**Charles R. Seitz, Jr.**

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| ***Education:*** | Doctor of Philosophy (Ph.D.) – Counselor Education and Supervision (2006)  * Regent University * Concentration: Instruction in Higher Education * Program designed for College Professors, Program Directors, and Clinical Supervisors. Coursework included advanced individual, family and group counseling, supervision, consultation, clinical assessment, program evaluation, instruction in counselor education, models of inner healing, spiritual formation, teaching spirituality/counseling, addictions, statistics and research methodology.   **Master of Social Work** (1986)  University of Maryland  School of Social Work and Community Planning   * Concentration: Clinical Social Work * Specialization Certificate: Family and Children’s Services   **Bachelor of Arts** (1983)  University of Maryland Baltimore County   * Major: History * Concentration: Education and Psychology |
| ***Licenses:*** | **Licensed Clinical Social Worker (LCSW)**   * Commonwealth of Pennsylvania #CW015278 |
| ***Qualifications and Major Appointments:*** | **Social Work National Professional Accreditation Council (Steering Committee)**  **Counsel for Christian Colleges and Universities – CCCU (February 2017 – February 2019)**  **Council on Social Work Education**  **Commission on Accreditation, Board Member (July 2014 – February 2017)**  **CSWE Office of Social Work Accreditation, Certified Site Visitor for the 2008 EPAS (Site Visitor Training Certification, October 2011 – June 2014)** |
| ***Teaching***  ***Experience:*** | **Messiah College (2007 – Present)**  **Department Chair (2011 to Present), Full Professor (2015 to Present),**  **previous: Program Director, Associate Professor**   * Facilitate program growth and development by providing educational and administrative leadership to the Social Work Department. * Advise students and provide oversight for advising within the Social Work Department * Advisor for Social Work Club/ Student Chaplains/ Student Diplomats. * Teach Social Work courses including Practice with Groups, Practice with Communities & Organizations, Social Welfare Policies, and Human Behavior * Direct re-accreditation process for Social Work Program (National Reaccreditation awarded February 2019 for eight years)   **Messiah College (2002 – 2007)**  **Coordinator of Field Instruction / Assistant Professor**   * Develop and implement field practice component of the Social Work Program. * Coordinate field instruction with community agencies and organizations. * Teach social work courses – including Practice with individuals, Practice with Families, Human Diversity, and Senior Seminar. * Assist with organization & development of the Social Work Program. * Advise 50% of the students in the Social Work Program. * Faculty Advisor for the Social Work Club (student organization). * Work directly on initial accreditation project for Social Work Program (2007)   **Messiah College (2000 – 2002)**  **Director of Social Work Program / Academic Instructor**  (Program collaboratively accredited with Temple University)   * Direct all administrative aspects of the Social Work Program. * Coordinate program with Messiah campus in Philadelphia & Temple University. * Teach social work courses – clinical, human behavior, and practicum topics. * Advise all social work students. * Initiate process for self-accreditation of program through CSWE. * Develop courses and curriculum for a four-year program and initiate process for college approval.   **Messiah College (August 2010 - 2012)**  **Graduate Programs: Counseling**   * Part Time Faculty   **Liberty University (August 2006 – May 2010)**  **Center for Counseling and Family Studies**   * Adjunct Faculty – Master’s in Counseling Program |
| ***Instructional***  ***Experience:*** | **University of Maryland School of Social Work (1990 – 1996)**  **Clinical Field Instructor – Master’s Program**   * Coordinated and administered clinical instruction for masters-level   social work students  **Johns Hopkins University - School of Public Health (1992 – 1993)**  **Clinical Field Instructor – Master’s Program**   * Provided field instruction for a masters-level public health educator |
| ***Professional***  ***Experience:*** | **Private Practice (2004 – Present)**   * Currently direct small private counseling practice specializing in consultation services as well as marriage, family and individual counseling.   **Baltimore County Department of Health (1987 – 2000)**  **Program Director**   * Administered large human service program providing medical assistance   and referral services to pregnant women and children up to age nineteen.   * Prepared budgets, wrote grants, developed program policies and procedures,   supervised and trained staff of twenty.   * Coordinated services with other programs and agencies.   ***Previous responsibilities:***   * Directed teen pregnancy/STD prevention program. * Provided counseling and case management services for pregnant women. * Provided counseling and education to parents, families and teens. * Developed curriculum and conference events. * Implemented programs throughout local school system.   **Bowling Brook Home for Boys (1986 – 1987)**  **Clinical Director**   * Provided clinical supervision and instruction for staff. * Administered direct services such as individual, group and family counseling. * Conducted intake evaluations and exit assessments. * Acted as liaison for the agency with outside organizations.   **Juvenile Services Agency (1986 – 1987)**  **Night Intake Counselor – Program Coordinator**   * Provided emergency crisis intervention services to children/families referred by the police to the Department of Juvenile Services in Carroll/Frederick Counties.   **Methodist Board of Child Care (1983 – 1986, Seasonal)**  **Therapeutic Recreation Assistant**   * Developed, managed and implemented therapeutic recreational activities   for the facility. |
| ***Internships:*** | * **Baltimore City Circuit Court (1985 – 1986)** * **Woodbourne Day School (1985)** * **Carroll County Mental Health Bureau (1984)** * **Baltimore County Board of Education (1982)** |
| ***Consultation:*** | **Social Work National Professional Accreditation Council (Steering Committee)**  **Counsel for Christian Colleges and Universities – CCCU (February 2017 – February 2019)**   * The committee is designed to identify a framework for accredited BSW and MSW programs within the CCCU to increase the level of expertise, involvement and participation within professional social work organizations, conferences and accreditation bodies.   **Council on Social Work Accreditation**  **Commission on Accreditation, Member (July 2014- February 2017)**   * The Commission on Accreditation confers accreditation status on schools of social work and baccalaureate social work programs. Additionally, the commission is responsible for both formulating accreditation standards and policies, and determining the criteria and process for evaluating these standards. Program assessments are completed and then reviewed during meetings in November, February and June each year.   **CSWE Office of Social Work Accreditation, Certified Site Visitor for the 2008 EPAS (Site Visitor Training Certification, October 2011 – June 2014)**  •Site visitors for the Commission on Accreditation complete program visits to schools seeking reaccreditation from CSWE. Visit reports identifying the findings of the visit are then forwarded to the school and to CSWE to assist in the reaccreditation process.  **CSWE Office of Social Work Accreditation, Commissioner Site Visit for the 2008 EPAS**  **(September, 2016)**   * Completed Commissioner Site Visit and Follow up Report   **Article Reviewer for Social Work and Christianity Journal (June 2016)**   * Reviewed article as part of the peer review process for submitted manuscripts   **CSWE Office of Social Work Accreditation, Commissioner Site Visit for the 2008 EPAS**  **(March, 2016)**   * Completed Commissioner Site Visit and Follow up Report   **CSWE Office of Social Work Accreditation, Commissioner Site Visit for the 2008 EPAS**  **(October 2015)**   * Completed Commissioner Site Visit and Follow up Report   **National College Credit Recommendation Service: University of the State of New York (October 2015)**   * Program/Course Re-Evaluation   **CSWE Office of Social Work Accreditation, Commissioner Site Visit for the 2008 EPAS**  **(April 2015)**   * Completed Commissioner Site Visit and Follow up Report   **Article Reviewer for Social Work and Christianity Journal (March 2015)**   * Reviewed article as part of the peer review process for submitted manuscripts   **National College Credit Recommendation Service: University of the State of New York (January 2015)**   * Assessment of Program Courses   **CSWE Office of Social Work Accreditation, Certified Site Visitor for the 2008 EPAS**  **(March/ April 2014)**   * Completed Site Visit and Follow up Report   **CSWE 2014 Annual Program Meeting (March 2014)**   * Peer reviewer for conference proposals. Conducted 30 evaluations in three identified   areas of expertise  **National College Credit Recommendation Service: University of the State of New York (November 2013, follow up evaluation November 2014)**   * Assessment of Program   **Cengage Learning, Understanding Human Behavior in the Social Environment, Zastrow/Kirst-Ashman, (May 2013)**   * Textbook Review   **CSWE 2013 Annual Program Meeting (March 2013)**   * Peer reviewer for conference proposals. Conducted 30 evaluations in three identified   areas of expertise  **National College Credit Recommendation Service: University of the State of New York (January 2013, follow up report May 2013)**   * Assessment of Program   **CSWE Office of Social Work Accreditation, Certified Site Visitor for the 2008 EPAS**  **(January/ February 2013)**   * Completed Site Visit and Follow up Report   **National College Credit Recommendation Service: University of the State of New York (September 2012, follow up report March 2013)**   * Assessment of Program     **CSWE Office of Social Work Accreditation, Certified Site Visitor for the 2008 EPAS (March/ April 2012)**   * Completed Site Visit and Follow up Report   **National College Credit Recommendation Service (June 2011)**   * Program Course Evaluation   **Pennsylvania BSW Licensure Task Force (June 2011- 2014)**  **WSEF Church Counseling Center Exploratory Committee (January 2011 – May 2011)**  **National Program On Non Collegiate Sponsored Institutions (November 2011)**   * Program/Course Evaluation   **Messiah College (2007- 2010)**   * Exploratory Committee: Graduate Program in Counseling   **Harrisburg Institute (2005-2008)**   * Program Evaluation - Youth Empowerment Grant   **New Hope Ministries (2007 – 2010)**   * Clinical Consultant – Center Directors   **Mt. Pleasant Hispanic Center 2006-2007**   * Program Evaluation |
| ***Community***  ***Boards***  ***And***  ***Committees:*** | **United Way of the Capital Region (2012- 2014)**  **Community Impact Research Committee**   * Committee Member * Community Assessment Research Chair, Chapter on Education (2014)   **Together for Tomorrow (2013- 2014)**  **Public Service Sub-committee**  **•** Committee Member  **United Way of the Capital Region (2011- 2014)**  **Prosperity Centers Advisory Board**   * Advisory Committee Member     **New Hope Ministries (2004-2009, 2011-2012)**   * Member, Board of Directors * Compliance Officer * Strategic Planning Committee, * Spiritual Development Committee * Clinical Consultant   **Tender Care Pregnancy Center (2000 – 2002)**   * President, Board of Directors   **Governor’s Council On Adolescent Pregnancy,**  **Male Involvement Task Force (1997 – 1998)**   * Committee Member   **The Young Parent Support Center (1992 – 1996)**   * Member, Advisory Board   **Health Opportunities for Teens (1990 – 1997)**   * Chairperson, Advisory Board   **First Step Youth Services (1990 – 1992)**  Member, Board of Directors  **The Parenting Connection (1989 – 1992)**   * Member, Advisory Board   **Baltimore County Committee On Adolescent Pregnancy,**  **Parenting and Pregnancy Prevention (1987 – 1989)**   * Committee Member   **Maryland State Foster Care Review Board (1985 – 1987)**   * Member, Board of Directors   **Carroll County Foster Care Review Board (1984 – 1987)**   * Vice President, Board of Directors |
| ***Messiah College***  ***Committees***  ***and***  ***Appointments*** | **Academic Council**  **Assessment Software Taskforce**  **BESS: Adjunct Faculty Committee**  **Campus Climate Committee**  **College Review Board (Chair)**  **Community Engagement Committee**  **Community of Educators Senate**  **Community Standards Committee**  **Deans and Chairs Advisory Council**  **Experiential Learning Requirement: Service-Learning Advisory Committee**  **Graduate Programs Committee**  **Gender Concerns Committee**  **Goldenrod Task Force**  **Harrisburg Institute Advisory Board**  **Ranked Faculty Affairs Committee**  **School of Business, Education and Social Sciences – Leadership Team**  **Service-Learning Committee (Experiential Learning Requirement)**  **Social Work Admission to the Major Screening Committee - Chair**  **Social Work Department Community Advisory Board – Chair**  **Social Work Department Senior Portfolio Presentation Day - Evaluator**  **Social Work Departmental Meetings, Chair**  **Strong Families, Strong Communities Planning Committee**  **SWOT Analysis Committee, Business Department, Messiah College**  **Voices for Collective Impact Committee** |
| ***Awards:*** | **Barnabas Award, Messiah College (2012)**  **National Association of Counties, Achievement Award (1991)**  **Who’s Who Among Human Service Professionals (1988)**  **Outstanding Young Men of America (1987)** |
| ***Grants:*** | **Curricular Development Grant, Messiah College 2016**  **Scholarship Grant, Messiah College 2011**  **Library Special Projects Fund grant 2011**  **Curricular Development Grant, Messiah College 2008**  **Dean’s Leadership Award, Regent University 2003-2005**  **Academic Merit Scholarship, Regent University 2003-2005**  **Curricular Development Grant, Messiah College 2002**  **Community Incentive Grant, Governor’s Council on Teen Pregnancy, 1994-2000** |
| ***Publications***  ***and***  ***Reports:*** | **Messiah College Social Work Program: Self Study Report to the Council on Social Work Education (2016 - Renewal date February 2019)**   * Project Chair for National Reaccreditation of Social Work Program from CSWE. Responsibilities include redesigning curriculum and assessment process under the 2015 EPAS, write and submit accreditation report (due April 2018) and follow up responses. Coordinate Site Visit Fall 2018 and complete process for reaccreditation in February 2019.   **Social Work and Christianity (2014)**   * Utilizing a Spiritual Disciplines Framework for Faith Integration in Social Work: A Competency Based Model   **United Way of the Capital Region: Report to the Community**   * Life in the Capital Region (2014) Assessment of our Community:   Chapter Submission on the Status of Education in the Capital Region- (research chair)  **SOWK475 Social Work Practice with Communities and Organizations (2012):**   * The United Way of the Capital Region and Veterans: An In-depth Study of Suicide and Veterans throughout the Military Career (Paper Presentation to the United Way December 2012).   **Messiah College Social Work Program: Self Study Report to the Council on Social Work Education (2010-2011)**   * Project Chair for National Reaccreditation of Social Work Program from CSWE, completed assessment, wrote and submitted accreditation report (April 2010) and follow up responses. Coordinated Site Visit October 2011, Program received highest level of reaccreditation February 2011 for 8 years.   **Seitz, C. R. (2010). Freedom in Christ Treatment Methodology: Case Studies Utilizing Anderson’s Model. Vdm Verlag**   * Book published from Ph.D. dissertation   **Messiah College Social Work Program: Self Study Report to the Council on Social Work Education (2006-2007)**   * Secondary writer for National Reaccreditation of Social Work Program from CSWE. Wrote field component and related program policies. Self-study report to the Council on Social Work Education submitted August 2006. Program received initial accreditation February 2007 for four years without further review.   **Counseling and Values (October 2005)**   * Book Review of Cashwell, C.S., & Young, J.S. (Eds). (2005). Integrating spirituality and religion into counseling: A guide to competent practice. Alexandria, VA: American Counseling Association. |
| ***Acknowledgments:*** | **Turn Compassion into Action: How Ordinary People can Make a Difference**  **by Denise Wendle –** book endorsement  **Messiah College Agape Center for Service and Learning, The impact volume 2, Issue 1**   * Educator Spotlight   **Acknowledged in faculty development workshop: Writing Assignments - Best Practices from Messiah College Faculty, August 25, 2010**  **Acknowledged in Kraybill, D.B., Nolt, S.M., & Weaver-Zercher, D.L. (2007). Amish grace: How forgiveness transcended tragedy. San Francisco, CA: Jossey-Bass.** |
| ***Presentations:*** | **Accepted: Pennsylvania Association of School Social Work Personnel (October 14, 2019)**  **Hershey, Pennsylvania**   * Mental Health and Resiliency: Hope for Students, Families and Communities   **Connecting Communities Conference, Resiliency and Hope (April 26, 2019) Messiah College**   * Mental Health and Resiliency: Hope for Individuals, Families and Communities   **North American Association of Christians in Social Work Annual Conference (October 27, 2018) Charlotte, NC**   * A Model of Faith Development and Christian Social Work Education: A Ten Year Review   **Field Supervisor Training (April 11, 2018) Messiah College**   * Social Worker Self-Care, Self-Assessment and Ethical Responsibilities   **North American Association of Christians in Social Work Annual Conference (November 4, 2017) Charlotte, NC**   * Working through Varying Professional Viewpoints on Controversial Issues (Part 2)   **Pennsylvania Association of School Social Work Personnel (October 13, 2017)**  **Messiah College**   * Preparing Students for College: Understanding Students Issues & Trends   **National Association of Social Workers – Pennsylvania Chapter Annual Conference (September 17, 2017) Poconos, Pa**   * Navigating Viewpoints On Controversial Issues: Identifying Commonalities and Working through Challenges (part 2)   **Field Supervisor Training (January 17, 2017) Messiah College**   * Responding to the Educational and Supervision needs of Students   ​**North American Association of Christians in Social Work Annual Conference (November 19, 2016) Cincinnati, OH**   * Millennial Disconnect: Expectations, Self-Assessment and Spiritual Awareness   **Messiah College Teaching Tuesdays: (November 15, 2016)**   * Exploring Service Learning Pedagogy as a means for Achieving Learning Outcomes in Diversity and Inclusivity, Panel Discussion Focus: Reflection and in class activities that achieve diversity and inclusivity outcomes   **Association of Baccalaureate Social Work Program Directors: National Conference (April 1-3, 2016) Dallas, TX**   * Millennial Disconnect: Exploring student awareness of self-assessment, performance and expectations   **National Association of Social Workers – Pennsylvania Chapter Annual Conference (October 16, 2015) State College, Pa**   * Clinical and Educational perspectives of Millennials: Exploring student awareness in self-assessment, performance and expectations   **North American Association of Christians in Social Work Annual Conference (November 8, 2014) Annapolis, MD**   * Navigating Differing Ethical Viewpoints on Controversial Issues within NACSW   **Council on Social Work Education Annual Conference (October 25, 2014) Tampa, FL**   * Teaching Spiritual Competence: Complexities, Challenges and Ethical Issues   **National Association of Social Workers, PA Chapter Annual Conference**  **(October 17, 2014) King of Prussia, PA**   * Conflicts between Ethical Practice and Faith   **Messiah College Alternate Chapel (October 1, 2014)**   * Pathways to the Helping Professions   **Council on Social Work Education Annual Conference (November 1, 2013) Dallas, TX**   * Connecting Religious and Spiritual Curricular Content to Competency Based Ethical Practice   **Messiah College Alternate Chapel (October 23, 2013)**   * Understanding the Helping Professions   **North American Association of Christians in Social Work**  **Annual conference (October 19, 2013) Atlanta, GA**   * Ethical Practice when Personal Faith Beliefs Conflict with Client Values   **Messiah College Collaboratory Chapel (October 7, 2013)**   * Sharing the Gospel in Deed   **Agape Center Community Partner Luncheon (April 4, 2013)**   * Luncheon Speaker   **Messiah College Alternate Chapel (March 27, 2013)**   * The Helping Professions: Career Opportunities and Grad School   **Messiah College Social Work Alternate Chapel (November 6, 2012)**   * The Intersection of Faith and Service   **Council on Social Work Education. Annual Conference (November 2012)**  **Washington D.C.**   * Aligning Spirituality and Pedagogy with Competency Based Social Work Education.   **North American Association of Christians in Social Work (NACSW) - 62nd Annual Conference (October 2012)** **St. Louis, MO**   * Discussing the Complexities of Faith Integration and Spiritual Competency.   **Dillsburg Brethren in Christ Church – Leadership Team Retreat (October 9, 2012)**  • Discerning the Church’s Role in Community Care  **NACSW 61st Annual Conference (October 22, 2011) Pittsburgh, PA**  • Spiritual Competence in Social Work Education: Developing Practice Behaviors and  Assessment Tools  **NACSW 59th Annual Conference (October 15, 2009) Indianapolis, IN**  • A Competency Based Spiritual Formation Model in Social Work Education  **Employee Workshop, Messiah College (August 19, 2008)**   * Pedagogy in an Online Environment   **NACSW 58th Annual Conference (February 9, 2008) Orlando, FL**   * Mentoring At-Risk Youth: Strategies for Developing Quality Programming   **Employee Workshop, Messiah College (January 31, 2008)**   * Online Teaching: Format and Design   **3rd Annual Messiah College Conference on Professional Ethics (April 27, 2007)**   * Case Presentation – Working Through Spiritual Issues with Married Couples – Issues and Ethics   **NACSW – 57th Annual Conference (March 9, 2007) Dallas, TX**   * Clinical Supervision: Responsibilities, Ethical Issues and Strategies for Quality Supervision   **NACSW – 56th Annual Conference (October 28, 2006) Philadelphia, PA**   * Using Forgiveness as a Therapeutic Tool: A Psycho-educational Group Model   **The Society for Christian Psychology Conference (October 28, 2006)**   * Freedom in Christ Ministries: Preliminary Findings from Effectiveness Research   (Co-authored with Fernando Garzon; Presented by Garzon)  **NACSW – 55th Annual Conference (October 29, 2005) Grand Rapids, MI**   * Using Neil Anderson’s Freedom in Christ Discipleship Counseling   in Practice Situations: An Overview  **National Association of Social Workers– PA Chapter Annual Conference**  **(March 21, 2003)**   * Spirituality in Social Work: Integrating Beliefs and Practice |
| ***Professional***  ***Memberships:*** | **Council on Social Work Education (CSWE)**  **North American Association of Christians in Social Work (NACSW)** |
| ***Conference***  ***Coordinator:*** | **2019 Connecting Communities Conference Committee, Messiah College (April 26, 2019)**   * Resiliency and Hope   **2017 Pennsylvania Association of School Social Work Personnel Conference**  **Messiah College (October 13, 2017)**   * Leading through Action   **Voices for Collective Impact Planning Committee, Messiah College (May 17, 2017)**   * A Professional Development Opportunity   **8th Annual Messiah College Conference on Professional Ethics (February 24, 2012)**   * Ethical Issues with Children   **7th Annual Messiah College Conference on Professional Ethics (April 8, 2011)**  • Faith, Ethics and the Helping Professions    **6th Annual Messiah College Conference on Professional Ethics (April 23, 2010)**  • Ethical Guidelines for Christian Therapists  **5th Annual Messiah College Conference on Professional Ethics (April 24, 2009)**  • Ethical Issues Related to Forgiveness and Justice  **4th Annual Messiah College Conference on Professional Ethics (April 18, 2008)**   * Christian Counselor Identity, Function & Ethics: Lessons Learned from the Therapeutic Couch   **3rd Annual Messiah College Conference on Professional Ethics (April 27, 2007)**   * Ethical Issues Involving Questions of Spiritual Neutrality in Marital and Family Therapy: How to Work Through Spiritual Issues with Married Couples   **2nd Annual Messiah College Conference on Professional Ethics (April 28, 2006)**   * Ethical Decision Making in the Helping Professions: Spirituality in Educational and Practice Settings   **1st Annual Messiah College Conference on Professional Ethics (March 21, 2005)**   * The Code of Ethics from a Theologically Orthodox Perspective |
| ***Other***  ***Professional***  ***Activities:*** | **Workload Reallocation (2012-2013 Through 2019-2020)**  **Faculty Advisor for Two Student Fellows: School of Business, Education and Social Sciences, Messiah College (2019-2020)**  **Honors Project Chair (2019), Messiah College, Two Students, Final Presentations, December 2019**  **Faculty Advisor for Five Student Fellows: School of Business, Education and Social Sciences, Messiah College (2018-2019)**  **Speaker: Office of Residence Life Messiah College (January 24, 2019) Godly Masculinity**  **Panel Speaker: Black History Month, Multicultural Programs Messiah College (November 14, 2018) Not Just a Month: Celebrating Black History Month Year Round**  **Chapel Series Presenter: Waking Up Christian (November-December 2018), Messiah College**  **Speaker: Minds Matter, Office of Residence Life Messiah College (November 14, 2018) Coping with Grief and Loss**  **Faculty Mentor for Martin Scholar**  **Office of Multicultural Programs, Messiah College (2015- 2018)**  **Chapel Series Presenter: Developing a Closer Relationship with God (February- March, 2017) Messiah College**  **Faculty Advisor for Student Fellow: School of Business, Education and Social Sciences,**  **Messiah College (2016-2017)**  **Faculty Mentor for New Faculty**  **Teaching and Learning Initiative, Messiah College (2015- 2017)**  **Faculty Advisor for Student Research Project Presented at the 2016 Research Symposium**  **Messiah College**  **Faculty Mentor for Martin Scholar**  **Office of Multicultural Programs, Messiah College (2015- 2016)**  **Honors Project Chair (2012-2013)**   * Jennifer Blackwell, Hospice Social Workers: Personal Verses Professional Views of Euthanasia   **Pedagogy for Diverse Learners: A Series of Presentations on College Pedagogy for Under-Represented Populations, Messiah College (February 27, March 26, April 23, 2008)**   * Planning committee   **Community Emergency Response Team Training (Cert)**  **Messiah College (February – April 2008)**   * Planning Committee, Training Participation |

**\*References Provided upon Request**