

Vocational Psychology News

The Newsletter of the Society for Vocational Psychology:
A Section of the Division of Counseling Psychology (17) of the American Psychological Association

Volume IX, Number 2

Spring/Summer, 1998

"Majordomo" Marches in to Replace "Listserv"

E-mail list upgraded to meet Society's long-term communication needs

by Paul Hartung

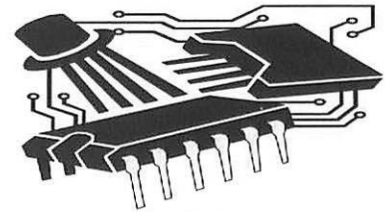
The e-mail list for the *Society for Vocational Psychology* has been upgraded to "Majordomo" from "Listserv." All members will be added to the list in time. If you have received an e-mail message from "majordomo" requesting your authorization to subscribe you to the list, and you responded affirmatively, then you are on this list. If you have not received such a message, please contact phartung@neoucom.edu so we can help you to subscribe. You can also see who is subscribed to the list by issuing the command "who" in the body of an e-mail message addressed to majordomo@ald.net (in your message simply type: who vocational-section).

The executive committee of the *Society* believe this change will well meet the electronic communications needs of our members both now and for years to come. The list is managed by an independent service agency known as Auldhaefen. This service was selected after reviewing prices and services of several comparable companies. The list is managed and "owned" by Auldhaefen. This basically means that they take care

of any problems with the system. As "moderator" of the list, the person holding the position of communications officer of the *Society* will always retain approval rights and be able to monitor the activities of the list including approving all new subscription requests.

Using "Majordomo"

Our mailing list is managed by an automated mailing list management program called Majordomo. Majordomo should free us from dealing with most of the "administrivia" usually associated with running mailing lists. To sub-



mit a message to the list, simply send it to:

vocational-section@ald.net

Majordomo understands several commands. Sending the command "help" to majordomo@ald.net will tell you about all of the other commands. These other commands basically allow you to see who is on the list, retrieve archived messages, subscribe or unsubscribe, and so on. When you subscribe, you will receive details on these and other commands as well as how to use Majordomo. Keep these instructions for future reference.

Majordomo may bounce certain messages people attempt to post to the mailing list. These messages may be bounced because they appear to be administrative requests (e.g., someone mails a subscription request to the posting address rather than to Majordomo), because they are too long, and for some other peculiar reasons that we needn't worry about too much. If you have trouble posting a message, contact majordomo-owner@ald.net or phartung@neoucom.edu.

As a reminder, post messages for the Section to:

vocationalsection@ald.net

Majordomo address (to send commands and subscription inquiries)

majordomo@ald.net

Majordomo-Owner address

majordomo-owner@ald.net

List name

vocational-section

List posting address (to send messages to the list)

vocational-section@ald.net

List request address

vocational-section-request@ald.net

Initial Guidelines Developed for Internet Counseling

by Jim Sampson

The National Board for Certified Counselors (NBCC) and the Council on Credentialing (CCE), as well as the National Career Development Association (NCDA) have developed initial guidelines on the delivery of information and counseling services over the Internet.

The NBCC/CCE (1997) web counseling standards address links to existing standards, confidentiality, supervision, relationship issues, release of

information, record keeping, self-disclosure, certification and licensure, research, informed consent, impostor clients and counselors, security, local counseling support, liability, counselor access offline, inappropriate presenting con-

cerns, assessment and intake, communication problems, and relationship issues.

The NCDA (1997) Internet standards specifically deal with the qualifications of the developer or provider, access to Internet sites, counselor understanding of local environment, content of career counseling and planning services, appropriateness of the client for receipt of services, appropriate local support for the client, clarity of the contract with the client, inclusion of linkages to other web sites, use of assessment, job posting and searching, and unacceptable counselor behaviors.

Copies of these guidelines should be available by submitting a request through the appropriate web site: NBCC -- <http://www.nbcc.org/index.htm>, or NCDA -- <http://ncda.org/>

Society Elects Officers

Members vote for Chair-Elect and Treasurer

Several members of the *Society for Vocational Psychology* received nominations from their peers to run as candidates for the two offices of chair-elect and treasurer of the Section. In accordance with the Section by-laws the top three nominees (vote getters) for each position were asked and agreed to run for the offices for which they were nominated. Current Chair-Elect Nadya Fouad, Ph.D. will leave her office to assume duties as Section Chair, the office Linda Subich, Ph.D. has filled for the past two years. This required electing a new chair-elect. The term of office for current Treasurer Mark Pope, Ed.D. will also end in August 1998. This required an election to fill this office.

Section Past-Chair Mark

Savickas, Ph.D. coordinated the election process. Ballots and biographical sketches of the three nominees for each office, were mailed to all 134 Section voting members with 83 ballots cast for a 62% voting rate.

Voters elected **Jane Swanson, Ph.D. Chair-Elect** and re-elected **Mark Pope, Ed.D. Treasurer**. **Dr. Swanson stated**, "I am honored and thrilled to be elected Chair-Elect. Thanks to the superb leadership since its inception, the *Society* has become a strong and vital organization, important to the professional identity of its members. I look forward to serving the *Society* and to working more closely with its members. I will strive to do my best to continue the tradition of leadership within the *Society*. Thank you for your support!"

Dr. Pope had the following comments on his re-election as Treas-

References
National Board for Certified Counselors and the Council for Credentialing and Education. (1997). Standards for the ethical practice of webcounseling. Greensboro, NC: Author.

National Career Development Association. (1997). NCDA guidelines for the use of the Internet for provision of career information and planning services. Alexandria, VA: Author.

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Section Officers

Chair

Linda M. Subich, Ph.D. (1998)
University of Akron

Chair-Elect

Nadya A. Fouad, Ph.D. (1998)
University of Wisconsin-Milwaukee

Treasurer

Mark Pope, Ed.D. (2000)
University of Missouri-St. Louis

Communications Officer

Paul J. Hartung, Ph.D. (1999)
Northeastern Ohio Universities
College of Medicine

Visit our web site at <http://www.umkc.edu/na/div17/vocpsych/>

urer. "I am very pleased to have been elected to another term. It is especially important to note that any of the candidates would have done an outstanding

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Golden Gates will Welcome Society to Heart of San Francisco

City by the Bay to Host 1998 APA Convention

by Linda Subich

The *Society* and its members again will be active at the upcoming APA convention. We will host or be involved in a series of programs and social hours. More than 25 section members will participate in these programs which explicitly address topics suggested by the section members who attended last year's business meeting in Chicago.

In addition to our traditional symposium and roundtable programs, for the first time, we will host a conversation hour in the Division's hospitality suite. Further, the section's annual business meeting will be especially important to attend as we will discuss our upcoming 1999 conference and update everyone on the year's accomplishments. It is shaping up to be a busy and exciting convention for persons with interests in vocational programming and activities. Division members and all interested persons are urged to attend any or all of the following events.

Saturday (8/15)

From 9-11 AM a section-sponsored **symposium on "Contextual Factors in Career Service Delivery"** will be presented. This is our annual featured program and gender, race/ethnicity, sexual orientation, welfare-to-work programs and sociopolitical context will be addressed by presenters from the U.S. and abroad in an effort to advance our understanding of how to better serve individuals in need of career services. (Marriott, Golden Gate Salon B2)

At 6 PM the section will participate in the Division 17 social hour to "Celebrate Diversity" and we will have available materials about our section for interested persons.

Sunday (8/16)

From 8-9 AM section-sponsored roundtables on Contextual Factors in Career Service Delivery will occur. These roundtables will provide our symposium attendees as well as other interested persons an opportunity to discuss in an informal atmosphere contextual issues of importance in providing career services. Table topics will cover the implications of gender, race/ethnicity, sexual orientation, organizational/world-of-work changes, socioeconomic status, and international/sociopolitical issues for career services. Roundtable leaders are section members from the US and abroad with interests and expertise in their table's topic. These tables also provide a mechanism for graduate students and new professionals to connect with like-minded colleagues and to learn about the vocational Section. (Marriott, Yerba Buena Salon 7)

Monday (8/17)

Monday morning the Section will participate in the Division's Mentoring roundtables. Tables on teaching, research and practice in vocational psychology each will be staffed by two senior Section members with expertise in the area. This programming is meant to provide graduate students and new (or not so new) professionals with informal personal contacts with senior psychologists who have interests and experience in these important professional domains. Come with questions to ask, ideas to try out, or just to meet some Section members!

From 2-2:50 PM there will be a Section-sponsored conversation hour. (Marriott, Division 17 Hospitality Suite)

From 3 to 4:50 PM is the Section Business Meeting. The title of this program suggests a perhaps dull or formal activity, but our annual Section business meeting typically is an opportunity to catch up on news and socializing after a hectic weekend of convention activi-

ties. Our priorities are to welcome our new members (especially students), renew acquaintances and friendships, share section accomplishments from the past year and set our agenda for the coming year. (Marriott, Division 17 Hospitality Suite)

At 6:00 PM we will join with the other sections of the Division to host a social hour. This Monday night social hour was a great success last year and so enjoyable people did not want to leave! This year it also will include a graduate student research component; selected student members from each of the sections will present and be available to discuss their work. Please plan to attend.

As additional details regarding these and other convention activities emerge, they will be posted on the section's listserv and web site. Anyone may check out the latter at

<http://www.umkc.edu/na/div17/vocpsych/> or section members may contact our Communications Officer, Paul Hartung, at phartung@neoucom.edu for details of how to join the e-mail list.

SVP at APA at-a-Glance

Saturday (8/15)

- ◆ Symposium - Contextual Factors in Career (9-11 AM; Marriott, Golden Gate Salon B2)
- ◆ Division 17 Social Hour (5-6 PM)

Sunday (8/16)

- ◆ Roundtables - Contextual Factors in Career (8-9AM; Marriott, Yerba Buena Salon 7)

Monday (8/17)

- ◆ Mentoring Roundtables (8-8:50 AM)
- ◆ Conversation Hour (2-2:50 PM; Marriott Div. 17 Hospitality Suite)
- ◆ Section Business Meeting (3-3:50 PM; Div 17 Hospitality Suite)
- ◆ Social Hour

Society Spotlight

by *Camille DeBell*
Spotlight Editor

This column profiles a member of the Society. In this issue, the "spotlight" shines on...

Christine Robitschek, Ph.D
Asst. Professor of Psychology
Texas Tech University



Have you ever heard Chris laugh? She has one of the most genuine laughs I have ever heard. It is also quite contagious, and we laughed quite a bit as we conducted this interview.

Like when I asked her if she'd read any good books lately. "No, I'm going up for tenure," she laughed, "who has time to read?" Chris tends to cut to the chase pretty quickly; no wasted words with her, but the laughter softens the crisp delivery and allows the listener to appreciate her articulate, straight talk and honest commentary.

Chris got into counseling psychology somewhat accidentally. She was working at a boarding school as a dorm advisor after she graduated from college. Why this job, I asked? "So I could have summers off, because my goal in life at that time was to hike the Appalachian Trail." She found that she liked helping the kids with personal issues and crisis situations, so she decided to go to graduate school in psychology. "I had never had a psych course in my life, so I applied to counseling programs because they usually didn't require the GRE subject exam." She laughed. "I also only applied to schools near the ocean or mountains. Or in Minnesota (I thought that would make my mother happy)."

As providence would have it, she ended up at the University of Minnesota because they offered her the most money. Mom (who lives in Rochester) was pleased. Chris's research interests are in what she calls holistic

humanism: "Looking at the whole person in a humanistic way, with a focus on wellness." One of the reasons she likes vocational psychology is because it can be approached from this holistic, wellness perspective (Do you hear shades of Donald Super in these words? She is a major fan). Chris's current research focus is on "personal growth initiative," a construct she developed and defines as an individual's active and intentional involvement in changing as a human being; that is, the healthy life-skills people use to change.

Chris's face lit up as she told me about some recent research she has done (with Susan Kashubek). Their results indicated that personal growth initiative was a significant mediator between how well a family functions and an individual's psychological well-being. In other words, their research suggests that feelings of well-being might be enhanced by increasing the individual's personal growth initiative. "How do you enhance personal growth initiative?" I asked. "I don't know yet," she laughed. "We have to do more research."

Chris said that she feels lucky that she ended up in counseling psychology. "It turned out that it fit my values so well." The best thing

about being at Minnesota, she said, was that it turned her on to research. "I found a great outlet for the part of me that had been a math major for 2 years in college." While at the University of Minnesota, Chris and I both worked at the Career Development Office, a place known by vocational psychology-oriented graduate students as a good place to work while at "The U." I think it socialized us both into some relatively progressive thinking about vocational counseling. But I also remember great parties, a killer cheesecake produced by Chris in her famous "spring-form pan," and lots of healthy laughter.

Her colleagues today appreciate her energy and enthusiasm, and her students appreciate her investment in their education and their lives. "They think I'm tough sometimes, and I can be a little hard-headed. But they know that I care about them." What advice would she give to a student wanting to become a vocational psychologist? "I don't give advice very often." Then she laughed: "But when necessary, I can speak quite confidently about things I know little about."

I asked her to give me a favorite quote. "Well, once when I was a student in an Outward Bound course, the instructors said that this was not a survival school. Rather, they wanted us to thrive, not just survive. I don't remember much else about the course, but that statement has stuck with me for over 19 years..."

Chris's personal goals of thriving, not just surviving, are clear in how she lives her life. I remember years ago, when she attempted to climb Devil's Tower in Wyoming. She didn't make it the first day. The next day, attempting an even more difficult type of climb, she succeeded. "It was the hardest climb I ever did. The next day when I drove home, I couldn't even close my fingers around the steering wheel, which made for an interesting drive" (she laughed). "I got to the top of Devil's Tower as the sun was setting and the moon was rising. And there were dozens and

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Update on Test Standards Revision

by *Laurel Oliver*

In late March, The Joint Committee on the Standards for Educational and Psychological Testing sent out the latest draft of the revised standards to reviewers for their comments. (Reviewers are various groups who range from testing organizations to divisions of APA, as well as interested individuals.) A copy of the cover letter sent to reviewers and a draft of the proposed standards themselves are on the APA Web site (apa.org/science/standards.html). Obtaining these materials requires the Adobe Acrobat Reader, which you can download if you don't already have it available.

The Joint Committee, which has been working since November 1993 on a revision of the 1985 Standards, comprises members from three organizations: American Educational Research Association (AERA), American

Psychological Association (APA), and the National Council on Measurement in Education (NCME). Paul Sackett and Eva Baker co-chair the Joint Committee. Dr. Sackett spoke at the November 1997 meeting of the Personnel Testing Council of Metropolitan Washington (PTC/MW), which I attended. He explained that the Joint Committee had hoped that the draft standards submitted to reviewers in February 1997 would be the last draft to be distributed. However, the committee received 4000 pages of comments, and it was apparent that some sections required major changes. (A session on the standards in Chicago last August summarized the comments the Committee received.)

The first section of the draft standards contains technical standards (reliability, validity, test development, etc.), and these chapters received generally favorable comments from the reviewers who found them much improved over the previous draft. However, the chapter

on fairness in testing (Chapter 7) proved to need considerably more work. One of the problems here lies with the different views of fairness. Some relate to absence of bias or equivalent treatment during the testing process, while others relate to equality of testing outcomes across subgroups. Another concern about the draft standards is that they contradict the Uniform Guidelines in some places.

According to the APA Science Directorate, reviewer comments on the present draft are due no later than July 31. The Joint Committee meets again in November to review the latest comments and to make further revisions. They may be able to wind up their task then, or they may decide to meet again in February. The Science Directorate will sponsor a session at APA in San Francisco in August which will address the current status of the draft standards.

Programs on Vocational Topics will Abound at APA

1998 APA Convention Planner

MC = Moscone Center - South Bldg.

SFM = San Francisco Marriott

Friday 8/14

9-9:50 Symposium:

Occupational Opportunity Structures for Special Populations (MC Rm 302); Chair: Y. Barry Chung, Ph.D.

9-10:50 Workshop:

Planned Happenstance: Constructing Unexpected Career Opportunities (MC Rm 236); Chair: John Krumboltz, Ph.D.

10-11:50 Symposium:

Career Counseling Process and Outcomes Research (MC Rm 302); Chair: Darrell Luzzo, Ph.D.

12-12:50 Poster Session:

Career and Developmental Issues (MC Exhibit Hall B)

Saturday 8/15

9-10:50 Symposium:

Contextual Factors in Career

Service Delivery (SFM, Golden Gate Salon B2); Chair: Linda Subich, Ph.D.

12-1:50 Symposium:

Contemporary Models in Vocational Psychology: Symposium Honoring Samuel Osipow (MC Rm 305); Chairs: Fred Leong, Ph.D. & Azy Barak, Ph.D.

Sunday 8/16

8-8:50 Roundtable Discussion:

Contextual Factors in Career Service Delivery (SFM, Yerba Buena Salon 7); Chair: Linda Subich, Ph.D.

Monday 8/17

8-8:50 Roundtable Discussion:

Sections of Division 17 Mentoring Roundtables (SFM, Yerba Buena Salon 8); Chair: Nadya Fouad, Ph.D.

11-12:50 Symposium:

Interface of Work and Relationships: The Nexus of Human Experience (MC Rm 301); Chair: David

Blustein, Ph.D.

6-6:50 Social Hour: Celebrating the Sections of Division 17

(SFM, Golden Gate Salon A1/A2)

Tuesday 8/18

8-8:50 Paper Session:

Methods and Measures in Counseling Psychology (MC Rm 301); Chair: Vicki Campbell, Ph.D.

9-10:50 Symposium: Present and Future of Career Assessment:

Validating Models and Measures (MC Rm 301); Chair: Fred Borgen, Ph.D.

1-1:50 Symposium: Evaluating the Effects of Career Self-Efficacy Enhancing Interventions (MC Rm 274/276); Chair: Darrell Luzzo, Ph.D.

2-3:50 Symposium: Can Vocational Psychology Actually be Stimulating? Some Issues in Teaching (MC Rm 274/276); Chairs: Christine Robitschek, Ph.D. & Camille DeBell, Ph.D.

Newsmakers

Section Member News and Notes

David Blustein, Ph.D., Judy Chartrand, Ph.D., and Linda Subich, Ph.D. presented their research at the 1st Simposio Luso-Americano de Psicologia in Portugal. Dr. Blustein presented on the issue of social class relative to making the school-to-work transition. Dr. Chartrand presented her work on cross cultural career assessment. Dr. Subich presented on the topic of individual difference variables in career development process and outcome. Dr. Subich has also been appointed Associate Editor of *Journal of Vocational Behavior*

Diane W. DeWitt, PhD, ABPP is the new President of the American Board of Vocational Experts. She assumed the presidency in April 1999. The ABVE is a credentialing Board which both educates and certifies people who work as forensic vocational evaluators. Many ABVE members also work in rehabilitation, clinical, and counseling psychology as practitioners and/or professors. The ABVE has just begun publication of the *Journal of Forensic Vocational Evaluation*. Contact Lindette Mayer, PhD, at lindphd@aol.com because she is the Board member with information about the journal.

Frederick T. L. Leong, Ph.D. was recently featured in the *APA Monitor* as part of a story on today's new work patterns. Dr. Leong will chair a symposium at APA in San Francisco on "Death of the Career: New and Emerging Models of Employment."

Paul A. Gore, Ph.D. has accepted a position in the Department of Psychology, Southern Illinois University - Carbondale. Dr. Gore's appointment will begin with the 1998-99 academic year.

Elchanan I. Meir, Ph.D., Department of Psychology, Tel Aviv University, recently (January 2nd, 1998) received the first RIASEC award for his "creative and sustained program of research on congruence (1987-1998)." The award was given by Dr. John L. Holland, President of RIASEC International.

Dale Prediger, Ph.D., received the National Career Development Association's Eminent Career Award, considered one of the highest honors in the field of career development. Dr. Prediger received the award for his sustained contributions to the field of career development, which helps individuals make improved career choices and transitions. Among Dr. Prediger's many accomplishments is developing the ACT Interest Inventory, taken by more than four million people each year.

Donna Schultheiss, Ph.D. was awarded an Established Full-Time Faculty Research Development grant through Cleveland State University. Her project on career and attachment relationships was funded in the amount of \$10, 137.00

Arnie Spokane, Ph.D. represented the *Society for Vocational Psychology* at the APS summit in Santa Barbara, CA.

David Tokar, Ph.D. has been promoted with tenure to the rank of Associate Professor of Psychology, the University of Akron.

*Send your news, notes, and newsletter articles to:
phartung@neoucom.edu.
Deadline for Fall/Winter issue is 10/31/98*

Society Election

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an effective job as Treasurer for our Society. We have much talent in our group. As the first Treasurer of SVP, I helped to establish our financial procedures and want to use these next two years to find ways to use our monies constructively for the benefit of our profession. To this end, I am recommending that we establish the graduate research award in vocational psychology which would go to a deserving graduate student engaged in appropriate research. Further, I am also recommending that we establish a reserve in a higher interest, longer term secured account to increase the earning potential of our monies as well as provide security for unforeseen events. Finally, we need to find other ways of constructively using our funds for the benefit of Society members and I ask for your continuing input. As I looked around the business meeting last year in Chicago, I was tremendously impressed by the individuals who were in that room, by the breadth and depth of experience and contribution to our profession. I am humbled by being elected to serve once again. Thank you, my friends and colleagues."

Congratulations to Jane and Mark and many thanks to all of the candidates for their commitment in volunteering for service in the *Society!*

Society Spotlight

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dozens of turkey vultures taking flight just at that moment. It was so cool." I'd call that type of tenacity the epitome of thriving, not just surviving.

Spotlight Quotables

Holland Type: Chris thought for a minute and said, "You know? It seems to change a lot, so I can't really remember." I must have looked shocked, because she said, "Oh, have I spoken blasphemy?" "Well," I said, "I guess you are a Super person." "Why, thank you," she said. And then we both laughed.

The Chair's Corner

by Linda Subich

This is my last column as Section Chair. Nadya Fouad (our Chair-Elect) takes over section leadership at the section's business meeting at APA and I will become the Past-Chair. Also at that meeting, we welcome Jane Swanson as our new Chair-Elect and Mark Pope to another term as Treasurer. Further details about the election results are contained elsewhere in this newsletter.

Let me take this opportunity to thank, once again, all the members who made this year's activities and APA programming possible. As you can see from reading this issue of *VPN*, our APA convention activities

showcase one area of the section's activities during the past year. In addition, our 1999 conference is moving forward. We also now have a section brochure that is enclosed with this newsletter, and we have liaisons to keep us informed of relevant developments in testing standards (Laurel Oliver), computerized vocational interventions (Jim Sampson), the recent American Psychological Society summit on advancing the scientific base of psychology (Arnie Spokane), and activities of other vocational-related organizations. Further, members continue to explore the possibilities of a graduate student award (Scott Sollberg) and better ways to mentor students and new professionals. You will find

columns from some of the individuals involved in these activities inside this newsletter and we will hear more from them at our business meeting.

As I have noted in past columns, the job of Chair is made easier by the energy and willingness of members to undertake requested tasks. This energy and enthusiasm for section pursuits is contagious and truly has made the job of Chair over the last two years a pleasure. Thanks much to everyone, especially my fellow officers Nadya Fouad, Paul Hartung, and Mark Pope, and to Past Chair Mark Savickas who has continued to provide me with valuable guidance and consultation as I have learned how to do this job. I look forward to retiring to the position of Past-Chair and watching the section continue to grow and mature.



University of Minnesota Alums gather at last spring's vocational interest conference at Lehigh University. Seated left to right are: Jim Rounds, Nancy Betz, Fred Borgen, and Tony Tinsley. Standing left to right are: Lenore Harmon, Jeffrey Prince, Nadya Fouad, John Holland, and Jane Swanson.

Society for Vocational Psychology:

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