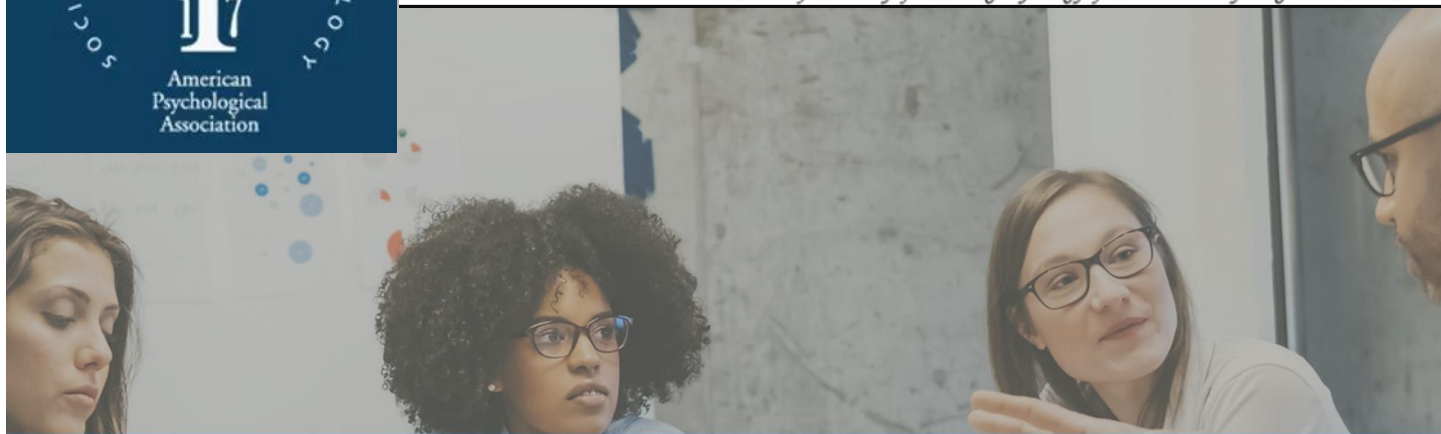


# Vocational Psychology News

THE NEWSLETTER OF THE SOCIETY FOR VOCATIONAL PSYCHOLOGY: A SECTION  
OF THE SOCIETY OF COUNSELING PSYCHOLOGY (DIVISION 17) OF THE AMERICAN  
PSYCHOLOGICAL ASSOCIATION



*SVP* Society for  
*Vocational Psychology*  
A Section of the Society of Counseling Psychology of the American Psychological Association



## CONTENTS

A MESSAGE FROM THE CO-CHAIRS...p. 2

IN MEMORIAM, SAM OSIPOW (1934-2023)...pp. 3-6

MEMBER HEADLINES & RECENT PUBLICATIONS...pp. 7-11

JOURNAL SPOTLIGHTS...pp. 12-14

## A MESSAGE FROM THE CO-CHAIRS

Greetings SVPers!

As we wrap up this year, we reflect on our theme of revival and hope to carry it on into the upcoming academic year. This year, we've seen the world around us regain a sense of liveliness we'd lost during lockdown with most of us back on campus and seeing our colleagues and students in person. It's been a productive year for SVP, with lots of behind-the-scenes work to resume in-person programming at APA and continue the webinar series we started during the pandemic! Thank you to Blake Allan and the Vocational Psychology Curriculum and Praxis Working Group for an enriching webinar on teaching in vocational psychology and to Germán Cadenas for presenting to our SVP students on vocational development among immigrant workers. More webinars are in the works for Fall semester, so keep an eye out for those!

We hope to see you all at the upcoming APA conference! All of the SVP programming will take place on 8/3 in the Division 17 Liberation Lounge (Courtyard by Marriott-901 L St. NW Washington D.C, 20001). Join us for our annual business meeting at 10am, a conversation hour with the 2021 Distinguished Achievement Award winner, Ryan Duffy at 2pm, and the student poster session/social at 3pm. We are sure you will all also want to check David Blustein's Leona Tyler address at 1pm. Help us revive our in-person connections by joining for any or all of these events!

Finally, we wanted to recognize outgoing board members who have made an enormous contribution to SVP these last couple of years. Bob Lent and Mark Savickas - thank you for keeping SVP afloat during the challenges of a global pandemic. Keith Okrosy - thank you for keeping in touch with our membership and putting so much time and energy into these amazing newsletters.

As you'll see in this newsletter, there is so much going on within our membership base and so much to be proud of! At the forefront, we celebrate the life and work of our cherished colleague, Sam Osipow. We congratulate the incoming SVP board members, and highlight the newly formed SVP Student Group (thank you to our student reps, Stephanie Burrows and Katie Cook!). And we highlight our members' scholarly contributions via conferences, peer-reviewed papers, and edited books.

We are so grateful to have been able to serve as your co-chairs in such an exciting year. We can't wait to see you all *in person* soon!

Warm regards,

Kelsey and Neeta

## IN MEMORIAM: SAMUEL H. OSIPOW (1934-2023)

### A GIANT IN VOCATIONAL BEHAVIOR NANCY E. BETZ

With Sam Osipow's death we have lost one of the most prolific and influential scholars in the fields of vocational and counseling psychology. Osipow had an exceedingly productive and multifaceted academic career which began in 1961. After six years as Assistant Professor at Pennsylvania State University, including a visiting Lectureship at Harvard, he joined the faculty in the Department of Psychology at The Ohio State University (OSU) in 1967. He was promoted to Full Professor in 1969 and retired as Professor Emeritus in 1998. He served as Chair of the OSU's Psychology Department from 1972-1985. During these years he also held visiting faculty appointments at Tel Aviv University, the University of Maryland, and the University of Canterbury in New Zealand. During his tenure at OSU, he advised more than 40 Ph.D. students.

Osipow's research on career decision making and on occupational stress, strain, and coping led to the development of measures of these constructs still widely used in research both nationally and internationally. His books and monographs provided reviews and syntheses of vocational and career development theory and research. These syntheses include *The Emerging Woman* (1975), a review of research to that point on the career development of women. Osipow went on to publish several major volumes with W. Bruce Walsh: *Strategies for Counseling for Behavior Change* (1970), *Handbook of Vocational Psychology* (1993), *Advances in Vocational Psychology* (1986), *Career Decision Making* (1988), *Career Counseling* (1990), *Career Counseling for Women* (1994), and *Handbook of Vocational Psychology* (2<sup>nd</sup> ed., 1995). All told, he was the author, co-author, editor, or co-editor of 19



books and monographs. Perhaps the most influential in graduate courses was *Theories of Career Development* with Louise F. Fitzgerald, now in its fourth edition and translated into Spanish and Chinese, among others. Overall, Osipow is credited with over 100 professional publications.

Also highly significant for our field is the fact that in 1971 Osipow founded and was first Editor of the *Journal of Vocational Behavior* (JVB). Vocational psychology was at that time a relatively new field of scientific inquiry, and the existence of a new journal focusing on publishing research in the field had an immeasurable impact on the growth and visibility of the field. To commemorate the 50<sup>th</sup> birthday of the journal in 2021, the previous Editor, Nadya Fouad, commissioned a special issue (Fouad, 2021) including major articles covering a range of research topics. The wide visibility and impact of the

journal can be gauged by its publication of over 3300 articles since 1971 and an editorial board of 140-160 scholars from all over the world. With the introduction of the *Journal of Career Assessment* by Bruce Walsh in 1993 and the Society for Vocational Psychology, vocational behavior and career development became a major discipline within psychology/human behavior.

In addition to his major contributions in both scholarship and editorial work, Osipow was a leader in both university and national service. He was the Chair of the Psychology Department at OSU for 14 years. Nationally, he served as Chair of the National Register of Health Service Providers in Psychology, as a member of the Board of Directors of the American Psychological Association, and President of the Division of Counseling Psychology of the American Psychological Association. He received many significant honors over the course of his career. He won the Leona Tyler Award in 1989 for contributions to the field of counseling psychology and the Eminent Career Award in 2000 from the National Career Development Association. Probably most significantly, upon his retirement a group of nationally recognized scholars who were Sam's colleagues and/or collaborators contributed to a series of invited articles, a festschrift, commemorating his career. This volume was published as *Contemporary Models in Vocational Psychology: A Volume in Honor of Samuel H. Osipow*, edited by Frederick Leong and Azy Barak.

As impressive as Sam's scholarship, editorial work, and professional leadership accomplishments, he was equally accomplished as teacher and mentor. Osipow was a significant contributor to the teaching program at OSU's counseling psychology program and a dedicated adviser and mentor. His former students, now Ph.D.'s, speak of the impact his support and advice

had on their careers and their personal development. He was also a superb mentor to younger colleagues in the department. When I joined the OSU faculty in 1976, at the age of 26, Sam and Bruce Walsh, the two major scholars in vocational psychology and career development, immediately began to involve me in their work, becoming major collaborators and supporters. Sam nominated me to take over as Editor of JVB in 1984. This was an incredible honor for me – to carry on Sam's work with this journal was an honor I cannot overstate. Incidentally, as an indicator of Sam's continuing efforts to support and advance the careers of women scholars in psychology, he had asked Lenore Harmon to take over JVB in 1977 when he retired from the position to assume the Editorship of the *Journal of Counseling Psychology*. Thus, the two editors following Sam were both women.

Sam Osipow passed away in Columbus, Ohio on May 23, 2023 at 89. He was born in April 1934 in Allentown, PA and had lived in Columbus since 1967. He lost his beloved wife Sondra after 59 years of marriage; he also lost two adult children, Jay and Reva. He was a loving father to his two living children, Randall and David, and a proud and loving grandfather to Alexis, Justin, and Cassidy. Sam spent much of his spare time and retirement helping others, whether in community programs devoted to the less fortunate, or in service to Tifereth Israel Synagogue in Columbus. While they were at Penn State, he and Sondra were instrumental in starting a new synagogue in State College. He and Sondra traveled widely, visiting 13 countries and 49 of the 50 states. Sam loved Baroque music and could often be found listening to his favorite composers. He treasured time with his family and friends as well as his frequent contacts with his former students.

Sam Osipow's impact on the fields of vocational psychology and career development is impossible to overstate.

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Correspondence address: Nancy E Betz, Professor Emeritus, Department of Psychology, The Ohio State University, Columbus, Ohio, 43210. Email: [betz.3@osu.edu](mailto:betz.3@osu.edu)

## PROF. SAM OSIPOW - MENTOR, COLLEAGUE, AND FRIEND - PERSONAL MEMORIES.

I first met Sam in 1985 when I visited The Ohio State University as a potential site for my sabbatical the following year. Sam was the head of the Department of Psychology; choosing to spend my sabbatical in his department at OSU was one of my most significant career decisions. One of Sam's many contributions to the field was the Career Decision Scale (Osipow, Carney, & Barak, 1976), which was among the first generation of measures assessing how individuals make career decisions. It has been used in many studies and cited more than 700 times. Ten years later, Walsh and Osipow edited the first book about Career Decision Making, which shed light on the processes involved in career decisions, a volume I have often drawn on in my research.

During my stay at OSU, we met several times to discuss the challenges involved in making career decisions. One outcome of these meetings was a joint research funded by the US-Israel Binational Science Foundation on gender differences in career decision making. This allowed us to continue our collaborations and meet yearly face-to-face, resulting in a joint *JCP* paper. We were fortunate that our subsequent research proposal to the US-Israel BSF to develop a taxonomy of career decision-making difficulties and a multi-dimensional assessment was also supported. This research was published in the *JCP* and is Sam's (and my) most cited journal article. Sam's involvement in developing a theory-based multi-dimensional questionnaire as a next-generation measure for assessing the challenges in making career decisions reflects his openness to innovation.

I learned much from Sam during our meetings, and our collaboration resulted in five joint publications. Personally, I always appreciated his modesty and his informal mentoring, as well as his warm hospitality during my visits to Columbus. From a broader perspective, his founding the *JVB* and serving as its first editor reflects his far-reaching vision and remains one of his major contributions to vocational psychology.

Itamar Gati

# MEMBER NEWS & RECENT PUBLICATIONS

## NEW MEMBERS OF OUR 2023-24 SVP EXECUTIVE BOARD

Thanks to everyone who voted in the SVP Executive Board election, and congratulations to the new members of our Board:

**Chair-elect:** Hui Xu

**Communications Officer:** Nimrod Levin

**Webmaster:** Arpita Ghosh

**Student Representatives:** Stephanie Burrows and Katie Cook

The new terms of office will begin at the SVP Business Meeting at APA.

Continuing on the Board will be **Lisa Flores**, our incoming chair, and **Kelsey Autin** and **Neeta Kantamneni**, who will become our past co-chairs.

Here is a brief bio of each of our new Board members:

**Dr. Hui Xu** is an associate professor in counseling psychology at Loyola University Chicago. He has been affiliated with SVP since graduate school and has received graduate student and early career awards from the organization. His scholarship in vocational psychology focuses on career decision-making and adaptation in an international context, with particular attention given to the decolonization of theories and practices in vocational psychology and career counseling. His recent theoretical and empirical work focuses on explaining and prescribing how people handle uncertainty in career development. Dr. Xu is the recipient of the Bruce and Jane Walsh Grant in Memory of John Holland from the American Psychological Foundation and currently serves as an Associate Editor of the *Journal of Vocational Behavior*. He previously served as the Vice President (Research) for the Association of Chinese Helping Professionals and Psychologists-International and led a special issue about international counseling students on TCP. His goal is for SVP to attract more international colleagues, facilitate the decolonization of vocational psychology, and enhance the integration of science, practice, and advocacy.

**Nimrod Levin** is a junior lecturer and postdoctoral researcher at the Institute of Psychology at the University of Lausanne in Switzerland. He completed his Ph.D. at the University of Jerusalem in Israel in 2022 and has published more than 15 journal articles and book chapters on career decision-making and development, with expertise in career assessment, psychometrics, and quantitative research. For his doctoral studies, Nimrod received awards from the Society of Vocational Psychology (SVP), the European Society for Vocational Designing and Career Counseling (ESVDC), and the International Association of Applied Psychology (IAAP). He also serves on the editorial boards of the *Journal of Vocational Behavior* and the *Journal of Career Assessment*. In addition to his research and teaching activities, Nimrod is dedicated to making a positive social impact and has taken leadership roles in various projects supporting individuals from traditionally marginalized groups, such as members of the LGBTQ+ community, women in STEM, and refugees. He has also contributed to and facilitated professional and non-professional networks in Germany, Israel, and Switzerland. In his free time,

Nimrod enjoys hiking, philosophy, reading books, windsurfing, and spending time with family and friends.

**Dr. Arpita Ghosh** is an Assistant Professor in the Department of Educational Psychology, Counseling Psychology program area, at the University of Kansas. She received her PhD in Counseling Psychology from the University of Wisconsin-Milwaukee in 2014. Her research focuses on the impact of contextual factors on U.S. military veterans' academic experiences and career-related behaviors. She is on the editorial board for the *Journal of Vocational Behavior* and the *Journal of Career Assessment* and serves as an ad hoc reviewer for *Military Psychology*. She is currently the SVP Webmaster and the Chair of the Early Career Psychologists Committee for APA's Division 19 Society for Military Psychology.

**Stephanie G. Burrows, M.A., CCC** is a doctoral candidate in Counseling Psychology at the University of Wisconsin-Milwaukee and a pre-doctoral intern at the University of Maryland's Counseling Center. Prior to beginning her doctorate, Stephanie served as Assistant Director of Advising and Exploration and in the Center for Careers, Life, and Service at Grinnell College and worked as a Career Counselor in the career centers at Macalester College and St. Olaf College, respectively. These experiences largely informed Stephanie's research interests examining 1) the influence of contextual supports/barriers and sociocultural identities on career decision-making for women and college students, and 2) the role of career shocks in career development across the lifespan. In her capacity as the current SVP Student Representative to the Executive Board, Stephanie has actively collaborated with other graduate students to organize and implement student-led webinars and develop a student section of SVP which provides educational opportunities and support spaces for graduate students interested in vocational psychology and career development.

**Katie Cook** is a 4th year doctoral student in counseling psychology at the University of Tennessee, Knoxville. Katie has worked with her advisor, Dr. Erin Hardin, on the NIH-funded Imagining Possibilities grant project, which provides career education to students in rural Appalachian high schools by serving as a facilitator and staff trainer. Katie also has worked as an academic mentor for rural Appalachian college students in the NSF-funded ASPIRE program at the University of Tennessee. Katie's research interests involve applying vocational psychology theory to develop career interventions that directly support members of her community. For her dissertation, she developed Project PACE, a career intervention for women living in a transitional housing program in East Tennessee. She was also elected to serve on the Journal of Career Assessment student board as a student reviewer. She has been supporting the current SVP Student Representative to build community among students who are also passionate about vocational psychology. Katie is hoping to advance communication among students and the SVP board for their enhanced student engagement and representation in the field.



## UPDATES FROM THE SVP STUDENT GROUP:

The SVP Student Group officially launched this spring by hosting two webinars for students. The first was a student support space that served as an opportunity for graduate students interested in vocational psychology to share what they envision for the group and collaboratively develop goals for future programming.

The second was an interactive meeting with Dr. Germán Cadenas who engaged attendees in conversation about the link between critical consciousness, activism, and career development among immigrants. We plan to continue having webinars for students this fall and will share information about registration via the SVP website and listserv.

In the meantime, the SVP Student Group will be gathering during the APA Convention on Friday, August 4, from 6:00-7:30 at Tatte City Center. All students interested in joining are welcome!

Tatte City Center  
1090 I Street NW  
Washington, DC 20001

If you are a student interested in joining the SVP Student Group or you are a professional interested in speaking with the SVP Student Group as part of a webinar, please email Stephanie Burrows ([sburrows@uwm.edu](mailto:sburrows@uwm.edu)) and Katie Cook ([kcook28@vols.utk.edu](mailto:kcook28@vols.utk.edu)).

## News and Updates from the University of Lausanne, Switzerland

### Research Center in Vocational Psychology and Career Counseling (CePCO)

CePCO had the pleasure to welcome on June 6<sup>th</sup> more than 150 participants in its annual joint researchers-practitioners-led conference. This year's conference focused on the intersections between vocational psychology, career counseling, and issues of sustainability. Presentations and workshops reflected, among others, on decent work, sustainable careers, climate change and career education, and ecological transitions.

On October 19, 2023, the European Society for Vocational Designing and Career Counseling (ESVDC) will hold its annual webinar, which will address Advocacy in Career Guidance and Counseling. The webinar will be chaired by ESVDC president **Jonas Masdonati** and include keynote presentations by Elisabetta Camussi, Jane Goodman, Saliha Kozan, and Catherine Tourette-Turgis. See the following [link](#) for more information and registration.

Funded by the Swiss National Center of Expertise in Life Course Research (LIVES), **André Borges**, **Milena Sampaio Greve**, and **Koorosh Massoudi** are conducting a qualitative study investigating the career and work experiences of domestic cleaning workers in Switzerland. See the following [link](#) for more information.

**Claire Leeming**, **Sabrina Tacchini**, and **Philippe Handschin** developed a new workshop on theoretical and practical aspects of career management and employability. This workshop was delivered as part of the professional training program offered for vocational psychologists and career practitioners in Switzerland, with an emphasis on linking career management and employability and providing tools that practitioners can use to address clients' employability-related issues and concerns.

Funded by the Marie Skłodowska-Curie Fellowship, **Anouk Jasmine Albien** and **Jérôme Rossier** are carrying out the Skilled Migrant Adjustment to Career Transitions Project (2021- 2023). This mixed-methods project investigates skilled migrant adjustment processes. See the following [link](#) for more information: <https://www.smact.work/>

**Shékina RoCHAT** received the 2023 Innovation Award from the Association for the Progress of Career Counseling (APO) for designing and developing the Inventory of Difficulties in Embracing Active Life Sustainability (IDEALS). See the following [link](#) to access the French version of the inventory: [https://shekinarochat.com/resources/Outils/shekinarochat\\_IDEO\\_Questionnaire.pdf](https://shekinarochat.com/resources/Outils/shekinarochat_IDEO_Questionnaire.pdf)

**Nimrod Levin** would like to invite researchers and practitioners interested in joining a working group on intervention research to contact him ([nimrod.levin@unil.ch](mailto:nimrod.levin@unil.ch)). Anyone interested in research on the efficacy, effectiveness, and efficiency of career interventions is encouraged to get in touch.

**NCDA HAS JUST PUBLISHED *DESIGNING AND IMPLEMENTING CAREER INTERVENTIONS: A HANDBOOK FOR EFFECTIVE PRACTICE* (2ND EDITION) BY JIM SAMPSON AND JANET LENZ.**

The purpose of this Handbook is to stimulate discussion among senior managers, managers, practitioners, administrative staff, collaborating partners, and stakeholders about how staff members can make the most effective use of their time in implementing changes in the design and delivery of career interventions for adolescents and adults who need assistance in making educational, occupational, and employment decisions.

Following this eight-step model implementation plan, Handbook users will first explore the nature of career interventions, sample theoretical applications, and evaluation and accountability strategies. The relevance of cultural and national factors and extensive appendices can be used in supporting a diverse group of individuals worldwide in implementing career interventions.

***RETHINKING WORK: ESSAYS ON A BETTER WORKPLACE*, EDITORS DAVID L. BLUSTEIN AND LISA Y. FLORES**

This collection of brief essays by thought-leaders, scholars, activists, psychologists, and social scientists imagines new workplace structures and policies that promote decent and fair work for all members of society, especially those who are most vulnerable. The world of work has been deteriorating for decades and the very institution of work needs to be systematically understood, critiqued, reimagined, and rebuilt.

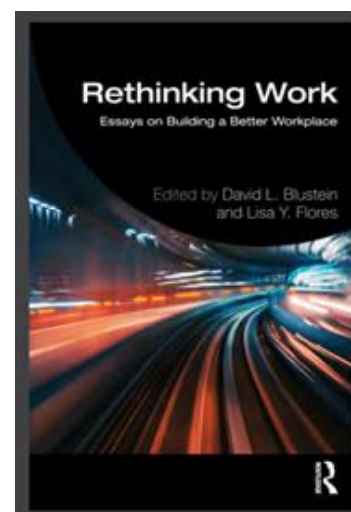
This book offers thoughtful suggestions for new work arrangements, individual strategies for enhancing one's work life, and recommendations for innovative systemic and institutional reforms. The collection offers critical analyses in conjunction with constructive solutions on rebuilding work, providing direction and context for ongoing debates and policy discussions about work.

The book will be of interest to activists, policy makers, management and leaders, scholars, professionals, students, and general readers interested work-based reform efforts and social change.

Including over 40 well-crafted essays, covering:

- The Function of Work in People's Lives
- Changing Nature of Work
- Inequality and Work
- Challenging Mental Health Situations
- Precarious Work, Unemployment, and Underemployment
- Race, Culture, and Work
- Practice, Systematic, and Policy Perspectives on Work
- Technology and Work

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# JOURNAL SPOTLIGHT

## THE CAREER DEVELOPMENT QUARTERLY

**Volume 71, Issue 2, June 2023**

Self-esteem and career adaptability:  
Moderating roles of parental and peer support  
*Lucia Kvasková, Petr Hlado, Libor Juhaňák,  
Petr Macek*

Social support on calling: Mediating role of  
work engagement and professional identity  
*Leigang Zhang, Xiaofei Guo*

A latent profile analysis linking career learning  
experience profile to career decision-making  
difficulties *Biru Chang, Li Zekai, Longjie Wang,  
Li Zhong, Yamei Shen*

SHORES: A suicide protective factors  
mnemonic with applications in career  
counseling *Jenny L. Cureton, Bridget E. Tovey*

Trauma informed use of the career  
construction interview *Kevin B. Stoltz, Andrea  
N. Hunt, Clay Greenhill*

Effectiveness of informational interviewing for  
facilitating networking self-efficacy in university  
students *Adam M. Kanar*

## JOURNAL OF CAREER ASSESSMENT

**Volume 31, Issue 3, August 2023**

Profiles of Decent Work and Precarious Work:  
Exploring Macro-Level Predictors and Mental  
Health Outcomes *David L. Blustein, Blake  
Allan, Aleksander Davila, Camille M. Smith,  
Michael Gordon, XiYue Wu, Lauren Milo,  
Nathan Whitson*

Work Needs Satisfaction Scale- Spanish  
Version: Psychometric Properties and Validity  
Evidence *Kelsey L. Autin, Andrew J. Shelton,  
Roberto G. Garcia, Willy Anthony Diaz Tapia,  
Germán A. Cadenas*

Does the Attainment of Vocational Aspirations  
Make Youths Happy? *Hyung In Park,  
Seunghye Lee, Bora Lee*

Career Adaptability Development in the  
School-To-Work Transition *Chuhang Fu, Yang  
Cai, Qiandong Yang, Guoqiang Pan, Dezhen  
Xu, Wendian Shi*

Beliefs About the Malleability of Professional  
Skills and Abilities: Development and  
Validation of a Scale *Antje Schmitt, Susanne  
Scheibe*

The Insubordination Scale Among Full-Time  
Chinese Employees: A Cross-Cultural  
Validation Study *Songke Xie, Xue Meng,  
Chaoping Li*

Development and Initial Validation of the  
Career Decision-Making Ambiguity Scale *Hui  
Xu*

Career Adapt-Abilities Scale-Short Form:  
Validation among Portuguese University  
Students and Workers *Joana Soares, Maria do  
Céu Taveira, Paula Barroso, Ana Daniela Silva*

Extending the Psychology of Working Model for  
Latinx Youth: Incorporating Youth Voice  
*Maureen E. Kenny, Mary Beth Medvide, XiYue  
Wu, Karley M.P. Guterres, Yunqing Yang*

Trajectories of Change in Career Decision  
Difficulties During a Manualized Individual  
Career Counseling Intervention: The Influence  
of Counselor Adherence, Working Alliance and  
Client Personality Traits *Francis Milot-Lapointe,  
Yann Le Corff*

## JOURNAL OF CAREER DEVELOPMENT

Volume 50, Issue 4, August 2023

Proactivity and Job Search: The Mediating Role of Psychological Closeness With External Mentors *Victor H. Chen, Danielle Cooper*

Career Self-Efficacy, Future Perceptions, and Life Satisfaction: Investigating Two Adolescent Career Development Models *Galia Ran, Rachel Gali Cinamon*

Linking Career Adaptability to Entrepreneurial Burnout: A Moderated Mediation Model *Haiyun Zhao, Qingxiong Weng, Junyi Li*

Youth Perceptions of Their Futures, Society, and the Work Landscape: A Psychology of Working Perspective *Maureen E. Kenny, Rachel Gali Cinamon, Mary Beth Medvide, Galia Ran, Alekzander Davila, Revital Dobkin, Whitney Erby*

Clarifying Work Values Through Seasonal Employment: An Instrumental Case Study of Summer Camp Employment *Robert P. Warner, Jim Sibthorp, Victoria Povilaitis, Jennifer M. Taylor*

STEM Stories: Fostering STEM Persistence for Underrepresented Minority Students Attending Predominantly White Institutions *Rashné R. Jehangir, Michael J. Stebleton, Kelly Collins*

Examining Links Between Black Women's Intersectional Identities and Career Interests *Daniel G. Lannin, Jeremy B. Kanter, Dominiqueca Lewis, Alexis Greer, Wyndolyn M. A. Ludwikowski*

"No Girls on the Software Team": Internship Experiences of Women in Computer Science *Julia C. Lapan, Katie N. Smith*

The Impact of Perceived Organizational Care on Employee Engagement: A Moderated Mediation Model of Psychological Capital and Managing Boundaries *Sheng Cheng, Huai-Chieh Chen, Mei-Chi Lin*

Work Placement Supervisor Support and Students' Proactive Career Behaviors: The Moderating Role of Proactivity *Ugochukwu Chinonso Okolie, Sunday Mlanga, Hyginus E. Nwosu, Kelechi Mezieobi, Cornelius Ofobuisi Okorie, Sunday O. Abonyi*

Gender Differences in the Structure of Holland's Personality Model in South Korea *Donghyuck Lee, Hang-Shim Lee, Wooyoul Na, and Mae Hyang Hwang*

Career Planning and Self-Efficacy as Predictors of Students' Career-Related Worry: Direct and Mediated Pathways *Anne-Kathrin Kleine, Antje Schmitt, Anita C. Keller*

Towards Career Satisfaction by Career Adaptation Model Among Individuals With Visual Impairment *Samaneh Salimi, Parisa Nilforooshan, Ahmad Sadeghi*

Qualitative Job Insecurity, Negative Work-Related Affect and Work-to-Family Conflict: The Moderating Role of Core Self-Evaluations *Ziyi Li, Hao-Yun Zou, Hai-Jiang Wang, Lixin Jiang, Yan Tu, Yi Zhao*

Socioeconomic Differences in the Transition From Higher Education to the Labour Market: A Systematic Review *Ayla De Schepper, Noel Clycq, Eva Kyndt*

## JOURNAL OF VOCATIONAL BEHAVIOR

## Volume 144, August 2023

You've got mail! How work e-mail activity helps anxious workers enhance performance outcomes *Hayden Bonnie Cheng, Yaxian Zhou, Fangyuan Chen*

Temporal precedence between and mediating effects of career decision self-efficacy and career exploratory behavior among first-year college students: Within-person and between-person analyses by race/ethnicity and gender *Hung-Bin Sheu*

Examining the impact of trait grit on aspiring entrepreneur's new venture ideation: Evidence from Ghana *Eric Adom Asante, Hamid Khurshid, Emmanuel Affum-Osei, Collins Opoku Antwi*

Antecedents and outcomes of work-related flow: A meta-analysis *Wei Liu, Hairong Lu, Peikai Li, Dimitri van der Linden, Arhold B. Bakker*

Deviation from the ideal worker norm and lower career success expectations: A "men's issue" too? *Emmanuelle Garbe, Clotilde Coron*

Active learning, active shaping, or both? A cross-lagged panel analysis of reciprocal effects between work design and informal workplace learning, and the mediating role of job crafting *Julian Decius, Niclaus Schaper, Katharina Klug, Andreas Seifert*

Human capital effects in the job search process for new labor market entrants: A double-edged sword? *Jomel Wei Xuan Ng, Zhaoli Song, Filip Lievens*

Newcomer work-to-nonwork conflict to withdrawal via work-to-nonwork self-efficacy: The buffering role of family supportive supervisor behavior *Allison M. Ellis, Talya N. Bauer, Tori L. Crain*

The "sense" behind proactive behaviors: Feedback seeking, meaningfulness, and personal initiative *Bin Ma, Siyao Zhu, Kriti Jain*

Bored and exhausted? Profiles of boredom and exhaustion at work and the role of job stressors *Lotta K. Harju, Piila Seppälä, Jari J. Hakanen*

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Have an interesting idea for a Guest Column for the next edition of  
Vocational Psychology News?

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**Deadline for winter  
issue: 12/15/2023**

Vocational Psychology News is published biannually by the Society for Vocational Psychology: A Section of Division 17, The Society of Counseling Psychology of the American Psychological Association. The views expressed in this publication do not necessarily represent the policies of the APA or SCP.