

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

Volume XVI, Number 2

Summer, 2009



Message from the Chair *Donna Schultheiss*

I am writing this column following a tremendously successful and well-attended 9th Biennial Conference! We owe a great debt of gratitude to our very gracious hosts at the University of Missouri – St. Louis, our excellent planning committee (Mark Pope, Lisa Flores and Patrick Rottinghaus), and generous sponsors (Kuder, Psychological Assessment Resources, Sage Publications, Division of Counseling and Family Therapy at University of Missouri – St. Louis, Department of Educational, School, and Counseling Psychology at University of Missouri- Columbia, and

Department of Psychology at Southern Illinois University – Carbondale). Many thanks also go to each of our presenters for their stellar presentations that generated thoughtful dialogue throughout the conference. A special thank you goes to Ryan Duffy, our social coordinator extraordinaire, who arranged for us to gather for a wonderful dinner at a local restaurant.

For those of you who were unable to attend the biennial conference, the conference program spanned a broad spectrum of topics across the Role of Values in Careers. The conference was kicked off with two plenary sessions given by Mark Savickas, who encouraged us to consider meaning and mattering in life design, and Paul Hartung, who emphasized values as a cultural context variable, source of meaning making, and compass for how individuals enact occupational roles. These presentations were followed by an afternoon of plenary sessions concerning theoretical approaches to values and careers.

The second day of our conference included an array of plenary sessions on research and practice methods, concurrent workshops,

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and networking sessions. Steve Brown provided closing comments on the presentations and topics of the conference. Our conference organizers arranged for videotaping of the major presentations. Information about how to access these videos will be available on the SVP website.

Our Guidelines for Vocational Psychology workgroup met prior to the biennial conference. Many thanks go to Nadya Fouad, Jean Carter, Cindy Juntunen, and Sue Whiston who are working hard to draft these guidelines for submission to the division and APA.

The planning committee for the next IAEVG-SVP-NCDA international symposium had a very successful initial meeting during the NCDA conference that followed our biennial conference.

The international symposium will be held Tuesday, June 29, 2010 in San Francisco, preceding the annual NCDA conference. This symposium will follow the same format, which will include approximately 8 discussion groups. See the most recent edition of *Career Development Quarterly* for a special issue on the last symposium, featuring articles based on each discussion group. Be on the lookout for the next issue of *Journal of International Vocational and Educational Guidance* featuring articles from a number of the invited experts and presenters. Finally, watch the listserve and SVP website for information regarding submission guidelines for the 2010 symposium. Participation will be strictly limited to 150 participants to facilitate discussion within each group. I encourage you to submit a proposal to present or to participate in one of the discussion groups. This is an exciting opportunity to get involved in international dialogue. I hope you plan to join us!

With less than a month before the APA Convention, I would like to bring your attention to our SVP programming. Our symposium entitled, "Celebrating a Century of Vocational Science" will honor the roots and accomplishments in vocational psychology science by presenting three contemporary strands of research. The symposium will be held on Sunday, August 9th from 9:00 – 9:50 in Meeting Room 711 in the South Building – Level 700 of the Metro Toronto Convention Centre. In the first presentation, Mary Heppner will examine key events from the

extensive and data rich field of vocational psychology that have had the most utility and salience for the lives of girls and women. Next, Lisa Flores will present findings from a programmatic line of research that seeks to better understand the career development of Latinos, currently the largest racial/ethnic minority group in the U.S. A series of theoretically-driven empirical studies with Mexican American high school and college students will be highlighted. Justin Perry will be our third presenter who will embrace a social justice agenda by examining the experiences of underserved diverse urban youth in two investigations. Findings related to the effects of career preparation as a protective factor in reducing the risk for adolescent substance abuse, and the mutual influences of social support and self-efficacy on school engagement will be offered. These presentations will be followed by a discussion by David Blustein. Those attending the symposium can earn 1 hour of CE credit. There are no additional fees to attend CE sessions; however, there is a processing fee to claim CE credits. (Member--\$15, Nonmember--\$20. Instructions for claiming CE credit for this selected session are available in the APA convention program on page 131.)

***Message from the chair
continued on p. 3***

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.

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www.div17.org/vocpsych

***Message from the chair
continued from p. 2***

On Thursday, August 6th of the APA convention, we will have our conversation hour honoring the life and work of John Holland, our annual business meeting, and our poster session and reception. Be sure to come to our business meeting to congratulate the winners of this year's awards! Many thanks go to our awards committee, Jeff Prince, Jo-Ida Hansen, and Cindy Juntunen, for their efforts in soliciting and reviewing nominations, and making selections. See the full schedule of events in this newsletter and join us for some very exciting programming.

In writing this column in the Fall, I reflected on how seriously our current economic situation has affected the lives of so many people we encounter in both our professional and personal lives. As unemployment climbs, work or the absence of work becomes even more salient to people's psychological health. I'd like to encourage our membership to consider how we as a section can make a contribution to our broader discipline of counseling psychology and other helping professions by sharing our expertise through scholarship and/or practice. For example, if you are interested in making a contribution to our newsletter, the Division 17 newsletter, or any of our scholarly journals, please let me know.

As a society, we are so fortunate to have the many valued contributions of our members. I would like to extend appreciation to Mark Savickas for his continued generosity in donating book royalties to SVP. We have added a number of new members to SVP. Please encourage your colleagues and students to join our organization. I look forward to seeing you in Toronto!

Warmly,
Donna Schultheiss
SVP Chair
d.schultheiss@csuohio.edu

Below. Abby Bjornsen, University of Kansas, discusses her poster (co-authored with Tom Krieschok), A Qualitative Understanding of Occupational Engagement in College Students, at the SVP Biennial Conference in St. Louis, MO, with Qianhui Zhang.



**Winter 2010 Edition of
Vocational Psychology
News**

Send your news, notes, and newsletter articles as a word document attachment to:
Incoming
Communications Officer TBD

**Deadline for Winter
issue: 1/10/10**

SVP LISTSERVE

If you are interested in communicating with SVP members, but are unsure of the best way to do this, please consider the SVP listserv as a means of communicating important information such as upcoming conferences or presentations, generate discussion, and to stay on top of the latest SVP developments. Additionally, the listserv is the means by which we disseminate our biannual newsletter. Please inform your colleagues who are members of SVP and have not yet signed up for the listserv, please inform them of the opportunity to do so.

The SVP listserv address is:
DIV17SVP@lists.apa.org and you can join by simply sending an email to the listserv administrator, Bill Stilwell at wes-til3@email.uky.edu.



SVP Events at the APA Annual Convention, Toronto, ON, Thursday, August 6th

All meetings will be held in St. Andrew's Hall of the Division 17 Hospitality Suite: St. Andrew's Club & Conference Centre, 150 King Street West, 27th Floor

11:00-11:50

SVP Conversation Hour (Sponsored by PAR, Inc.)

The 2009 SVP conversation hour will be dedicated to honoring the work and life of our esteemed colleague, entitled *John Holland: Personal and Professional Reflections*. A panel of close friends and colleagues of John Holland will engage in an informal dialogue by sharing memories and celebrating his life and accomplishments. Confirmed panelists include: Mark Savickas, Arnold Spokane, Jack Rayman, and Robert Reardon. Hors d'oeuvres and non-alcoholic drinks will be provided.

12:00-1:30

SVP Student Poster Presentation & Reception (Sponsored by PAR, Inc.)

Multivariate Prediction of Career Exploration with Social Cognitive Variables
Shawn Bubany and Jo-Ida C. Hansen, University of Minnesota

Beyond Competence: A Consensual Qualitative Analysis of Exemplary Counselors
Laura A. Lewis, Anne Bartone, Elizabeth Coursen, and James P. Donnelly, State University of New York, University at Buffalo

Voices of the Dislocated Worker: How Socioeconomic Status Impacts Career Choice
Elizabeth W. Cotter, Nadya A. Fouad, Steven Bernfeld, Laura Carter, Mary E. Fitzpatrick, India Gray, and Jane P. Liu, Univ. of Wisconsin - Milwaukee

Latino Adolescents' Leadership Aspirations and Perceptions of Postsecondary Barriers
Paula Luginbuhl, John Phan, Cynthia Medina, and Ellen McWhirter, University of Oregon

1:30-2:50

SVP General Business Meeting

SVP Elections

The SVP election for Communications Officer will be held electronically using a secure Survey-Monkey site. Please submit your vote by Friday, July 31st, at the following URL:

http://www.surveymonkey.com/s.aspx?sm=ME66rAYsnEc0iHyUPUNanA_3d3d

A link is also available on the SVP Website:

www.div17.org/vocpsych/



Deadline:
Friday, July 31st

Candidate Statement Communications Officer

Emily Bullock, Ph.D.
University of
Southern Mississippi

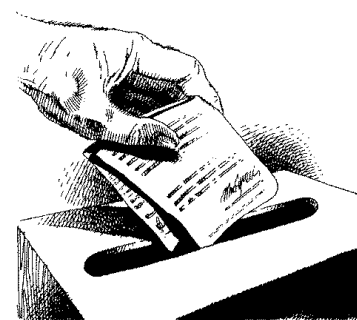


As one who identifies herself as a vocational psychologist, The Society of Vocational Psychology is the professional home for me. SVP serves as an invaluable source of information and support for the members of our field and is a resource from which I have particularly benefited as a new professional. I will strive to provide a platform for all members to share information as your next Communications Officer. I teach the graduate and undergraduate vocational psychology courses in my department. SVP helps me to explain the role of vocational psychology within psychology and other helping professions to my students. As communications officer, I hope to play an integral role in how SVP continues to communicate about the field of vocational psychology. I have served in numerous leadership roles in my university's psychology department and can apply those vital leadership and organizational skills to this new role.

My goals as communications officer will be to:

1. Promote awareness of research and practice innovations that will enhance the science of vocational psychology and career assistance provided to this and future generations
2. Recruit and retain new members that will aid in the advancement of the mission and culture of SVP
3. Facilitate effective collaboration in research and practice world-wide, which will lead to more effective advancements in our field
4. Continue reaching out to other professional organizations (e.g., NCDA, IAEVG) with a shared mission of advancing career-related research and practice
5. Promote the importance of vocational psychology training in applied psychology by increasing student and public awareness of its benefits and applications

Thank you for considering my candidacy for SVP Communications Officer. If elected, I will serve with dedication and adherence to the needs of our members and our profession.



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http://www.surveymonkey.com/s.aspx?sm=ME66rAYsnEc0iHyUPUNanA_3d3d

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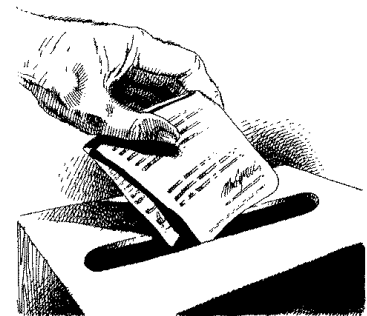
Bryan Dik, Ph.D.
Colorado State University



Thank you for the honor of considering me as Communications Officer for the Society of Vocational Psychology. My first contact with SVP came as a graduate student at the University of Minnesota, when Jo-Ida Hansen, my advisor, introduced me to the organization and urged me to get involved. I was struck by how well SVP lived up to its ideal as a community of scholars and practitioners that so thoughtfully recognizes and honors its rich legacy while simultaneously advances a forward-thinking agenda for research, practice, and policy.

After joining the faculty in the Psychology Department at Colorado State University, the guidance and expert advice of SVP members became particularly indispensable. Like so many others involved in SVP, I have been the recipient of an extremely generous supply of wise mentoring, gracious encouragement, and unending support from SVP mem-

bers. Out of gratitude for the benefits I've enjoyed and enthusiasm for SVP's direction, you can count on me to give back by doing all I can to carry on the excellence established by those who have served as Communications Officer. You will continue to see a high quality newsletter worth reading, new members who are pleased by their warm welcome, and a strong ongoing effort to build communication between members within and across continents. I also intend to work hard as SVP's representative to help publicize the important work of our members in news media outlets, and to introduce an "SVP members in the news" column in the newsletter to recognize those who are spreading the mission of SVP far beyond the friendly confines of the organization. I am grateful to have been nominated for this position and look forward to serving however I can to advance the interests of the Society.





Journal Spotlight

Journal of Career Assessment

Volume 17, Issue 3, 2009

Integrating Social Class into Vocational Psychology: Theory and Practice Implications by Matthew A. Diemer and Saba Rasheed Ali

Social Class and Work-related Decisions: Measurement, Theory, and Social Mobility by Nadya A. Fouad and Mary E. Fitzpatrick

Relation of Depression and Affectivity to Career Decision Status and Self-Efficacy in College Students by Patrick J. Rottinghaus, Nicholas Jenkins, and Amanda M. Jantzer

Ethnic Identity and Career Development among First Year College Students by Ryan D. Duffy and Elizabeth A. Klingaman

Susceptibility of Job Attitudes to Context Effects by Nathan A. Bowling, James Boss, Gregory D. Hammond, and Brittany Dorsey

Dispositional Resistance to Change and Occupational Interests and Choices by Shaul Oreg, Ofra Nevo, Hila Metzer, Naftali Leder, and Dotan Castro

The Development and Initial Validation of Social Cognitive Career Theory Instruments to Measure Choice of Medical Specialty and Practice Location by Mary E. Rogers, Peter A. Creed, and Judy Searle

The Effectiveness of a Career Decision-Making Course by Nadya A. Fouad, Elizabeth Cotter, and Neeta Kantamneni

Volume 17, Issue 4, 2009

Comparative Effectiveness of CAPA and FOCUS On-line Career Assessment Systems with Undecided College Students by Nancy E. Betz and Fred H. Borgen

Emotional Intelligence and Career Choice: The Contribution of EI Abilities and Traits by Konstantinos Kafetsios, Katerina Maridake-Kassotaki, Vanda L. Zammuner, Leonidas A. Zampetakis, and Fotios Vouzas

Development and Criterion Validity of Differentiated and Elevated Vocational Interests in Adolescence by Andreas Hirschi

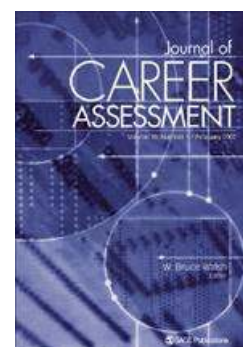
Gender Specific Perceptions of Four Dimensions of the Work/Family Interaction by Siw Tone Innstrand, Ellen M. Langballe, Geir Arild Espnes, Erik Falkum, and Olaf Gjerl w Aasland

The Effect of Vocational Interests on Mathematical Literacy: On the Predictive Power of Interest Profiles by Jasmin Warwas, Gabriel Nagy, Rainer Wattermann, and Marcus Hasselhorn

Battered Women's Process of Leaving: A Two Year Follow-Up by Chris Brown, Heather B. Trangsrud, and Rachel M. Linne-meyer

Exploratory Studies on the Effects of a Career Exploration Group for Urban Chinese Immigrant Youth by Munyi Shea, Pei-Wen Winnie Ma, Christine J. Yeh, Sarah J. Lee, and Stephanie T. Pituc

Examining Cultural Validity of the Problem Solving Inventory (PSI) in Italy by Laura Nota, P. Paul Heppner, Salvatore Soresi, and Mary J. Heppner



The Journal is abstracted or indexed in Abstract Journal of the Educational Resources Center, Current Contents: Social & Behavioral Sciences, Current Index to Journals in Education, Psychological Abstracts, PsycINFO, and Social Sciences Citation Index. The Journal is published quarterly (February, May, August, and November) by Sage Publications. For additional information regarding JCA contact W. Bruce Walsh, Department of Psychology, Psychology Building, 1835 Neil Avenue, The Ohio State University, Columbus, OH 43210-1222. Finally, Sage offers a 30% discount to graduate students who desire to purchase the Journal of Career Assessment. For current and ongoing information sign up for the email alerts service (it's free) at <http://jca.sagepub.com>.

Journal of Career Development

Articles that will appear in upcoming issues of the Journal of Career Development are listed below. Congratulations to our SVP members who authored a number of these articles. We are seeking ad hoc reviewers to help evaluate manuscripts that are submitted for review. If you are interested, please contact JCD@missouri.edu.

Table of Contents, Volume 36 Number 1 (September, 2009) Special Issue: Work and Family

Introduction to the special issue on work and family (Kristin M. Perrone)

Traditional and Nontraditional Gender Roles and Work-Family Interface for Men and Women (Kristin M. Perrone, Stephen L. Wright, and Z. Vance Jackson)

To Mother or Matter: Can Women Do Both? (Donna E. Palladino Schultheiss)

On Men and Work: Taking the Road Less Travelled (Mary Heppner and Puncky Heppner)

Women Pursuing Careers in Trades and Construction (Julia A. Ericksen and Donna E. Palladino Schultheiss)

Table of Contents, Volume 36 Number 2 (December, 2009)

Parental Influences and Career Decision-Making Attributions and Self-Efficacy: Differences for Sons and Daughters? (Suzanne H. Lease)

Role Salience, Social Support, and Work-Family Conflict among Jewish and Arab Female Teachers in Israel (Rachel Gali Cinnamon)

An Exploration of Social Cognitive Mechanisms, Gender, and Vocational Identity among Eighth-Graders (Amanda Macht Jantzer, Dimitrios J. Price-Stalides, and Patrick J. Rottinghaus)

The Effect of Overeducation on Job Content Innovation and Career-Enhancing Strategies among Spanish Young Employees (Sonia Agut, José M. Peiró, and Rosa Grau)

Journal of Employment Counseling

We welcome submissions from SVP members for the *Journal of Employment Counseling* and would also love to hear from members who would be willing to serve as reviewers. If you're interested or have questions, please contact Roberta Neault, JEC editor (Roberta@lifestrategies.ca). Robert (Bob) Chope is guest editor for an upcoming special issue on social justice issues in career and employment counseling to be published in July 2010. For consideration in this special issue, please submit articles directly to Bob (rcchope@sfsu.edu) before September 1, 2009.



Australian Journal of Career Development

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Editorial

Acknowledging Dr James Athanasou: Career development and the social inclusion agenda
Peter McIlveen

At My Desk

Peter Tatham

Articles

The intersection of vocational interests with employment and course enrolments
James Athanasou

A career and learning transitional model for those experiencing labour market disadvantage
Roslyn Cameron

Footprints forwards blocked by a failure discourse: Issues in providing advice about medicine and other health science careers to indigenous secondary school students

Janice Chesters, Marlene Drysdale, Isabel Ellender, Susan Faulkner, Leanne Turnbull, Heather Kelly, Ansek Robinson and Helen Chambers

Putting a vocational focus back into rehabilitation
Gregory C. Murphy

Medico-legal employability assessment: Myths, mistakes and misconceptions
Robert G. L. Pryor and Trevor K. Hawkins

Book Review

Careers Forum

Obituary: John L. Holland
James A. Athanasou

The rise and fall of vocational psychology: A personal perspective
Vincent De Giovanni

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Editorial

Fostering evidence-based practice and applied research in career development
Peter McIlveen

At My Desk

Peter Tatham

Career Profile

Interview with Professor Beryl Hesketh

Articles

Locating social justice in career education: What can a small-scale study from New Zealand tell us?
Barrie A. Irving

How time-flow shapes three meanings of midcareer
Edgar Burns

Influence of gender on career readiness among Malaysian undergraduates
Abu T. Mansor & Kit A. Tan

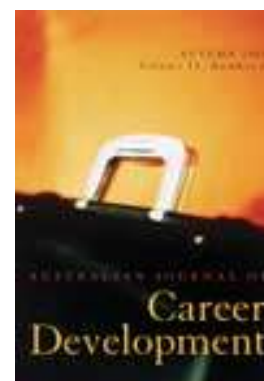
Career development for young Indigenous people: A project summary
Anna Lichtenberg and Helen Smith

Book Reviews

Careers Forum

Career development practice: Facilitating work-integrated learning in higher education
Martin Smith, Sally Brooks, Anna Lichtenberg, Peter McIlveen, Peter Torjul, and Joanne Tyler

Career development learning and work-integrated learning: Some synthesising reflections
A. G. Watts





Newsmakers

Section Member News and Notes



SVP GRADUATE STUDENT RESEARCH AWARDS

The following SVP Student members are recipients of the 2009 SVP Graduate Student Awards. Congratulations! We would like to thank ACT for their generous support of the ACT-SVP award.

Zoua Chang

University of Minnesota

An Investigation of Contextual Factors and Individual Traits in the Career Development of Hmong and Caucasian American College Students

ACT-SVP Graduate Student Research Award

Jae Yup Jung

University of Wollongong

Culture, Motivation and Vocational Decision-Making

SVP Graduate Student Research Award



Above. Professor Mark Savickas, Northeastern Ohio Universities Colleges of Medicine and Pharmacy, received honorary doctorates from the University of Lisbon (Portugal) in January 2009 and the University of Pretoria (South Africa) in April 2009. The above photo is from the Lisbon ceremony.

Matt Diemer, Michigan State University, was recently awarded the National Academy of Education/Spencer Foundation Postdoctoral Fellowship. The Fellows program provides \$55,000 over two years to support his research project, "Critical consciousness and political engagement among marginalized youth." About twenty fellows are selected by the National Academy of Education from around 150 applicants. According to Dr. Lorrie Shepard, president of the National Academy of Education, "the NAEEd/Spencer Postdoctoral Fellowship Program not only promotes important research, but also helps to develop the careers of scholars who demonstrate great promise for making significant contributions to the field of education."





David Blustein, Boston College, and Paul Hartung, Northeastern Ohio Universities Colleges of Medicine and Pharmacy, were elected fellows of National Career Development Association during the Awards Luncheon at the 2009 NCDA Conference in St. Louis, MO.

Diversity Discussions

The Life Strategies team in Canada has been working on a toolkit to support managers and human-resource professionals with workplace-based cultural diversity issues. We have taken an inclusive approach to defining culture. One of the toolkit components supports Diversity Champions within each workplace to facilitate short discussions on diversity-related topics; our intention is to enhance awareness of the benefits of a culturally-diverse workforce, contributing to a safe, respectful workplace for all individuals. Our focus encompasses recruitment, orientation, and inclusion; we're referring to it as the "ROI" model.

As discussion starters, we've identified several short (2 – 5 minute) videos and brief (1 – 3 page) articles, but would welcome additional suggestions from SVP members. We're not looking for academic articles (they need to be short, easy-to-read, and relevant to workers across a variety of sectors and with a wide range of education). Ideally resources would be web-based, downloadable for free, and engaging. As the primary audience will initially be Canadian, resources should have a focus that would work beyond US borders.

As this is a government-funded not-for-profit project, the final toolkit will be freely available online. If you have some recommendations or would be interested in the link once the toolkit is "live," please contact:

Roberta Neault: Roberta@lifestrategies.ca

SVP student members,
Please feel free to suggest ideas, information, and articles to the SVP student listserv at
svp-students@uwm.edu

Please let our incoming student representatives know of your interest in contributing. It is a great way for student members to contribute to SVP and to make stronger connections within the field of vocational psychology.



Each year, the NCDA Research Committee selects the Outstanding *Career Development Quarterly* Contribution Award. SVP Member, David Blustein, and his colleagues, Alexandra Kenna, Nadia Gill, and Julia DeVoy co-authored the winning paper, *The Psychology of Working: A New Framework for Counseling Practice and Public Policy*, which is in the June, 2008 issue. Congratulations!

Below. NCDA Research Committee Chair, Patrick Rottinghaus, presents the Outstanding *CDQ* Contribution Award to Professor David Blustein at the NCDA Awards Luncheon in St. Louis, MO.



Above. Marilyn Maze of ACT, Inc. presents the ACT-NCDA Graduate Student Award to Charles Hees.



SVP Student Members Receive NCDA Graduate Student Awards

NCDA sponsors a series of competitive awards to honor graduate students who undertake exemplary research addressing topics related to career information, career development, and career planning. The following SVP Student Members were among the NCDA Graduate Student Award recipients.

Charles K. Hees, Southern Illinois University
Personally Satisfying: Using Personal Style Scales to Enhance the Prediction of Job Satisfaction

Michelle C. Gates, Texas Tech University
*Maximizing Cultural Validity:
Possible Implications for Vocational Assessment*

Laura R. Ruskaup, University of Wisconsin-Madison
Needs of Reentry Women in Negotiating Transition from Home to Work

Melanie Leuty, University of Minnesota
Exploring the Construct of Work Values

Christine E. Even, University of North Dakota
Successful Career Attainment in Women Survivors of Domestic Abuse: A Qualitative Study (not pictured)



Society Spotlight

The Role of Values in Careers

The Society held its 9th Biennial Conference at the University of Missouri-St. Louis on June 29-30, 2009. Many thanks to representatives from University of Missouri-St. Louis, University of Missouri-Columbia, and Southern Illinois University Carbondale, and the presenters (shown below) for making this event a wonderful success. Conference co-chairs, Mark Pope, Lisa Flores, and Patrick Rottinghaus, are in the process of seeking a publisher for a forthcoming edited book involving the presenters. Summaries of three networking sessions are provided on the following pages.

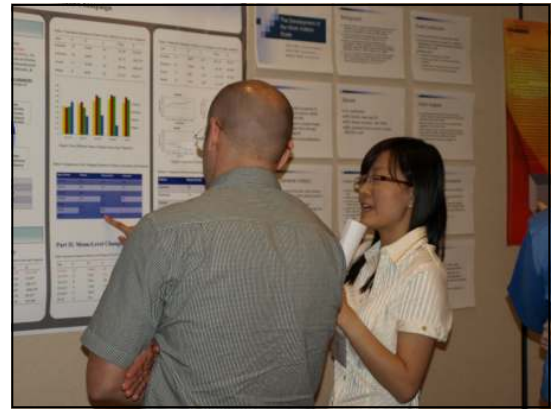


How to Get Published in Vocational and Career Journals

Lisa Flores, Ph.D., University of Missouri-Columbia

A group of current and past journal editors (Nadya Fouad, Mark Pope, Mark Savickas, Raoul Van Esbroeck, Lisa Flores) and one of our productive graduate students (Melanie Leuty) facilitated a discussion on the publishing process and offered tips to graduate students and early career professionals on how to maximize their chances of publishing their work. Panelists fielded questions ranging from the importance of citing work from the journal where a manuscript is being submitted and topics and types of manuscripts that the editors would like to see more submissions to their respective journals. Mark Savickas provided a handout that outlined the main purposes of each section (introduction, method, results, discussion) of a manuscript and common errors that are found in manuscripts that may lead to an article's rejection from a journal. The panelists highlighted the importance of having colleagues review papers prior to submitting them for review, collaborating with others who

can guide you through the research process, and carefully attending to the reviewers' feedback when resubmitting a manuscript. Melanie Leuty underscored the significance of developing strong writing skills during graduate school and suggested that others carefully analyze feedback that they receive from professors about their writing style to strengthen their skills in this area. The panelists also suggested that authors review the submission guidelines for journals to which they are submitting their work and that they consider the best audience for their work when deciding on which outlets to pursue. The Society has a number of members who have important ideas and who are engaged in research that needs to be disseminated through the literature. Send your work out to professional journals and get published!



The Role of Values in Vocational Psychology

Tom Krieschok, Ph.D., University of Kansas & David Blustein, Ph.D., Boston College

About 30 folks participated in the networking session on the role of values in vocational psychology, facilitated by Tom Krieschok and David Blustein. The notes for the session read like a tossed salad, in part because of the challenge of facilitating and taking notes, and in part because the ideas and issues discussed covered a wide range.

Tom started out by posing to the group a few of the questions related to Mark Savickas's Career Style Interview, a) what is the hole in the heart of the field of vocational psychology, or why is it that we are driven to do what we do; b) who are some of the heroes we have as a field; and c) what are some of the stories and themes that we attend to as a profession?

The group discussed the 'hole in the heart' issue first, with some of the discussion below. What is Vocational Psychology's hole in its heart? We continue to struggle with identity issues. There is still no mention of vocational psychology in any introductory textbook on psychology.

How can vocational psychology become more influential to organizations and individuals?

What are other venues where we can have a larger impact on people's lives? One such place

would be schools (school counselors have voted to make career counseling the centerpiece of their work). Another place is within organizations. But we need to focus on how P-E fit increases performance.

Work as birthright for humans. People are less satisfied with their work lives than research suggests. Vocational psychologists are drawn to help people find work, and then to help people find meaning in their work.

How can people create meaningful work in their lives? Values tell us more about life, while interests tell us more about work. Ask the person on the street why they went into their line of work, and more often than not their answer revolves around values as opposed to skills or interests.

In Korea, it is very hard to change one's field, so interventions are needed very early on in the process. A professional from Korea said that she is very motivated by that reality. Prilleltensky's work on what is a

good life and what is a good society. Let's figure out how we use values naturally, and capitalize on that. Savickas's notion that people actively master what they passively suffer.

Distinction between values and preferences. Some see Preferences as things with much variation, like do you want to work outdoors, how much leadership do you want to assume? While values are things that almost all of us agree are good, and we want them, so we need to PRIORITIZE those. Which ones are more important to YOU?

Distinction between explicit values (those we say we hold) and implicit values (those we actually behave by).

Within the field, we explicitly value helping people in need. Implicitly we have a big emphasis on research, as so many of us live in a work reality that is publish or perish (how's that for an imposed value system?) This often results in widening any split between researchers and practitioners. Implicitly we often behave by putting the research out there and hoping folks can make use of it.



Delivering Career Services in a Difficult Economy

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This special interest session provided the opportunity for colleagues, in mostly college and university settings, to discuss how to provide services when resources are scarce. The discussion was wide ranging, but focused on several key areas. Some of these included service delivery methods, staff, use of technology, employer relations, and resources. One key element to consider is service delivery methods. Staff at Florida State University use a theory-based approach that involves 3 levels of services, self-help, brief-staff assisted, and individual case-managed. This approach reserves the most expensive form of service delivery (i.e., individual case-managed) for those individuals needing the greatest level of help. This is determined using a measure that screens for client's readiness level for career problem solving and decision making. Other schools have focused on the use of groups and career development classes as a way of providing services to more individuals. Additionally, institutions are using technology tools (i.e., webinars, live chat, you-tube videos, email assistance, telephone-based counseling) to extend their reach to students and clients.

Many centers have expanded the type of staff used to provide services. Some employ graduate and undergraduate paraprofessionals to cover drop-in hours and serve as ambassadors through various outreach activities. Career services may also choose to share a position with another campus office or department, and jointly share the costs.

Another useful strategy has been to explore ways to partner with other campus units, including the counseling center, academic advising center, the Alumni Association. In collaborating with these offices, career services can share costs and event tasks. One career center has partnered with its alumni association to conduct workshops around the state to reach out to alumni who are unemployed. Another institution partnered with the counseling center to offer a series of workshops to its graduate students, a population frequently overlooked by career centers.

In a difficult economy, when budget cuts are common, it is useful to look at who can provide funding support to career

services. Some campuses have parent or family associations that provide donations to campus offices. One career center was able to get yearly donations from its parent association that supported the purchase of library materials. Many institutions look to employers for donations that cover office costs, and the expenses associated with career expos. Career services offices who are seeking donations from employers can create several levels of giving that bring special, public recognition to those employers. Some offices may be able to secure grants from state and federal agencies to support programs targeted at special populations.

With regard to resources, many centers are paring down or eliminating their career resource centers, and creating virtual libraries. With the wealth of free career and employment resources on the web, it is possible to create a "collection" that students and other clients can use 24/7. Career practitioners can use the creative and enterprising aspects of their personalities to continue to provide quality services to their clients in challenging times.



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