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# Vocational Psychology News

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

Volume XI, Number 2

Summer, 2000

## From the Chair

We are beginning to get ready for the APA convention, which will be held from August 4-8 in Washington, D.C. 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.

Plan on Monday, August 7 and Tuesday, August 8 for Section activities:

### Monday

- 10-11:50 Building the next stage of career development: new theoretical innovations. Our section symposium will focus on the contributions of psychological theory to vocational psychology. Participants are: Chris Robitschek and Shelly Greenleaf (Positive Psychology), Fred Leong (Cross-cultural psychology), Scott Solberg and Kimberly Howard (Self theories), Tom Krieschok (Information processing), and David Blustein and Ellen McWhirter (Liberation psychology) Location: Convention Center, room 29
- 1-3 Section business meeting, Presidential Suite, Renaissance Hotel
- 3-4 Conversation Hour

- 6-8 Joint Sections Social Hour, Graduate Student Poster sessions

### Tuesday

- 8-8:50 Roundtable on Applying theoretical innovations in vocational psychology, Convention Center, Hall A

Other section activities that are occurring now include:

- Planning for the 2001 Vocational Conference, **March 1** in Houston, Texas. Jane Swanson and Paul Gore are co-chairing this conference, which will be held immediately before the National Counseling Psychology Conference (March 2-4). The Section will also have dedicated time during the NCPC.
- Training survey sent out by the Training Group. Be sure to return your materials to Angela Byars, University of Wisconsin-Madison!
- The mentoring program has received several applications, and our mentoring program will begin this summer.

This is my last column as chair of the Section. I have enjoyed working with the other members of the section, and in particular working with Linda Subich, Paul Hartung, Paul Gore, Mark Pope, and Jane Swanson. Thanks to all who

have been willing participants of all of our activities. We continue to grow and find ways to be effective as vocational psychologists. I'm proud to be a member of this section!

Nadya Fouad

## From the Chair-Elect

Greetings to all! The annual APA convention marks the beginning of a new year for the Society for Vocational Psychology. I am looking forward to making the transition from Chair-Elect to Chair of the Society, as our current chair, Nadya Fouad, moves on to the presidency of Division 17.

We have a number of stimulating activities planned for the APA convention and for the next year. First, I encourage you to take note of programs and meetings sponsored by the Society. Our business meeting is scheduled for Monday, August 7, from 1:00 to 3:00 in the Division 17 Hospitality Suite. While calling it a "business meeting" may scare some members away, we are well known for accomplishing important tasks for the coming year with a great deal of enthusiasm and enjoyment.

The agenda for this year's business meeting will be posted on the Society Listserv in July. As a teaser, however, I'll mention that we plan to announce the recipient of the first annual Society-

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## Proposals Being Accepted to Request Funds From Division 17 Endowment Fund

### The Development and Growth of the Division 17 Endowment Fund.

The Division 17 Endowment Fund of the American Psychological Foundation was established during Dr. Bruce Walsh's Division 17 Presidency to sponsor innovative projects that support the practice and science of counseling psychology and further the goals of Division 17. In this Endowment Fund, the principal will be preserved and the income earned will be used to sponsor and support innovative projects. Currently, the principal is valued at \$50,000. The interest earned since the Fund's inception has accumulated and is valued at approximately \$3,000. We are seeking to increase the principal by requesting donations from Division 17 members. As the principal in the Fund increases, Division 17 will be able to support more projects or larger projects with the accrued interest. Making a donation to the Endowment Fund is an excellent way to make a difference in the future of counseling psychology. Please consider making a donation to the Division 17 Endowment Fund by writing a check for any amount to the "American Psychological Foundation, Division 17 Endowment Fund" and mailing it to: Linda Forrest, Chair of the Division 17 Endowment Fund, 439 Erickson Hall, Michigan State University, East Lansing, MI 48843. If you have any questions about the establishment of the Fund, the Division's objectives for distributions of the accrued interest from the Fund, or your donation, feel free to call (517-355-8502) or email (Lforrest@pilot.msu.edu).

### Submission of Proposals To Request Funds from the Division 17 Endowment Fund.

The Division 17 Endowment Fund

has been established to support innovative projects such as broadly focused scholarly activities or research projects, public policy initiatives, conferences, workshops, or continuing education programs, that further the strategic goals of Division 17. Any one who is a member, fellow of Division 17, or its Sections, SIGs, or the Student Affiliate Group is eligible to apply and may submit a proposal for consideration for funding. Proposal should include: (a) a 250 word executive summary, (b) a budget proposal for the entire project indicating how Division 17 Endowment Funds would be used, (c) description of other funding and resources to support the project, (d) other sponsors or supporters, if any, of the project, (e) a detailed timeline, (f) an indication of the anticipated impact of the project on the field of counseling psychology, and (g) a summary of the qualifications of the individuals who will be involved in the project. Proposals will be reviewed by the Endowment Fund STG and recommendations will be made to the Division 17 Executive Board who will make a final decision about who will receive Endowment Fund money to support their project. Deadlines for submission of proposals is January 1st and July 1st of each year. Executive Board decisions will be made in February and August of each year. Submit proposals to: Linda Forrest, Chair of Division 17 Endowment Fund, 439 Erickson Hall, Michigan State University, East Lansing, MI 48843. Feel free to call with questions about the proposal submission process by phoning (517-355-8502) or emailing (LForrest@pilot.msu.edu).

## Election News

It has been a busy voting season this spring with ballots distributed to make official our proposed Bylaws changes and to elect a new Chair-Elect and Treasurer. The Bylaws vote is complete with the proposed changes accepted by the requisite 2/3 majority of the voting membership. The changes were summarized in the last newsletter and essentially clarified officers' duties and simplified our nominations and election procedures.

The officer election does not close until June 20th, but as of this writing 113 members had voted. That is truly AWESOME participation in the section and suggests to me that we have some very interested, involved and committed members. I look forward to receiving additional ballots, and after the results of the election have been reported to the Division's Executive Board they will be announced at APA and on our Listserv.



Society Members are encouraged to submit interesting career-related web site addresses to the editor at pgore@siu.edu. These sites will be shared with our membership in subsequent issues of the Society News as space permits.

## ***Student Members' Posters To Be Showcased at APA***

Congratulations to the following graduate students who have been accepted to present their work at the Monday night (8/7/00) section-sponsored social hour at APA!!!!

Christopher A. Ebberwein  
(University of Kansas)

Stories of adult transition: Understanding career adaptability following a job loss

Danae E. Hanney  
(University of Kansas)

Career barrier perceptions and the motivational force to choose a gender-dominated career

Sheila J. Henderson  
(Stanford University)

Creative innovation courses: Forums for personal growth and career exploration

Saba Rasheed  
(University of Oregon)

Prediction of post-secondary vocational/educational plans for freshman-high school students

Daniel L. Schulte  
(Arizona State University)

Goal systems assessment as an alternative approach to vocational psychology

Please remember to put this social hour on your convention schedule. It is a great way to support the section and our students, relax with colleagues, and learn more about activities of the other sections of the Division.

## **The International Association for Educational and Vocational Guidance (IAEVG)**

I invite all Society members to consider joining the International Association for Educational and Vocational Guidance (IAEVG). As you know, this association is comprised on an outstanding group of international scholars and career practitioners. In addition to sponsoring outstanding conferences around the world, IAEVG will be producing a refereed journal entitled the International Journal for Educational and Vocational Guidance (IJEVG). IJEVG will publish articles addressing work and leisure, career development, career counseling, career guidance, and career education which have either an international content (e.g., comparative studies, multi- or cross cultural perspectives, regional surveys) or contribute to topics of broad international interest (e.g., theoretical developments, ethical issues). Important national developments which are of larger interest could be included. All articles should present implications for practice.

Membership dues are \$50 per year. Persons interested in joining should contact me, Spencer Niles, at the address listed below. I hope folks will consider joining this excellent association.

Best,

Spencer Niles  
US National Correspondent  
IAEVG  
168 Ruffner Hall  
University of Virginia  
Charlottesville, VA 22903  
sgn2t@virginia.edu

## **International Association for Educational and Vocational Guidance Hosts Conferences and Celebrates Anniversary**

The next conference of the International Association for Educational and Vocational Guidance occurs August 30-September 1, 2000 in Berlin Germany. Further, the International Association for Educational and Vocational Guidance celebrates its 50th anniversary next year with two conferences. The first celebratory conference will occur March 6-9, 2001 in Vancouver, British Columbia, Canada. Proposals for papers must be received by September 15, 2000. The second celebratory conference will occur September 18-21, 2001 in Paris, France where IAEVG was founded. The deadline for proposals has not yet been announced. Information about these conferences can be obtained from IAEVG or Mark Savickas (e-mail: ms@neoucom.edu)

## **Mentoring Program Initiated**

The section's mentoring program has its first group of applicants and the mentoring committee is hard at work reviewing materials to determine matches. Applicants have agreed to a two year participation period with an option to renew the partnership at subsequent two year intervals. Once matches are made and the partners are informed, the individual dyads will negotiate how they will make and maintain contact (e.g., in person,

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# Society **Spotlight**

This edition, the Spotlight shines on  
Cindy Juntunen, Ph.D.

by Camille DeBell

It is about 99 degrees today in Lubbock, with 99% humidity, and I think this may be the only time I have felt envious of someone from North Dakota. (eh!) But as I tell you more about Cindy as a person and as a valued colleague, I think you might feel quite inspired by some of the work she is doing and the person she seems to be.

Cindy's early life is like a story out of yesteryear. A North Dakota farm girl, she grew up near a tiny town of 200 people. "There were 13 people in my high school graduation class!" she said. Her educational pursuits beacons her elsewhere, however--Ball State University for her M.A., UC-Santa Barbara for her Ph.D., and an internship at the University Counseling Center, University of Missouri-Columbia.

A class assignment from Larry Gerstein at Ball State is what initially turned her on to vocational psychology. "He asked us to apply the career theory of our choice to the career path of any famous person. I chose to use social learning theory to explain the life-career of Simone de Beauvoir. She became a real hero for me . . . I still feel impacted by this assignment."

Her rural roots must have beacons Cindy back North, because she is now an Associate Professor and Chair in the Department of Counseling at the University of North Dakota. She is very excited by her research, which focuses on the vocational needs of underserved populations. "You know, the unemployment rate on American Indian

Reservations [in this region] is about 70%. So I've been doing career research with American Indians and am currently seeking funding to transfer some of our findings into a culture-based career counseling curriculum for American Indian students and youth." Cindy is also working on projects with adults who are transitioning out of welfare or who are low-income, underemployed, or unemployed. "We developed a career preparation program for these populations called HOPE--Honoring Occupational and Personal Empowerment." She brightened. "Hope was just funded for three years by the Otto Bremer Foundation. We are learning incredible amounts, it's very exciting. And my students are so interested in working with social class and career issues--they really energize me!"

Now that she teaches her own vocational courses, she always begins the class with the "time-at-work" exercise ("learned when I was a T.A. for Dennis Nord at UCSB"): Deduct your current age from your expected retirement age, multiply by 40, then multiply by 50, and this gives an estimate of the total number of hours spent at work across a life-span. "Students frequently get numbers ranging from 40-80,000 hours! It doesn't make converts of everyone," she smiled, "but it's surprising how many students sit up and take notice and begin to realize that career counseling is an important class!"

Cindy enjoys her free time with her husband and two young children and lots of camping, gardening, and painting with watercolors ("I've just



started that"). She spent most of 1998 recovering from radiosurgical treatment of a benign brain tumor and subsequent seizure disorder. Surprisingly, Cindy calls this a "liberating experience." "I was lucky to learn that I needed to pay as much attention to my leisure-life as my career-life." Cindy seems to enjoy her life a great deal. She says that she laughs frequently and (her daughter tells her) loudly. I'll bet she gets good at the watercoloring.

Cindy believes strongly that our field needs to more fully integrate efforts to foster social and economic change into our work with individuals. "I hope that my research will take me in that direction." Hey, I'd say it is clear that her research has already done this.

Cindy's story inspired me to stop and smell the roses AND to work "better." Hope her story does the same for all of you.

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sponsored Graduate Student Award. We also will do the initial planning for proposals for the next year's APA convention. Come early to get a good seat (or a seat at all – last year was standing room only!).

Second, plan to stay for the conversation hour (3:00 to 4:00) with a distinguished vocational psychologist, immediately following the business meeting. The conversation hour has quickly become a tradition for the Society, and those who attended last year enjoyed hearing Dr. Fred Borgen discuss his career. Negotiations are pending with this year's guest, but I can guarantee an interesting hour.

Third, we are beginning to plan in earnest for the Society's next national conference, our fifth biennial conference. As many of you know, the Division of Counseling Psychology is holding a National Conference in Houston, TX on March 2-4, 2001. Each section was invited to plan events in conjunction with the divisional conference. The Executive Board of the Society decided to host a one-day conference to be held on March 1. In addition, there will be break-out times during the divisional conference that are devoted to Society activities and intended to interweave Society and divisional issues and topics.

The theme of the Division 17 conference is "Counseling Psychologists: Making a Difference." The Society for Vocational Psychology conference will take up this theme, by examining vocational psychology and social advocacy. The Society conference will emphasize the practice, research, and theoretical dimensions of social advocacy: How can we extend vocational psychology beyond its traditional settings and clientele to offer theoretical frameworks and applied services to underserved individuals and populations? What do theories of vocational psychology offer to such

an expanded view, and what implications do broader applications have for existing theories? How might vocational psychologists become agents of social change?

We are hoping that the 2001 conference will build upon the 1999 conference held in Milwaukee, WI, with its theme of contextual factors in vocational development. We also hope to offer our expertise as vocational psychologists to the Division 17 conference, as we consider how to "make a difference" as counseling psychologists.

Please check the Division 17 website for more information about the National Conference ([www.div17.org/cp2001](http://www.div17.org/cp2001)) and mark your calendars now to join us a day early for the Society for Vocational Psychology conference. Watch the Society website ([www.div17.org/vocpsych](http://www.div17.org/vocpsych)) for more details about the Society conference.

I look forward to seeing you all in Washington, D.C.!

Jane L. Swanson

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by phone, by e-mail, by regular mail, at APA or other professional meetings), and what information/ assistance each partner would like to realize from the partnership.

The first set of applicants represents a cross section of the section's membership. Applicants include both relatively more junior and relatively more senior individuals with a diverse array of interests, skills and career goals. The matching committee is comprised of myself and Kristin Perrone, and we hope to have some news to partners in the coming months.

We also are interested in gathering information from our participants

about their experience with the Mentor Partners program, so Donna Schultheiss is coordinating efforts to assess and evaluate its success. We will ask partners to keep logs of contacts and to provide us with feedback and suggestion at various points in the program.

In sum, the inaugural year of the Mentor Partners program is well underway. If you missed a chance to participate this year, look for an announcement of our second year of enrollment on the section's Listserv and web page in the fall.

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

#### **Section Officers**

##### ***Chair***

Nadya A. Fouad, Ph.D. (2000)  
University of Wisconsin-Milwaukee

##### ***Chair-Elect***

Jane L. Swanson, Ph.D. (2000)  
Southern Illinois University-Carbondale

##### ***Treasurer***

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

##### ***Communications Officer***

Paul A. Gore, Ph.D. (2001)

Visit our web site at

<http://www.div17.org/vocpsych>  
Webmaster: Paul A. Gore, Ph.D.



# Newsmakers

Section Member News and Notes



**Howard E. A. Tinsley, Ph.D.** has been elected secretary/treasurer of the Academy of Leisure Sciences. The Academy is an international association of 80 scholars who have been elected to membership in recognition of their "exceptional scholarly and intellectual contributions" to the study of leisure. Although essentially an honorary organization, the Academy of Leisure Sciences undertakes a number of programs that further its central purpose of the intellectual advancement of leisure sciences. These include publication of a series of "White Papers" on issues pertaining to leisure, recreation and tourism, sponsorship of an annual Future Scholars program, and a doctoral student recruitment initiative.

**Ellen Lent, Ph.D.** has moved her career counseling and coaching practice to Olney, Maryland, near Washington, D.C. and Columbia, Maryland. She also provides workplace consulting for leaders and teams, using the multi-rater Emotional Competence Inventory (ECI) and other assessment techniques. She is one of 200 people worldwide accredited to deliver the ECI, a measure of emotional intelligence. She recently presented a workshop on enhancing job satisfaction for the Maryland Network of the American Council on Education's Office of Women. Her chapter on underemployment and job loss counseling will appear in *The Mental Health Counselor's Sourcebook: Essentials for effective and responsible practice*, edited by Elizabeth Welfel and R. Elliott Ingersoll (John Wiley).

**Eduardo Santos, Ph.D.** and **Joaquim Armando Ferreira, Ph.D.** hosted **Frederick Lopez, Ph.D.**, during his Fulbright leave in Portugal, University of Coimbra, between March and June. Dr. Lopez presented several lectures and developed diverse activities from which was developed a 2 day seminar for career counselors on the theme - College-to-Work: the Relational Context of the Young Adult Transition.

**Darrell Luzzo, Ph.D.** recently edited a book entitled "Career Counseling of College Students: An Empirical Guide to Strategies That Work." The book is published by APA Books and contains chapters by a number of Society members including **Paul Hartung, Spencer Niles, Donna Schultheiss, Andrew Carson, Ruth Fassinger, Karen O'Brien, Mark Pope, Jeffrey Prince, and Sarah Toman.**

**Thomas Krieschok, Ph.D.** was recently promoted to Full Professor in the department of Psychology and Research in Education at the University of Kansas. Congratulations, Tom.

**Mark Savickas, Ph.D.** presented the keynote address entitled "Relations between Theory, Research, and Innovative Practice" at a conference in Leicester, England celebrating the 25th anniversary of the National Institute for Careers Education and Counseling.

**Bert W. Westbrook, Ph.D.** was recently honored as North Carolina State University's Alumni Distinguished Undergraduate Professor for the years 2000 - 2002. This award is in recognition of Dr. Westbrook's long-term distinguished service in undergraduate teaching at NC State.

**Dale Prediger, Ph.D.** recently com-

pleted an update of the World-of-Work Map (WWM), an extension of Holland's hexagon. In the update, he used 3 databases to obtain Data/Ideas (D/I) and Things/People (T/P) work task scores: (1) RIASEC expert ratings (1,122 occupations); (2) Job analysis data (1,573); & (3) RIASEC mean interest scores (640). D/I score correlations across databases 1-2, 1-3, & 2-3 were .78, .78, & .75. T/P correlations were .81, .77, & .74. These correlations across diverse databases appear to provide a new type of support for the dimensions underlying Holland's hexagon. The WWM update was based on the locations of occupations on the two dimensions.

**Robert W. Lent, Ph.D.** presented two invited keynote addresses recently at the 2nd National Congress of Vocational Guidance in Padova, Italy. The addresses involved an overview of social cognitive career theory and a consideration of the theory's applications to career choice counseling. **Prof. Sunny Hansen, Univ. of Minnesota**, also presented at this conference, which was hosted by the Univ. of Padova.

Send your news, notes, and newsletter articles to:

[pgore@siu.edu](mailto:pgore@siu.edu)

Deadline for Winter issue: 1/10/01

# Journal Spotlight

As a new feature in the Society News, we will be highlighting upcoming special issues or topics in career journals.

## *Journal of Vocational Behavior*

Call For Papers  
Special issue on  
Careers in Academia  
February 2002

Yehuda Baruch  
and Douglas T. Hall  
Guest Editors

The *Journal of Vocational Behavior* invites submissions to a special issue exploring careers in academia. This special issue will provide scholars with the opportunity to debate and develop ideas concerned with career models. We believe that the field of academia can provide new perspectives to the development of new general career models. As traditional frameworks (such as the hierarchical, bureaucratic model of careers) lose validity, the model of careers in academia (which is itself changing) can be either a reflection of broad processes in the career world or a leading concept to follow. Was the academic career model the prototype for new career concepts such as the protean, the post-corporate or the boundaryless career (see Hall, Peiperl & Baruch, and Arthur & Rousseau respectively)? Can career frameworks which prevail in academia be the role model for future careers

systems?

We have an interest in papers examining the state of the art of careers in academia which may be changed due to new trends of changes in the management of people in organizations. We encourage submission of both theoretical/conceptual contributions and empirical studies which may test such concepts. Submission topics might include, but are not limited to:

- fit (and limitations) of academic career models to other domains/ realms of working life
- individual development in academia (e.g. career paths in academia)
- organizational career systems for academia
- how career models have developed in academia
- emerging career models in academia (e.g., alternatives to tenure)
- careers in academia vs. careers in the for-profit, public, and non-profit sectors.
- academic careers in different cultures (national)
- academic careers in different cultures (sectors - e.g. in engineering vs. humanities)

Authors are invited to submit their manuscripts, following the instructions in the Information for Authors section of the Journal, no later than **April 1, 2001**.

### Guest editors

#### In the US:

Professor Douglas T. Hall  
Boston University School of  
Management  
595 Commonwealth Avenue,  
BOSTON, MA 02215  
USA  
TEL: 617/353-4166  
FAX: 617/353-4878

#### Outside the US:

Dr. Yehuda Baruch

School of Management  
UEA  
Norwich NR4 7TJ  
UK

E-mail (for general inquiry):  
TEL: (UK) 1603-593341  
FAX: (UK) 1603-593343

## *Journal of Career Assessment*

The Journal of Career Assessment will be featuring a special issue on Career Assessment and Self-Efficacy Beliefs in the Summer 2000. This special issue contains articles by a number of Society members including Nancy Betz, Steven Brown, Robert Lent, Paul Gore, Thomas Krieschok, and Kathleen Bieschke.

## *Career Development Quarterly*

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Annual Review: Practice and Research  
in Career Counseling and Development - 1999. Consuelo Arbona

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address?**

Try  
[www.div17.org/vocpsych/membership.html](http://www.div17.org/vocpsych/membership.html)

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**ARTICLES**

A Follow-up of Adult Career Counseling Clients of a University Extension Center. Charles C. Healy

Comparing Intake Concerns and Goals with Career Counseling Concerns. Spencer G. Niles, Walter P. Anderson, Jr., and Stephanie Cover.

**Effective Techniques**

Using Readiness Assessment to Improve Career Services: A Cognitive Information Processing Approach. James P. Sampson, Jr., Gary W. Peterson, Robert C. Reardon, and Janet G. Lenz

A Promising Step for Improving Careers Service Delivery. David A. Jepsen

The Viability of Readiness Assessment in Contributing to Improved Career Services: A Response to Jepsen

James P. Sampson, Jr., Gary W. Peterson, Robert C. Reardon, and Janet G. Lenz

**CDQ Editorial Board to Meet at the NCDA Conference in Pittsburgh**

The CDQ Editorial Board will meet at the NCDA Conference on Friday, June 23rd from 5:15-6:30 in the Board Room of the conference hotel.

Spencer G. Niles

**Membership Matters**

Society Membership is currently 204 with 158 Members, 11 Professional Affiliates, and 35 Student Members. Membership remains strong on the Society

Listserve as well with over 150 subscribers.

**MISSING MEMBERS**

In order to keep the following members on our roster we need current addresses:

- Lisa Avedon
- Carol Eikleberry
- Kimberly Howard
- Kenneth Millard
- Akcali F. Ozge
- Brian Pillsbury
- Stacie Vernick

If you know how to contact one of these "lost" members, please do and tell them to contact our Communications Officer, Paul Gore, at [pgore@siu.edu](mailto:pgore@siu.edu) if they wish to remain a part of the section. If we do not hear from them, we will drop them from our roster.

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***Society for Vocational Psychology***

A Section of the Division of Counseling Psychology (17)  
of the American Psychological Association  
c/o Paul A. Gore, Ph.D.  
Department of Psychology  
Southern Illinois University  
Carbondale, IL 62901-6502