

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 XIV, Number 2

Summer, 2003

School and Work: Contexts and Transitions Sixth Bi-Annual Conference of the Society for Vocational Psychology

The sixth bi-annual conference of the Society for Vocational Psychology (SVP) was held in Coimbra, Portugal, which lent a magical quality to the proceedings. The conference was coordinated by a North American and Portuguese team (including Joaquim Armando Ferreira and Eduardo Santos from Portugal and David L. Blustein and Donna P. Schultheiss from North America). After hundreds of e-mails, the conference finally convened the morning of June 12th at the University of Coimbra. Approximately 300 people attended the conference including scholars from the United States, Canada, Australia, Israel, South Africa, Korea, Italy, Belgium, Great Britain, France, and, of course, Portugal. Papers were presented in English and Portuguese, which was made possible by an outstanding team of translators, who handled the task of providing simultaneous translations of the presentations with incredible skill and grace.

The theme of the conference focused on the following issues:

- To provide an intellectual forum for the development of

long-term international collaborations that will promote the overall welfare of the global community.

- To focus on the exploration of transitions as an overarching conceptual tool to study vocational psychology.
- To explore the cultural, historical, political, economic, and social context of transitions across the life span.
- To furnish a forum for the development of research teams that will engage in international studies of school and work-based transitions.

The conference was bracketed by three outstanding keynote addresses, which helped to set the stage for the symposia and poster sessions. Prior to the initial keynote address, an opening ceremony took place in which a number of Portuguese dignitaries welcomed the participants to Coimbra. In addition, the Chair of the SVP, Bruce Walsh, added his welcoming remarks to the opening of the conference. The first keynote address was delivered by John Bynner from the University of London (UK), which was entitled "Understanding Youth Transitions".

Dr. Bynner has been a principal investigator in the British cohort studies, which have involved the longitudinal examination of a cohort of the British population who were born in a given week at different junctures in recent decades. His presentation reviewed this very rich literature and provided a strong theoretical and empirical framework for subsequent presentations.

The format for the rest of the Thursday portion of the conference included symposia that focused on the contextual, theoretical, and empirical aspects of school and work-based transitions. The first symposium was moderated by Joaquim Coimbra from the University of Porto and focused on the socio-political and socio-cultural contexts of transitions. Hanoch Flum from the University of Ben-Gurion (Israel) and Graham Stead from Vista University (South Africa) discussed the impact of cultural variations on career transitions. Eduardo Santos, Joaquim Armando Ferreira, and Antonio G. Ferreira (University of Coimbra) presented an evocative and thoughtful paper on the connection between personal crises and political crises in voca-

(Continued on page 3)

From the Chair

We are getting ready for the APA Convention which will be held from August 6 to 10 in Toronto, Canada. As is typical for our section, we have a busy convention schedule, with some activities specifically for our section, and others related to vocational psychology.

First and foremost, the business meeting will be held from 2:00-4:00 p.m. followed by the Conversation Hour from 4:00-5:00 p.m. The Executive Committee meeting is also scheduled for August 7 from 1:00-2:00 p.m. We will have a separate larger room for the business meeting given the fact that our attendance is usually quite large (the location to be announced). The Executive Committee meeting and the Conversation Hour will be held in the Division 17 suite (TBA). This year we are honored to have Dr. Nancy Betz as our Conversation Hour guest. Dr. Betz received the Division 17 Lenore Tyler Award in 2001 and is a past Editor of the *Journal of Vocational Behavior*. I encourage you all to attend what is sure to be a very enlightening conversation.

We have a number of items to accomplish during our business meeting to be held from 2:00-4:00 p.m. on August 7. First, we will develop goals and plan activities for the up-and-coming year. Second, we will hear a report on the Sixth Biannual SVP Conference held in Portugal. Third, we will begin planning proposals for the next year's APA convention (scheduled from July 28 to August 1, 2004, in Honolulu, Ha-

waii). We also will install new officers and announce the Graduate Student Research Award.

The agenda for this year's business meeting will be posted on the Society List Service and web page in July. If you have items that you would like to see on the agenda, please contact me by July 1 (walsh.1@osu.edu).

Our Society sponsored symposium is entitled "New perspectives of vocational psychology: Views from across the disciplines" and will be held on Sunday, August 10 from 1:00-2:00 p.m. in the Metro Toronto Convention Center, Reception Hall 104A. The symposium will seek to expand the intellectual perspective of vocational psychology by exploring the contributions of scholars who have been studying careers and working outside the disciplinary confines of vocational psychology. Presentations by Jeylan Mortimer, Monica Johnson, Jack Bauer, and Steven Axelrod will be discussed by Lenore Harmon and David Blustein.

The Society sponsored roundtable discussions will focus on the theme of school and work based transitions. In this context five roundtable discussions have been structured: school-to-work transitions; school-to-college and college-to-work issues; unemployment-to-work transitions; work-to-family and family-to-work issues; and theoretical models and school-to-work transitions. Roundtable discussion leaders include Cindy Juntunen, Darrell Luzzo, Chris Brown, Roberta George-Curran, Chad Keller, Lucia Gilbert, Lisa Kearney, Melissa Gilbert, Robert Lent, Hung-Bin Sheu, and Kelly Hennessy. We believe that the roundtable discussions will serve to enhance the qual-

ity and scope of our scholarship and practice and, to some extent, furnish a forum for the development of research teams that will engage in international studies of school and work based transitions. The roundtable discussions are scheduled on Sunday, August 10, from 12:00-1:00 p.m. in the Crown Plaza Toronto Center Hotel (Ballroom B).

The Student Poster Session sponsored by CCPTP, Division 17 Sections and the Division 17 Affiliate Group will be held during the Social Hour on Friday, August 8. Thanks to Frederick Leong and Erin Hardin for volunteering their time to review proposals for this session. I encourage all society members to attend the poster session and support students interested in vocational psychology research.

In addition to the society sponsored events, there are many vocationally relevant posters and symposia occurring throughout the convention. As additional details regarding other convention activities emerge, they will be posted on the section's listserve and website.

I look forward to seeing you all in Toronto.

W. Bruce Walsh
Chair, Society for Vocational Psychology

DON'T MISS THE BUSINESS MEETING

**Thursday, August 7, 2003
2:00 to 4:00 P. M.
(location TBA)**

**CONVERSATION HOUR
4:00 pm Division 17 Suite
(location TBA)**

Sixth Bi-Annual Conference Continued

tional psychology. Pascal Mallet from the University of Paris then presented a paper on the psychological significance of French middle adolescents' anxiety about their academic and vocational lives.

The next symposium focused on the role of gender in school and work-based transitions. This symposium was moderated by Leandro Almeida from the University of Minho (Portugal) and included very informative and compelling presentation from Ruth Fassinger from the University of Maryland, who reviewed her research on the lives of prominent women in the United States. Donna Schultheiss from Cleveland State University presented a sophisticated analysis of the impact of mothering on the vocational transition process. Cristina Vieira and Antonio Simões from the University of Coimbra (Portugal) described the role of gender stereotypes in the career development of adolescents. Julie Ancis from Georgia State University concluded this presentation with a paper that explored how culture and gender interact in the transition process.

The second keynote presentation by Fred Vondracek (Penn State University) approached the themes of the conference by examining the emergence of vocational identity from the perspective of developmental contextual theory. This thoughtful keynote talk was followed by a symposium that began with a presentation by Maria do Rosário Pinheiro and Joaquim Armando Ferreira from the

University of Coimbra who addressed the influence of social support in transition from high school to college. Professors Leandro Almeida and colleagues from the Universities of Minho and Coimbra focused on the role of academic involvement expectations in the transition process. Steven Robbins from the American College Testing program described a fascinating project in Memphis, Tennessee that has involved various constituencies in the development of a more adaptive transition process for urban high school students. The final presentation of the day was delivered by Antonio Simões and colleagues from the University of Coimbra which described the findings from a study on the school to work process in Portugal.

The first day of the conference ended with an excellent poster session that included papers from scholars and students from South Korea, United States, Australia, and France. This event also gave conference attendees an opportunity to connect and chat about their research interests, cultural backgrounds, and plans.

The second day of the conference began with an outstanding presentation from Nadya Fouad from the University of Milwaukee that examined the role of culture in the adaptation to involuntary transitions. Following this keynote, the first symposium of the day focused on the role of a decision making perspective in understanding school and work-based transitions. The first presentation of this symposium was delivered by David Jepsen from the University of Iowa who did an excellent job in applying decision-making theory to the study of career transitions. The next presentation by Tom Krieschok from the Univer-

sity of Kansas explored transitions using a contemporary view of decision making theory. The final presentation of this symposium, which was delivered by Susan Whiston and Briana Brecheisen Keller from the University of Indiana, explored relational influences on transition and decision making.

The next symposium began with an excellent talk by Mark Savickas from Northeastern Ohio Universities College of Medicine. His presentation examined the contextual implications and attributes of the school-to-work transition of high school students. David Blustein from Boston College then presented a paper that argued for the use of developmental-contextual theory and social constructionist thought as two possible sources of ideas in creating a meta-framework in the study of transitions. After lunch, Richard Young from the University of British Columbia explored the challenges of transitions from the perspective of joint, intentional action, with a particular focus on the role of families in facilitating the transitions of adolescents. Paul Hartung from the Northeastern Ohio Universities College of Medicine presented a fascinating talk on the role of Gestalt therapy theory in helping to articulate a clearer understanding of transitions. This symposium ended with a very thoughtful paper by Mary Sue Richardson from New York University who described the emergence of new intentions in subjective experience as a means of helping people to create new goals and story lines during transitional times.

The final symposium of the second day focused on models and inter-

(Continued on page 7)

Society

Spotlight

This edition, the Spotlight shines on
John Krumboltz
Stanford University

Column Editor: Camille DeBell

Students in my spring semester doctoral career course interviewed John Krumboltz for a class assignment. John always has creative ideas and interesting things to say, so I thought you all (or all ya'll as we say here in Oklahoma) might enjoy reading some excerpts from this interview. My thanks to Stephen Colmant and Joseph Dunnigan for conducting the interview, and to Dr. John Krumboltz for graciously giving of his time for the interview and allowing us to print these excerpts.

Joseph: Are you working on anything currently that you are excited about?

John K: Oh, always. Lots of things that I'm excited about. "The Virtual Job Experience" is a current project—the idea is to create a simulation of what it would be like to actually work at different kinds of jobs. Lots of students wonder what kind of career they might want to try out, and they often don't have any idea of what the people in these different kinds of occupations really do. So why not use computer simulation and give them a realistic idea of what different jobs are like? I've developed a prototype and have applied for a National Science Foundation grant to do some research on this. So that's one idea that I'm really excited about.

Joseph: So, a person could actually

sit down at a computer and experience what the job is like, sort of virtual reality.

John K: Exactly! Another idea I'm very interested in is this notion of happenstance theory, the idea that it is really not necessary to map out your entire career in advance. A more important activity is to get involved in actions that seem fun and exciting to you now. You want to do the best you can at them, see where that goes, do more of it if you like it. If you don't, you try something else. You never know what might happen.

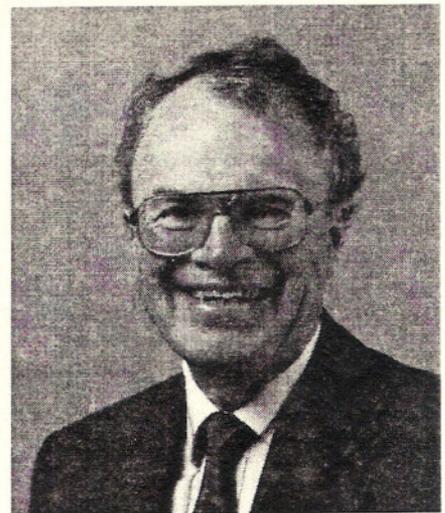
Joseph: hmmm...

John K: We've got this notion in our heads that we ought to try to plan our entire career in advance and if we can't, then we are diagnosed as being indecisive. The notion of happenstance liberates us from the idea that we have to plan our futures in advance. We really can't plan that much in advance. Nobody is smart enough to do it, yet we have the expectation that we should.

Joseph: And that expectation causes us so much conflict and strife.

John K: Exactly! It causes us anxiety.

Joseph: So you have to be will-



ing to accept things as they come.

John K: No, I wouldn't quite say it that way. I'm not saying you have to accept what happens to you (chuckle), it is not like accepting fate. What I'm saying is that if you are active in seeking out experiences, you are going to have opportunities to do things, and they may not be the opportunities that you thought you were going to have. But you can still make choices from among the options you get, try them out, and evaluate them to see where you want to go next.

Joseph: This makes me wonder about what you see as the future direction for career counseling?

John K: I've written an article proposing that we make a bigger effort to integrate career and personal counseling because the two are so intertwined.

Joseph: I completely agree with you.

John K: In the last few weeks, I've been writing a chapter with Anne Chan in which I'm suggesting maybe we ought even to drop the name "career counseling," because in a sense the name, itself,

implies a very narrow focus. A somewhat broader title might be "transition counseling". People have all kinds of transitions: from home to kindergarten, from school to work, from work to school, from being single to being married, from being married to being divorced or widowed—those are all big transitions. And there's the transition from being employed to being retired—and of course there's always that last transition of being alive to being dead! People need help with all of these transitions. The problems involved with transitions are monumental and complex. One of my big complaints about career counseling is that the way it is usually conceptualized is so simplistic—making it seem as if it's a sort of no-brainer.

Joseph: Like a real formula driven thing.

John K: Exactly. In fact, I think career counseling is even more complicated than personal counseling because it incorporates both personal counseling and the world-of-work. Yet we've got people still thinking, "just do this match," and if a client can't make the match, then diagnose him or her as indecisive--blaming the client. My point of view is that people who are unable to decide what they want to do with the rest of their lives are really sensible people. I don't know what I'm going to do with the rest of my life, either.

Joseph: So how do you feel about your career decisions?

John K: Well, I've never made one.

Joseph: Oh, really? (laughs)

John K: No, I've never made one. I've tried a lot of different things and I've had a lot of fun doing different things, and I'm still having fun doing different things. And if I get tired of doing something, why, I'm going to try doing something else. But I'm not making a commitment as to what kind of work I'm going to do for the rest of my life. I don't know what kinds of opportunities are going to crop up in the future, and I don't know how my interest are going to change. So why should I commit to doing something for the rest of my life when I don't have the slightest idea what it is going to be?

Joseph: I guess you're saying why commit yourself to something when there's a good chance it is going to change—actually it's almost guaranteed to change?

John K: Almost guaranteed. I've surveyed groups of adults that I've talked to and asked them, "How many of you are now working at the job you *thought* you chose as your career when you were 18?" And I get only one or two percent who say yes. The point is that we don't know what we are going to be doing...

Joseph: And if we did, it'd be so boring!

John K: Right (laughs). Wouldn't it be awful? Life can be experienced as a big gigantic adventure where you don't know what's going to happen next—and that's what makes it fun. So this notion of trying to pin down the future is not only impossible but is counter-productive to leading a happy life.

Joseph: Wow, those are words to live by.

John K: Well, feel free to share them with your friends and colleagues.

If you are interested in writing a spotlight column, please contact Camille DeBell, dcamill@okstate.edu

Vocational Psychology News

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Newsmakers

Section Member News and Notes



Karen D. Multon will be leaving the University of Missouri-Columbia for a position as professor and chair of the Department of Psychology and Research in Education at the University of Kansas in Lawrence. She will begin her new duties August 1, 2003.

Professional affiliate, **Michael E. Hall** (featured in the *Society Spotlight*, Summer 1999), co-authored "The Storied Approach: A Constructivist Perspective on Counseling Dual-career Couples" in the book, *Counseling Employees: A Multifaceted Approach*. The book was edited by Daya Singh Sandhu--Department of Educational and Counseling Psychology at the University of Louisville--and recently published by the American Counseling Association.

Mark Pope will become the 52nd President of the American Counseling Association on July 1, 2003. He follows Donald Super by exactly 50 years (Dr. Super was the 2nd ACA President). The theme for Mark's presidential term (2003-2004) is "The Professional Counselor: Integrating Practice and Science with Client Advocacy" and this theme will guide ACA during his term which will culminate with the ACA Annual Convention in Kansas City, Missouri, from March 31-April 4, 2004.

Winner of NCDA Graduate Student Research Award

Congratulations go to Heather Z. Lyons, a doctoral student in the Counseling Psychology program at University of Maryland, College Park. The title of her dissertation is: A moderated model of the turnover intentions and job satisfaction of African-American employees: Investigating the role of person-organization fit and racial climate in

American Counseling Association Convention Kansas City 2004

The American Counseling Association, the world's largest association of professional counselors, is holding its national convention in Kansas City, Missouri, from March 31-April 4, 2004. The theme of this convention is "The Professional Counselor: Integrating Practice and Science with Client Advocacy." This annual convention is one of the few places that counselors of every type can meet with their colleagues from other specialties and discuss issues in the counseling professions.

For more information on the 2004 conference visit the ACA webpages at <http://www.counseling.org>

Journal Spotlight

Australian Journal of Career Development

Volume 12, Number 2

Editorial

Careers and meaning

Career Profile

Interview with Mike Geeves

Articles

Unconscious influences on career choice: Entrepreneur vs. manager
Ayala Malach-Pines

Evaluation of a career assistance program for youth-aged cricketers
Kate Bobridge, Sandy Gordon, Annette Walker & Bob Thompson

The baby and the bathwater: making a case for work experience
Annette Green & Erica Smith

The family's influence on adolescent and young adult career development: Theory, research and practice
Cathy Hughes & Trang Thomas

An investigation of Singaporeans' use of formal and informal job

sources

Andrew Poh Sui Hoi, Irene Chew
Keng-Howe & Albert Liau Kien Fie

Journal of Career Assessment

As noted in the Winter 2003 Newsletter Issue 1 of Volume 11 of *JCA* focused on the special topic of ethical and professional issues in career assessment. A second special issue focusing on cognitive career assessment appeared in Volume 11, Issue 2, 2003.

Issue 3 of Volume 11 will consist of the following five manuscripts: Convergence of Specific Factors in Vocational Interests and Personality (Staggs, Larson, and Borgen); Self and Other-Referent Criteria of Career Success (Heslin); An Investigation of Personality Traits in Relation to Career Satisfaction (Lounsbury, Loveland, Sundstrom, Gibson, Drost, and Hamrick); Alternative Personality Variables and the Relationship to Holland's Personality Types in College Students (Roberti, Fox, and Tunick); and the Development of the Korean Career Indecision Inventory (Tak and Lee).

The fourth issue of the Journal in 2003 will consist of six manuscripts: Validity of Parallel Measures of Vocational Interests and Confidence (Rottinghaus, Betz, and Borgen); The Role of Emotional Intelligence in the Career Commitment and Decision-Making Process (Brown, George-Curran, and Smith); Seeking Career Services on Campus: Racial Differences in Referral, Process, and Outcome (Carter, Scales, Juby, Collins, and Wan); The Measurement of Career Interests among At-Risk Inner-City and Middle-Class Suburban Adolescents (Turner and La-

pan); College Career Courses: Design and Accountability (Folsom and Reardon); and A Socioanalytic Model of Maturity (Hogan and Roberts).

For additional information regarding the *Journal of Career Assessment*, contact W. Bruce Walsh, Department of Psychology, 1885 Neil Avenue Mall, The Ohio State University, Columbus, Ohio 43210-1222.

Membership Matters

I can't believe this is my 8th and last newsletter! I have enjoyed serving the Society in the capacity of Communications Officer. I want to thank Drs. Fouad, Swanson, and Walsh for making my job so enjoyable. It has been exciting seeing the membership grow from approximately 195 to just under 300 over the last 4 years. I look forward to seeing it grow even more in the coming years.

Even though our membership continues to grow, maintaining contact with those members requires constant effort. I have included a list of missing members below. If you know the current address/email of these members, please forward them to pgore@siu.edu.

Meera Rastogi
Mike Schaub
Angela Swanson
Carolyn Humphrey
Barbara Petrella
Mera Kachgal

Conference (Continued from page 3)

ventions that have been designed to facilitate transitions. This symposium began with a compelling presentation by Scott Solberg and Kimberly Howard (from the University of Wisconsin—Milwaukee and the University of Wisconsin) that described their work on building youth capacity through prevention-oriented school intervention programs. In some ways, this presentation foreshadowed some of the potential outcomes of this conference as it included a description of programs in the United States and Italy that are integrated by a common theoretical framework, yet have been constructed to fit into the culture of the context. The next presenter was Cindy Juntunen from the University of North Dakota who reviewed models and interventions that have been developed in the last few decades in the United States to facilitate the school-to-work transition for high school students. The final presentation in this symposium was delivered by Luis Alcoforado and Dora Redruello from the University of Coimbra who described a program designed to help workers who have been having difficulty in entering into the labor market in Portugal.

The final paper of the day was presented by Mark Savickas who was given the daunting task of integrating the papers and keynote presentations of the two days of the conference. His comments were, as expected, incisive, thoughtful, and timely. The final event of the day was a closing ceremony with comments from a number of government officials as well as Bruce Walsh and David Blustein.

(Continued on page 8)

Conference
(Continued from page 7)

While this summary provides a fairly detailed overview of the proceedings of the conference, it does not capture the spirit of the experience for the SVP members who made the trip to Portugal. During the two days of the conference, communal lunches and dinners were provided which allowed the presenters to develop personal as well as professional relationships. In addition, a closing dinner that was funded by the regional government was held at the Hotel Astoria on Friday evening; this dinner included an excellent concert of Fado music along with wonderful Portuguese cuisine. This dinner was preceded by a reception by the Mayor of Coimbra in city hall for the visiting scholars from our group.

Most of the North Americans

stayed in Coimbra during the weekend and were treated to an incredible array of cultural activities. Our Portuguese hosts rented a bus that took us to various sites around the Coimbra area on Saturday, including a forested park with a magnificent baroque hotel, a mountain-top castle that was initially constructed over 800 years ago, and a seacoast city for a reception by the mayor. One of the special moments of the visit to the castle was a presentation by a folk dancing and singing group that was part of a reception from the Mayor of that particular region. The dancers were dressed in clothing of the workers from the region, which was particularly touching given our interest in the psychological experiences of working. Despite the fact that the numbers of conferencees dwindled a bit by Sunday, we still had an amazing experience visiting a port wine cellar in the city of Porto.

The conference's success is due in large measure to two of our members—Professors Eduardo Santos and Joaquim Armando Ferreira—who worked long and hard to create a special intellectual, cultural, and relational experience for the conferencees. They were able to obtain additional funding from various foundations and agencies in Portugal that allowed the conference to use state-of-the-art presentation equipment as well as providing us with a special opportunity to learn about the beauty and warmth of Portugal. The members of SVP who made the trip to Portugal were uniformly overwhelmed with the graciousness of our Portuguese colleagues. This conference has established a new international presence for our Society while also giving us a rare opportunity to explore the beauty of the culture and people of Portugal.

Submitted by David Blustein.

Society for Vocational Psychology

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c/o Paul A. Gore, Ph.D.

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