, career planning, depression, anxiety, and grief.
- Conducted psychodiagnostic assessments to facilitate diagnosis and treatment planning.
- Co-facilitated workshop presentation on racial identity and internalized racism.
- Analyzed treatment outcome data to assess effectiveness of clinical services.

**Counseling Psychology Practicum Student**

August 2013-August 2014  
Albany, NY

*Psychological Services Center at University at Albany, SUNY*

- Provided individual psychotherapy to adults diagnosed with anxiety, depression, bipolar disorder, and autism spectrum disorder.
- Conducted vocational assessment and provided written and verbal feedback.
- Composed intake reports, case conceptualizations, progress notes, and closing summaries.
- Assisted in administrative tasks such as payment, phone communications, and closing.

**Mental Health Counseling Intern**

January 2011-December 2011

*Stratton VAMC, Chemical Dependency Rehabilitation Program*

Albany, NY

- Provided individual therapy to veterans with chemical dependency, PTSD, and mood disorders.
- Led weekly Relapse Prevention Psychoeducational group with 20-30 clients.
- Co-facilitated Mentally Ill, Chemically Addicted and Relapse Prevention support groups.
- Collaborated with interdisciplinary treatment team to develop individualized treatment plans.

**School Counseling Intern**

August 2008-December 2008

*Windham High School*

Willimantic, CT

- Provided individual guidance on grade improvement and career planning to 15 at-risk students.
- Proctored standardized testing for college admissions to 30 high school students.

**CLINICAL SUPERVISION EXPERIENCE**

**Supervisor**

January 2017-May 2017

*University of Maryland Counseling Center*

College Park, MD

- Provided weekly individual supervision to one Counseling Psychology doctoral student providing weekly individual therapy to 4 clients.
  - Supervisor: David Petersen, Ph.D.

**Supervisor**

August 2016-December 2016

*University of Maryland Counseling Center*

College Park, MD

- Provided weekly individual supervision to one Student Affairs M.S. student providing weekly individual therapy to 1 client.
  - Supervisor: David Petersen, Ph.D.

**Supervisor, ECPY 602: Practicum in Counseling**

January 2015-May 2015

*Division of Counseling Psychology, University at Albany*

Albany, NY

- Provided weekly group supervision to mental health counseling masters' students during first practicum experience.
  - Supervisor: Alex L. Pieterse, Ph.D.

**Supervisor, ECPY 607**

August 2014-December 2014

*Division of Counseling Psychology, University at Albany*

Albany, NY

- Provided weekly individual supervision to 2 mental health counseling masters' students while on internship.
  - Supervisor: Mike Ellis, Ph.D.

**EDITORIAL EXPERIENCE**

**Ad-Hoc Reviewer, *Journal of Prevention and Health Promotion***

April 2021-Present

**Editorial Board Member, *The Counseling Psychologist***

January 2021-Present

**Ad-Hoc Reviewer, *Cultural Diversity and Ethnic Minority Psychology***

March 2020-Present

**Editorial Review Member, *Division 17, Prevention Section Publication***

November 2011-June 2017

**PANNY Forum Editor and Student Representative**

October 2012-August 2014

*Psychological Association of Northeastern New York*

Albany, NY

**ADDITIONAL TEACHING & MENTORSHIP EXPERIENCE****Course Lab Instructor: Pre-Practicum in Counseling**

August 2014-December 2014

*University at Albany, SUNY*

Albany, NY

- Trained 2 sections of 5 masters' level mental health counseling students in basic helping skills.
- Facilitated self-awareness and emotional readiness to provide psychotherapeutic services.
- Critiqued performance in practice counseling sessions with undergraduate student volunteers.

**Course Instructor: Diversity and Social Justice**

August 2013-May 2014

*University at Albany, SUNY*

Albany, NY

- Instructed 4 sections of 30 undergraduate students in diversity and social justice.
- Mentored, advised, and provided letters of recommendation to undergraduate students.

**Outreach and Mentorship Coordinator**

June 2012-August 2013

*University at Albany, SUNY, Student Affiliates of Division 17*

Albany, NY

- Established an e-mentoring program for Division 17 graduate students.
- Advised undergraduate and graduate students navigating graduate study in psychology.

**Literacy Skills Tutor: Smart Scholars Program**

June 2012-August 2012

*Schenectady County Community College*

Schenectady, NY

- Tutored 30 grade 9 students in reading comprehension, writing skills, and mathematics.
- Provided mentorship and facilitated service learning.

**Teaching Assistant to Sally Hage, Ph.D.**

August 2011-December 2011

*University at Albany, SUNY*

Albany, NY

- Critiqued group facilitation skills of 9 counselor trainees in a process-experiential group.
- Provided oral and written feedback on observed skill and professional development.

**ADDITIONAL RESEARCH EXPERIENCE****RESIST Research Team Coordinator**

August 2014-July 2016

*University at Albany, SUNY*

Albany, NY

- Organized research meetings and facilitated communication between lab members and research supervisor.
- Mentored and supervised graduate students during various stages of research (e.g., literature review, data collection/analysis, manuscript development and submission).
  - Supervisor: Alex L. Pieterse, Ph.D.

**Research Assistant to Hung-Bin Sheu, Ph.D.**

August 2012-June 2016

*University at Albany, SUNY*

Albany, NY

- Submitted successful grant proposal examining health self-efficacy among college students.
- Recruited college student participants to cross-cultural study of adjustment and well-being.
- Developed and validated measures of health behavior and health self-efficacy.



**Research Assistant** to Jessica Martin, Ph.D. August 2012-June 2016  
*University at Albany, SUNY* Albany, NY

- Co-moderated focus group with students reporting alcohol consumption for coping.
- Recruited participants from undergraduate classes to a study on personality and alcohol use.
- Completed IRB forms for study at internal and external institutions.

**Research Assistant** to Minsun Lee, Ph.D. November 2011-May 2012  
*University at Albany, SUNY* Albany, NY

- Analyzed focus group data on bicultural Koreans' identity negotiation with IPA.

**Research Assistant** to Alex Pieterse, Ph.D. August 2010-July 2014  
*University at Albany, SUNY* Albany, NY

- Co-developed and co-facilitated workshop training on anti-racism in healthcare.
- Selected for a summer assistantship to extend and maximize research productivity.

**Research Assistant** to James Diller, Ph.D. January 2009-May 2009  
*Eastern Connecticut State University* Willimantic, CT

- Conducted experimental sessions with 15 human participants in a delay discounting activity.
- Analyzed data from heart rate reactivity task via SPSS and Microsoft Excel.
- Developed poster presentations for delay discounting and behavior stabilization studies.

## **LEADERSHIP EXPERIENCE**

**Coordinator of Student Program** December 2009-August 2010  
*University of Connecticut, Department of Dining Services* Storrs, CT

- Oversaw Student Program of 700 student employees and 60 members of student management.
- Allocated \$750,000 student labor budget across 10 catering, retail, and board plan locations.
- Planned and facilitated bi-annual training sessions for student management.
- Audited 2 locations for record keeping, disciplinary, training, and payroll accuracy.

**Student Manager** August 2005-November 2009  
*University of Connecticut, Department of Dining Services* Storrs, CT

- Maintained quality staff through hiring, evaluation, discipline, and termination.
- Trained assistant managers in all office tasks including training and documentation.

## **AWARDS & SCHOLARSHIPS**

Faculty Excellence Award June 2020  
Wishnoff Professional Development Fund Recipient May 2014  
Carson Carr Diversity Scholarship August 2010  
Psi Chi Honor Society October 2008

## **PROFESSIONAL AFFILIATIONS**

American Psychological Association  
Connecticut Psychological Association