

SOCIETY FOR VOCATIONAL PSYCHOLOGY



13th Biennial Conference

Transitions

June 18th - June 20th, 2018

THE SAGUARO HOTEL
SCOTTSDALE, ARIZONA

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WELCOME FROM THE SVP CHAIR

Welcome to the Society for Vocational Psychology's 13th Biennial Conference in Scottsdale, AZ. On behalf of the conference planning committee, I am pleased to have you join us to highlight premier scholarship and strategic responses to our changing world and profession.

The conference theme, Transitions, is fitting and connects with many of our ongoing research and practice endeavors. A rich array of over 60 presentations by distinguished and emerging scholars will examine transitions across the lifespan and ongoing challenges of employability within an uncertain future of work. The program includes symposia, interactive roundtable discussions, and posters offering perspectives on topics related to transitions: college to career, emerging adulthood, midcareer, life-role transitions, unemployment, underemployment, retirement, immigration, acculturation, adaptability, resilience, vocational interests and the future of work itself within the context of numerous cultures.

Take advantage of this opportunity to learn from each other, connect with colleagues, and welcome graduate students to further our professional development. We look forward to sharing mutual passions for advancing vocational psychology scholarship while identifying ways to enhance career development interventions to better the work lives of all people.

Thank you for joining us! Enjoy your time in Scottsdale!



Patrick Rottinghaus

Patrick Rottinghaus, Ph.D.
Chair, Society for Vocational Psychology
Associate Professor, Educational, School & Counseling Psychology
University of Missouri—Columbia

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CONFERENCE AT-A-GLANCE

Monday, June 18

2:00 PM - 5:00 PM

5:00 PM - 7:00 PM

7:00 PM

Registration

Reception

Student Social

Tuesday, June 19

8:00 AM - 9:00 AM

9:00 AM - 10:00 AM

10:00 AM - 11:00 AM

11:00 AM - 11:15 AM

11:15 AM - 12:15 PM

12:15 PM - 1:45 PM

1:45 PM - 2:45 PM

2:45 PM - 3:00 PM

3:00 PM - 4:00 PM

4:00 PM - 5:00 PM

5:00 PM - 7:00 PM

7:00 PM

Registration

Continental Breakfast

Welcome & Introduction

Session I

Break

Session II

Lunch

Session III

Break

Session IV

Session V

Reception & Poster Session

Dinner on Your Own

Wednesday, June 20

8:00 AM - 9:00 AM

9:00 AM - 10:00 AM

10:00 AM - 11:00 AM

11:00 AM - 11:15 PM

11:15 PM - 12:15 PM

12:15 PM - 1:30 PM

1:30 PM - 2:30 PM

2:30 PM - 3:00 PM

Continental Breakfast

Session VI

Session VII

Break

Session VIII

Lunch

Session IX

Closing Session



CONFERENCE AGENDA

MONDAY, JUNE 18th

- 2:00 - 5:00 p.m.** Registration | *Agave Foyer*
- 5:00 - 7:00 p.m.** Reception | *Agave East*
- 7:00 p.m.** Student Social | *Frank & Lupe's Old Mexico*

TUESDAY, JUNE 19th

- 8:00 - 9:00 a.m.** Registration | *Anchusa Foyer*
- Continental Breakfast | *La Plaza*
- 9:00 - 10:00 a.m.** Welcome & Introduction | *Anchusa 1*
- 10:00 - 11:00 a.m.** Session I: Concurrent Symposia

I-1 Underemployment, Employability, and Decent Work: Coping with Transitions to the New Economy | *Anchusa 1*

Blake A. Allan, Purdue University; Jérôme Rossier, University of Lausanne; Ouedraogo Abdoulaye, University of Ouaga; & Kokou Amenyonon Atitsogbe, University of Lausanne

In the context of a rapidly changing global economy, access to stable work is increasingly constrained, and vocational psychologists can play a role in understanding these challenges. In this symposium we will discuss three projects exploring how people define and experience suboptimal employment in three different cultures and contexts.

I-2 Continuity and Change in Interests | *Anchusa 2*

James Rounds, Kevin Hoff, University of Illinois at Urbana-Champaign; Gundula Stoll, University of Tübingen, Germany; Sif Einarsdóttir, University of Iceland; & Christopher D., Michigan State University

Interests are among the most widely applied individual difference constructs in education and psychology (Chamorro-Premuzic, von Stumm, & Furnham, 2011). Because of their widespread influence on educational and occupational outcomes, it is critical to understand the degree that interests change through the lifespan. This symposium presents four papers that examine continuity and change of vocational interests over a variety of transitions, measures, and countries (United States, Germany, and Iceland).

- 11:00 - 11:15 a.m.** Break | *La Plaza*
- 11:15 a.m. - 12:15 p.m.** Session II: Concurrent Symposia & Roundtables

Symposia

II-1 Personal Globe Inventory (PGI): A New Way of Assessing and Presenting Interests and Self-Efficacy | *Anchusa 1*

Terence J. G. Tracey, Chun Tao, Kimberly Borenstein-Mauss, & Richard Wong, Arizona State University

The Personal Globe Inventory (PGI; Tracey, 2002; 2010) assesses interest and self-efficacy and has strong psychometric support in the U.S. as well as internationally. The general model of the PGI will be reviewed followed by a summary of the psychometric support as well as applications using its free web-based version.

II-2 Facilitating Career Decision Making: Assessment of Antecedents, Consequences, and Outcome

| [Anchusa 2](#)

Itamar Gati, The Hebrew University; Viktoria Kulcsar, Bolyai University; & Nimrod Levin, the Hebrew University

Facilitating career decision-making is an important challenge for counselors. We present a three-stage model for career decision-making (Prescreening, In-depth Exploration, and Choice) and review measures of the challenges in career decision-making, classifying them into three major categories (Antecedents, Consequences, and Outcomes) based on the measures' goal, characteristics, and applicability.

Roundtables

II-a The Impact of Family on Chinese Emerging Adults' Educational and Vocational Transitions

| [Lantana 1](#)

Zi Chen, Boston University; & Weiyi Xie, Hong Kong University

This study explored contextual and psychological resources for emerging adults to make successful transitions into the world of work. Using a sample of 2078 Chinese college and graduate students, the present study examined the impact of family on emerging adults' transitions, examining career decision-making self-efficacy (CDMSE) as an intermediate variable.

II-b Timeline Perspective of the Work-Family Interface - Critical Transitions and Suggested

Intervention | [Lantana 1](#)

Rachel Gali Cinamon, Tel Aviv University

Based upon a recent timeline perspective of the work-family interface suggested by Cinamon (2017), the current presentation will describe three models of interventions which focus upon the work-family interface that fits the characteristics of three critical transition stages: transition to adulthood, transition to parenthood and the transition to retirement.

II-c Is Silence A Virtue?: Changing the Conversation on Undocumented Students | [Lantana 1](#)

Marie C. Adams & J. Y. Cindy Kim, University of Iowa

Undocumented student immigrants within the United States are one of the most vulnerable populations currently within the higher educational system. They face unprecedented political, institutional, and cultural barriers to their academic and vocational goals. This roundtable will discuss common barriers for undocumented students and ways to provide comprehensive cultural interventions.

II-d Examining the Relationship between Social Class and Career Development | [Mariposa 1](#)

Dylan Ryan Richard & Melanie Leuty, University of Southern Mississippi

Research supports that one's social class influences the career development process, yet most empirical research on career development ignores issues of social class. Thus, the current study examined the relations between both SES and subjective social class on career adaptability and career decision-making difficulty in college students.

II-e Vocational Identity & Risk-Immersed Youth: Integrating Career Construction and Psychology of Working | [Mariposa 1](#)

Sean Flanagan & Jonathan F. Zaff, Boston University

This study tests a structural equation model incorporating elements of Career Construction and the Psychology of Working theories to examine the moderating effects of social support and critical consciousness on the relationships between social class, marginalization, work volition, career adaptability, and vocational identity among risk-immersed young adults age 16-24.

II-f Promoting Student Success for Prospective First-Generation Students | [Mariposa 2](#)

Neeta Kantamneni & Tara Warner, University of Nebraska-Lincoln

This proposed roundtable discussion will present actions and strategies that vocational psychologists can use in high schools and colleges to promote prospective first-generation college students' academic success from a critical consciousness and positive youth development framework.

II-g The First-Generation College Student Experience: New Conceptual and Methodological Directions | *Mariposa 2*

Pat Garriott, Helen Chao, Eve Faris, Joseph Galluzzo, Courtney Hadjeasgari, & Mackenzie Jessen, University of Denver

This presentation will describe the development of a measure to assess the psychological experiences of students who are the first in their family to achieve a bachelor's degree, also known as first-generation college students. The dimensions of the scale and its use in future vocational psychology research will be discussed.

12:15 - 1:45 p.m.

Lunch | *Agave Ballroom*

Sponsored by  YouScience®

1:45 - 2:45 p.m.

Session III: Symposium

III-1 Preparing for the Future of Work and Career Development: A Vocational Psychology

Perspective | *Anchusa 1*

Robert W. Lent, University of Maryland; Terence J. G. Tracey, Arizona State University; & Itamar Gati, The Hebrew University

How is vocational psychology to respond to the increasing threat of a precarious, and even jobless, future for many workers? This session will consider a variety of strategies, representing SCCT as well as pantheoretical positions. A brief presentation will be followed by the reactions of two discussants and audience dialogue.

2:45 - 3:00 p.m.

Break | *La Plaza*

Sponsored by  College of Education
University of Missouri

3:00 - 4:00 p.m.

Session IV: Concurrent Symposium & Roundtables

Symposium

IV-1 Surviving and Thriving: Voices of Latina/o Engineering Students at a Hispanic Serving

Institution | *Anchusa 1*

Pat Garriott, University of Denver; Rachel L. Navarro, University of North Dakota; Lisa Y. Flores, University of Missouri–Columbia; Hang-Shim Lee, KonKuk University; Ayli Carrero Pinedo & Diana Slivensky, University of North Dakota

This study examined the college persistence of Latina/o engineering students attending a Hispanic Serving Institution. Undergraduate engineering students (N = 10) completed qualitative interviews about their experiences in engineering majors. Data were analyzed using the consensual qualitative research method (CQR; Hill, Thompson, & Williams, 1997).

Roundtables

IV-a Beyond the Classroom: Preparing Graduate Teaching Assistants to Transition to Profession

Work | *Mariposa 1*

Mary Dawes & Janelle Kappes, Arizona State University

The transition from college to career can be especially difficult for graduate students navigating postsecondary training and education. This presentation examines an intervention centered around self-efficacy theory to prepare graduate teaching assistants beyond the classroom – this program prepares emerging adults for the transition into the work force.

IV-b Impostor Phenomenon and Career Development of Graduate Student Women | *Mariposa 1*

Jessamyn Perlus, University of Illinois at Urbana–Champaign

The Impostor Phenomenon (IP) is characterized by denying competence and discounting success. This study explores how women describe IP experiences in graduate school and associations with educational and career progression. The design incorporates interviews and survey measures. Findings inform interventions to promote women's career development while managing IP.

IV-c Cross Borders and Beyond: Career Transitions among International Graduate Students in Psychology | *Mariposa 1*

Yunkyoung Garrison & Soeun Park, University of Iowa; Bo Hyun Lee, University of Missouri–Columbia; & Young Hwa Kim, University of Maryland

Vocational psychology is a worldwide discipline. While discussion on training for international students has been increasing, little is known about their transitions from training to employment. The purpose of the presentation is to discuss international counseling psychology trainees' career development experiences, and their concerns around employment across national boundaries.

IV-d A Highly Effective Career-Focused Reentry Program for Inmates in Transition: Greener Pastures | *Mariposa 2*

Victoria A. Shivy & Jesse A. Wingate, Virginia Commonwealth University

We present results of a four-study mixed-methods investigation of a highly effective career-focused reentry program for inmates in transition. Study components include a community survey; a focus group with staff; individual interviews with current inmates and individual interviews with inmate graduates. Data address curative factors associated with this intervention.

IV-e Career Adaptability for Vocational Tasks, Occupational Transitions, and Work Trauma | *Mariposa 2*

Mark Savickas, Northeast Ohio Medical University; Suzanne Savickas & Steven Antalvari, Kent State University

The career adaptation model posits four dimensions that interact to shape an individual's responses to changes in their career story: adaptive readiness, adaptability resources, adapting responses, and adaption results. Together the four dimensions form an optimal sequence for making occupational choices and bridging transitions.

4:00 - 5:00 p.m.

Session V: Concurrent Symposium & Roundtables

Symposium

V-1 Facilitating the Transition for New Youth Immigrants to Canada Using Goal-directed Project Support | *Anchusa 1*

Meredith MacKenzie & Richard A. Young, University of British Columbia

The action-project method is the basis for a counseling intervention utilized to support goal-directed actions and projects for newcomers transitioning to a new country and to adulthood. This transition for young people is facilitated by identifying and monitoring the joint-actions and projects a new immigrant is engaged in.

Roundtables

V-a Using Holland's Theory, the Self-Directed Search, and Four Other Tools in Life/Career Transitions | *Mariposa 1*

Robert Reardon, Florida State University; & Katie Meyer-Griffith, Psychological Assessment Resources

John Holland's contributions assist persons with life/career transitions. This presentation examines (a) school-work, (b) school-school, (c) military-civilian, and (d) work-leisure transitions. Booklets dealing with these transitions, including the Self-Directed Search, Occupations Finder, Educational Opportunities Finder, Veterans/Military Occupations Finder, and Leisure Activities Finder will be distributed to participants.

V-b Using Mixture Modeling To Understand Vocational Interest Profiles: The Impact of Personality and Sex | *Mariposa 1*

Erica Mathis & Emily Bullock-Yowell, University of Southern Mississippi

The current study explored possible vocational interest profiles through factor mixture modeling. Profiles were explained in the context of Holland's theory, specifically using diagnostic signs of the theory to explain possible profile membership. Group membership according to sex and the relationship between Big Five personality variables and profiles was explored.

V-c The Intergenerational Relation of Vocational Interests and Occupations | *Mariposa 2*

Florian G. Hartmann, Universität der Bundeswehr München; Jutta von Maurice, Leibniz-Institut für Bildungsverläufe; & Christian Tarnai, Universität der Bundeswehr München

We examine whether students have the same interests as their parents. Additionally, we investigate to which extent the students aspired occupations are based on their own interests and on their parents' occupations. Results indicate a moderate interest similarity and a higher congruence between students' aspired occupations and their own interests.

V-d How to Develop a Holland RIASEC Interest Inventory: Lessons Learned with the Find Your Interests (FYI) Inventory | *Mariposa 2*

Shannon Salyer, Defense Personnel Assessment Center; Rodney A. McCloy, HumRRO; James Rounds, University of Illinois at Urbana–Champaign; & Patrick J. Rottinghaus, University of Missouri–Columbia

This roundtable will discuss the challenges of developing a RIASEC interest inventory in the context of the revision and development of the Find Your Interests inventory. Some of the issues to be discussed: Evaluation of RIASEC model-data fit, multidimensional nature of RIASEC types, construct coverage, and score reporting options.

5:00 - 7:00 p.m.

Reception & Poster Session | *Agave Ballroom*

Work and Relationships in the Lives of Individuals Facing Homelessness: Implications for Research, Practice, and Social Policy

Joaquim A. Ferreira, Eduardo R. Santos, & Lara Figueiredo, University of Coimbra, Portugal

The main purpose of this presentation is to present current research on work and relationships in the life trajectories of individuals facing homelessness. Themes that resulted from 14 in depth interviews to homeless persons living in Portugal will be presented. Implications for research, practice and social policy will be discussed.

Determinants of Drop Out from Job Training for Unemployed Youths in Germany

Verena Bruer, University of East Anglia

This mixed-methods research examines drivers for unemployed youths to drop out from skills training. The results show that competence, relatedness, autonomy, and fear play an important role, with notable differences by gender. High levels of grit can balance out the increased drop out risk associated with mental health issues.

Initial Development of the Career Futures Inventory–Adolescent Version

Chan Jeong Park, Johanna Milord, Patrick Rottinghaus, University of Missouri–Columbia; & Zi Chen, Boston University

This study presents early results from the ongoing development of an adolescent version of the Career Futures Inventory. Initial results from a diverse sample of high school students yielded the following five factors related to career adaptability: career agency (preparedness), negative career outlook, occupational awareness, balance, and support.

Predicting STEM Career Fit: Integrating Measures of Ability and Interest

Chan Jeong Park & Patrick Rottinghaus, University of Missouri–Columbia

The present study investigates how adding performance-based ability results to self-reported interest results increases students' fit for careers in computer technology, manufacturing, construction, and healthcare fields. Participants include over 5000 high school students from 14 states who completed the YouScience internet career guidance system.

Bridging the Gap: A Content Analysis of Students' Written Feedback on A Career Intervention

Ching-Lan Lin, Sara Heshmati, Samantha Danielle Brown, & Saba Rasheed Ali, University of Iowa

The present study examines the efficacy of a career intervention program implementation by specifically comparing the students' written feedback with the objectives. The content analysis reveals areas of strengths and limitations. While time and conflicts among peers were identified, students expressed appreciation of the competitive activities and collaborative teamwork experiences.

Idealized-Actual Job Discrepancy: A Moderating Factor in Predicting Affective Job Outcomes

Chu Chu, Wei Ming Jonathan Phan, & James Rounds, University of Illinois at Urbana–Champaign

We examine the discrepancy between idealized and actual jobs based on Social Cognitive Career Theory and Theory of Work Adjustment (Lent, Brown, & Hackett, 1994; Dawis & Lofquist, 1984). We test the moderating effect of this discrepancy on the relationship between interest fit and job outcomes over three studies.

The Effects of Stereotype Threat on Middle-school Student Collaboration in Inquiry-based Science

Samantha Daley, University of Rochester, Samantha Johnson, CAST, Inc., & Eleanor Castine, Boston University

This presentation investigates the effects of stereotype threat in collaborative, inquiry-based learning experiences in four middle school science classrooms. Results indicated that when stereotype threat was induced, collaborative learning experiences are negatively impacted and these effects differed by classroom composition but not student demographic characteristics. Implications will be discussed.

Entrepreneurial Interest Scale: Initial Development and Validation

Gabrielle Rodriguez, Wei Ming Jonathan Phan, James Rounds, University of Illinois at Urbana–Champaign

Entrepreneurship is a rapidly growing and promising field. We created an interest scale of entrepreneurship based on Schumpeter's creative destruction model of entrepreneurship (McCraw, 2007). Factor analyses suggested that entrepreneurial interest consists of two factors: Business creation and innovation.

Construction and Validation of the Subjective Underemployment Scales (SUS)

Haley M. Sterling & Blake Allan, Purdue University

In two studies with different samples of diverse, working adults (N=678; N=513), we provide evidence for the internal consistency, factor structure, and the validity of the Subjective Underemployment Scales (SUS). The SUS demonstrated convergent validity by relating to similar constructs.

Development and Initial Validation of the Quality of Maternity Leave Scale (QMLS)

Haley M. Sterling & Blake Allan, Purdue University

Though the number of women in the workforce continue to rise, considerations unique to women's experiences in the workplace have been slow to catch up. In response to this need, we created a 23-item Quality of Maternity Leave scale to evaluate mothers' subjective experience of maternity leave at work.

When Practice Fuels Research: The Impact of the Larsen Grant for Research in Career Development

Joonkil Ahn & Julia Panke Makela, the Career Center, University of Illinois at Urbana–Champaign

What happens when a career service office establishes a grant to support graduate student research in career development? What difference can it make on the literature, grant recipients, and the career practitioners themselves? Explore the impact of 15 years of the Larsen Grant at Illinois. Discuss strengthening theory-research-practice dialogs.

Crafting Your Future Career: Development of A Career Adaptability Workbook

Keely D. Alexander & Kayla G. Michael, University of Missouri–Columbia, Brooke Gilland, Career Center, University of Wisconsin–Madison, Patrick J. Rottinghaus, & Greyson Holliday, University of Missouri–Columbia

This poster presents the development of a career adaptability workbook for the Career Futures Inventory-Revised that offers a series of reflective questions and supplemental career exploration resources. Results from multiple case studies involving diverse clients in transition will further inform future research directions and practical applications.

How First-Generation Student Status Affects Career Development in African American STEM Students

Marie Hammond, Carin K. Smith, & Katie A. Johnson, Tennessee State University

The present study examined the impact of first generation college status on African American undergraduates' career development. Participants (n = 839) were tested on career development and ethnic identity measures. Significant differences were found between groups on ethnic identity and SCCT variables (self-efficacy, coping efficacy, and goals/persistence).

The Development of the Postgraduate School Application Self-Efficacy Scale (PSASE)

Meaghan Rowe-Johnson, University of Iowa

One of the barriers to obtaining postgraduate education is the application process. The purpose of this study was to develop a measure that assesses students' beliefs in their ability to succeed at tasks in the postgraduate application process. This research can inform clinicians' interventions with students applying to postgraduate programs.

Vocational Interests in the United States: Interest Level and Sex Difference Trends from 2005-2016

Michael Morris, CPP, Inc. & Yang Yang, Minnesota State University, St. Cloud

Using a sample of over 1.2 million United States residents, Morris (2016) examined year effects on vocational interests over the period 2005-2014. The current poster updates this data set to cover 2015 and 2016 (N = 271,432) and reexamines interest level and sex difference trends by year.

Examining the Incremental Validity of Career Fit on Work Outcomes

Naidan Tu, Wei Ming Jonathan Phan, & James Rounds, University of Illinois at Urbana–Champaign

Careers have become transient. We developed a subjective measure of career fit. The predictive validity of career fit on work outcomes (e.g. satisfaction, turnover intention) was examined in three studies. Career fit showed incremental validity beyond common fit types (e.g. person-organization fit, needs-supplies fit).

Comparing Interest and Competency Ratings of ADHD versus Typical Young Adults

Sandro Sodano, Gregory Fabiano, Kevin Hulme, & Abigail Caserta, University at Buffalo, The State University of New York
Total and prestige interest and total and prestige competency levels were examined in 24 ADHD and 25 typical teens. ADHD individuals were lower in total and prestige interests, as expected. No differences were found on competency levels, contrary to literature suggesting an over estimation of competencies by ADHD adolescents.

Relationship between Parental Expectations & Asian Students' Career Decision-making Process

Shao-Jung "Stella" Ko, Xinling Liu, Bo Hyun Lee, Xiaotian Hu, & Patrick J. Rottinghaus, University of Missouri–Columbia
This study addresses cultural values conflict and parental expectations related to career decision-making difficulties among Asian international college students in their cultural transition. Using Social Cognitive Career Theory as a framework, cultural adjustment will be examined as a mediator of the relationship between parental expectations and career decision-making outcomes.

Transitions: NCAA Athletes' Experiences of Athletic Retirement and Career Planning and Management

Stephanie Dinius & Kimberly Howard, Boston University
For most student-athletes, the termination of an athletic career is inevitable and coincides with graduation and transition into the world of work. Many are unprepared for the transition and experience psychological and emotional difficulties. Vocational psychology and the NCAA can benefit from knowledge of research in this area.

Evidence-based Narrative Assessment & 'Who You Are Matters!' Game Help Diverse People Navigate a Lifetime of Transitions

Mark Franklin, University of Toronto, OneLifeTools, CareerCycles
We examine the growing evidence basis for narrative postmodern career management practice, blended-delivery methods and gamification. Scalable narrative tools including the Who You Are Matters! intervention disguised as a game, and an online storyteller web application encourage consistent practice excellence, integrate theory, while also supporting research through two outcome studies: 1) single session narrative consultation; 2) comparison of career management courses at Universities of Toronto and Minnesota.


7:00 p.m.

Dinner on Your Own

WEDNESDAY, JUNE 20th

8:00 - 9:00 a.m.

Continental Breakfast | [La Plaza](#)

Sponsored by  Foundation

9:00 - 10:00 a.m.

Session VI: Concurrent Symposia

VI-1 Retirement Transition and Adjustment: Personal and Theoretical Perspectives | [Anchusa 1](#)

Nancy E. Betz, The Ohio State University; Steven D. Brown, Loyola University Chicago; Ruth Fassinger, University of Maryland; & Tom Krieshok, University of Kansas

Recently retired SVP members will address questions regarding their retirement transitions and decisions. Preretirement preparation, and factors influencing both the timing and nature of retirement decisions, including the roles of family and friends, health, finances, and avocational interests will be addressed. Challenges and suggestions for theory and research will be addressed time permitting.

VI-2 Shedding Light on Career Construction Following Cultural Transition: A Dynamic-Narrative Approach | [Anchusa 2](#)

Hanoch Flum, Ben-Gurion University of the Negev, Israel

This presentation's focus is on an investigation of young immigrants' career construction processes. A dynamic-narrative approach that includes life story narratives with an emphasis on relational experiences based on Relational Space Maps, Early Memories and Thematic Apperception Test (TAT)-like pictures was applied in the study and is exemplified here.

10:00 - 11:00 a.m.

Session VII: Concurrent Symposia & Roundtable

Symposia

VII-1 Retirement and Transition on Purpose | *Anchusa 1*

Rich Feller, Colorado State University; & Catherine McCormick, Career Transition Center, Foreign Service Institute, U.S. Dept. of State

Two senior career development specialists will review findings that lend support for building and evaluating programs for later chapter adults. Lessons learned from The U. S. Dept. of State's Job Search/Transition Program for Diplomats, and AARP's Life Reimagined program will be used to engage discussion about career transitions and well-being.

VII-2 Employability Does Not Equal Employment | *Anchusa 2*

Peter McIlveen, Harsha Perera, Jennifer Luke, & Allison Creed, University of Southern Queensland

Employability is important not only for those people in work, out of work, and looking for better work, but also for those people who work contributes to knowledge, practices, and policy about these things. This symposium comprises a philosophical perspective and three empirical presentations about employability.

Roundtables

VII-a Exploring Links between Work Volition Career Adaptability and Career Distress among Turkish Students | *Lantana 1*

Aysenur Buyukgoze-Kavas, Ondokuz Mayıs University; & Furkan Kirazci, Gazi University

Given the potentially important effects of career adaptability on well-being and positive youth development, we aimed to explore links between work volition, career adaptability and career distress among Turkish college students in this study. We expected that increased work volition and career adaptability will be related to decreased career distress.

VII-b Hope and Social-Contextual Variables as Predictors of Career Adaptability in Turkish Young Adults | *Lantana 1*

Feride Bacanlı, Gazi University

The purposes of this research are to investigate hope, generalized self-efficacy and social-contextual variable: career-related parent support as predictors of career adaptability in a sample of Turkish emerging adults. It is expected that increased hope, career-related parent support, and generalized self-efficacy will be to decreased career adaptability.

VII-c Development of the CASVE Cycle Questionnaire: Career Decision-Making Status across the Lifespan | *Lantana 2*

Brianna Werner & Emily Bullock-Yowell, University of Southern Mississippi

The CASVE Cycle Questionnaire (CASVE-CQ) is a measure in development to assess an individual's progress in the CASVE cycle. Specifically, the CASVE-CQ will allow vocational researchers and practitioners to more easily understand how much progress an individual has made in their career decision-making process.

VII-d Using O*NET to Understand the Relationships between Worker Characteristics | *Lantana 2*

Melanie Leuty, Ryan Stone, & Dylan Richard, University of Southern Mississippi

*O*NET provides a rich database of information on both occupations and workers. Using the most recent data available, relationships between worker characteristics, such as interests, values, and work styles were examined. This information may allow for targeted exploration and discussion of individuals' preferences in career counseling.*

11:00 - 11:15 a.m.

Break | *La Plaza*

11:15 a.m. - 12:15 p.m.

Session VIII: Concurrent Symposium & Roundtables

Symposium

VIII-1 Living in Transition: Enacting Support across the Ecologies of DREAMER College Students

| *Anchusa 1*

Ellen Hawley McWhirter, & Bryan Rojas-Araúz, University of Oregon; Neeta Kantamneni, University of Nebraska–Lincoln; Germán Cadenas, University of California–Berkeley; & Lisa Y. Flores, University of Missouri–Columbia

We present actions and strategies for vocational psychologists in university settings to promote DREAMER student career development and well-being amidst transitions in legal status, identity, and the structure of opportunity. Individual, group, and organizational interventions will be described, as well as implications for interventions, training, and policy.

Roundtables

VIII-a Diversity & Inclusion in Career Centers: A History of Social Justice and Transitioning Our Approach | *Lantana 1*

Carrie Collier, Craig A. Benson, & Shao-Jung “Stella” Ko, University of Missouri–Columbia

This session will focus on the history of social justice at the MU Career Center and the actions our center has taken to transition our approach to diversity and inclusion with staff and students, focusing specifically on responses since campus protests around race occurred in fall 2015.

VIII-b Career Readiness and Leadership Education: Theory, Research, and Best Practices

| *Lantana 1*

Gail S. Rooney, University of Illinois at Urbana–Champaign; & Kelli K. Smith, Binghamton University

A new sourcebook, Leadership Development for Career Readiness in University Settings (2018), explores the intersection of theory, research, and practice of leadership education and career readiness. Leadership theory, competency-based models, best practices, and assessment of outcomes are highlighted as ways to positively impact career readiness for post-graduation success.

VIII-c Peer Paraprofessional Programs in Career Services: Value, Impact, and Opportunities for Growth | *Lantana 2*

Julia Panke Makela & Jessamyn Perlus, University of Illinois at Urbana–Champaign

What difference do peer paraprofessional programs make in career services – for career offices, clients served, and peer paraprofessionals themselves? Learn about a study that addressed these questions using pre-post surveys of career self-efficacy, weekly reflections on career readiness competencies, and service delivery statistics, collected over an academic semester.

VIII-d The Career Engagement Model: An Early Warning System for Transitions | *Lantana 2*

Roberta Neault, Yorkville University & Life Strategies Ltd.

Are your clients/students ready for a change? Are they underutilized? Stretched far too thin? Completely disengaged? The Career Engagement Model, through examination of the alignment of challenge with individual and organizational capacity, can serve as a useful predictor of self-initiated transitions and also a practical tool for navigating career/life changes.

12:15 - 1:30 p.m.

Lunch | *Agave Ballroom*

1:30 - 2:30 p.m.

Session IX: Concurrent Symposia & Roundtables

Symposia

IX-1 Vocational Psychology and the Shifting Labor Market: A Debate about Transitions in Our Field

| *Anchusa 1*

Samantha D. Brown & Saba R. Ali, University of Iowa; & Lisa Y. Flores, University of Missouri–Columbia

Changes in the labor market directly affects how vocational psychologists help people find work. The field frequently focuses the interest-career choice connection, with little attention to the availability of these careers. The purpose of this presentation is to discuss the role of vocational psychologists within the changing labor market demands.

IX-2 Connecting Cognitive Information Processing Theory, Research, & Practice to Career Transitions | *Anchusa 2*

Emily Bullock-Yowell, University of Southern Mississippi; Debra Osborn, Florida State University; Seth Hayden, Wake Forest University; Janet Lenz & James Sampson, Jr., Florida State University

Cognitive information processing (CIP) theory, and its related research and application in practice, has spanned a 25-year period. This session will highlight key CIP theory concepts, related research, and provide examples of how the theory has been applied with a diverse range of individuals who are navigating career transitions.

Roundtables

IX-a Exploring the Career Futures of Underrepresented Individuals | *Lantana 1*

Logan Vess, John Carroll University; Patrick Rottinghaus, Jason Edwards, & Keely Alexander, University of Missouri–Columbia

Speakers will facilitate a participatory discussion regarding the career futures of underrepresented individuals. The conversation will highlight tools for examining individuals' perceptions of their future. Additionally, speakers will engage with participants regarding their ideas for future research that is more applicable and inclusive for an increasingly diverse society.

IX-b Transitions: Career Issues for Transgender Youth and Adults | *Lantana 1*

Sue Motulsky, Division of Counseling Psychology, Lesley University; & Kimberly Howard, Boston University

Transgender and non-binary individuals experience significant stigma and discrimination in employment, the workplace, educational settings, and in accessing career services. Vocational psychologists, researchers, and graduate students can benefit from knowledge of current transgender research in career development, career and gender transitions, and how this impacts research, training, and practice.

IX-c Color(sighted): Dialogues on Interdisciplinary Approaches to Racial Awareness for Students of Color | *Lantana 1*

J. Y. Cindy Kim, & Marie C. Adams, University of Iowa

Our current higher education population has grown to include more students of color. Despite these increases in minority visibility, White students and majority ideals still predominate institutions of higher education nationally. This roundtable will discuss interdisciplinary approaches in promoting racial awareness and celebrating individual differences for students of color.

2:30 - 3:00 p.m.

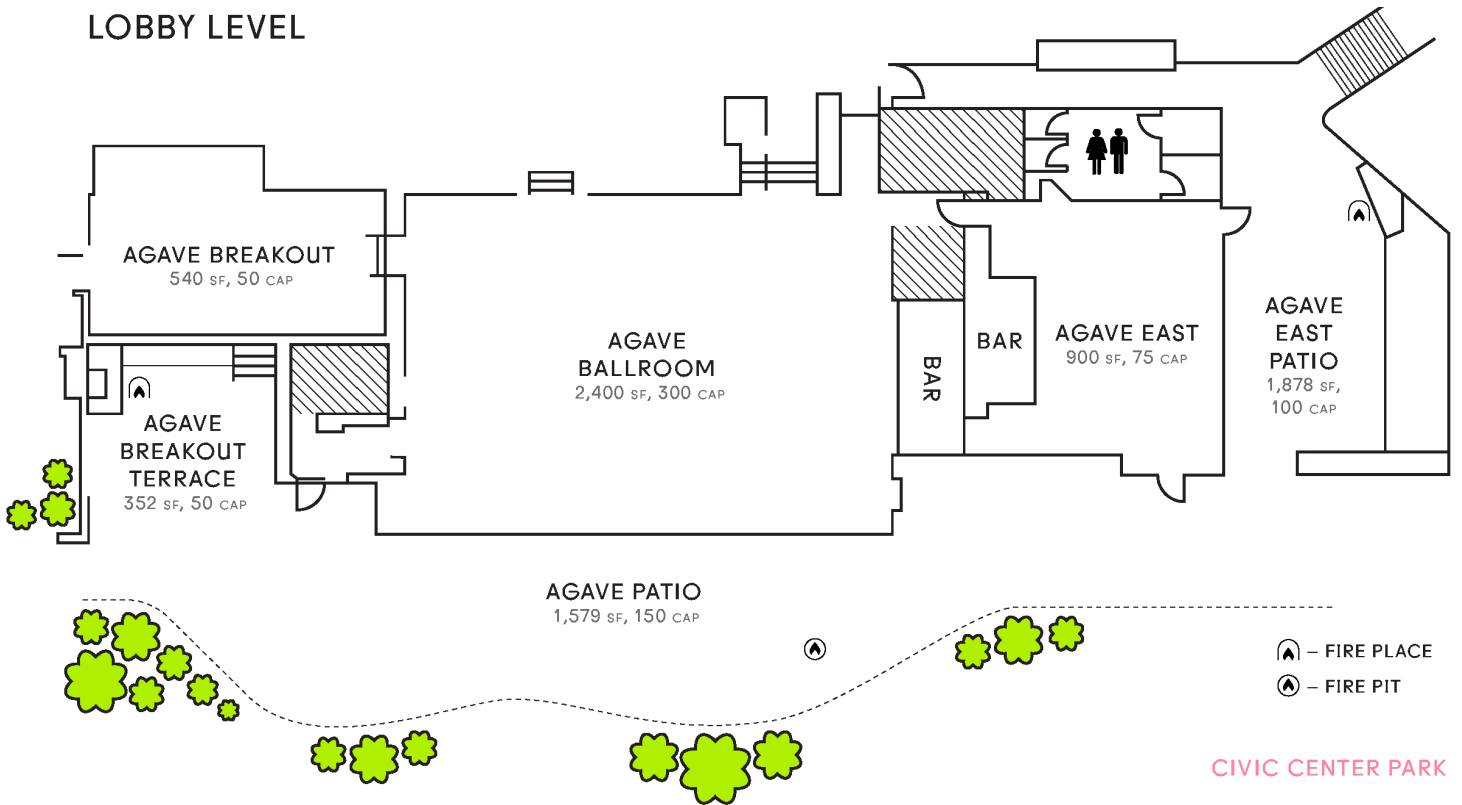
Closing Session | *Anchusa 1*

CONFERENCE MEETING SPACE

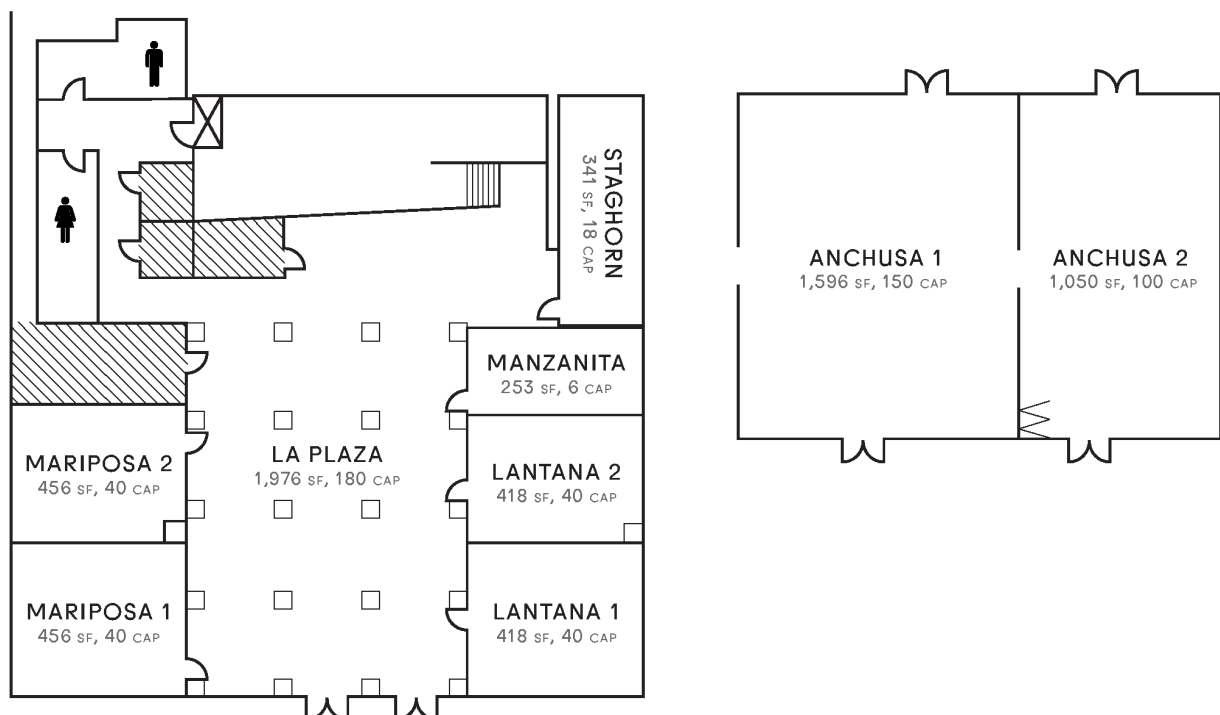
The Saguaro Hotel

4000 North Drinkwater Blvd, Scottsdale, AZ 85251 | 480.308.1100

LOBBY LEVEL



LOWER LEVEL



LOCAL ATTRACTIONS

Grand Canyon Tour! **Pre-Conference Social Activity** (3.5hrs from Hotel)

Grand Canyon, AZ 86023

One of the seven natural wonders of the world! Tours include lunch, entry fees, and bottled water.

Hours: Tours depart hotel between 6am and 7am | Cost: \$179

<https://www.360-adventures.com/request-information-minimum/>

Major League Baseball Games (0.5hrs from Hotel) **Pre-Conference Social Activity**

Chase Field – 401 E. Jefferson Street, Phoenix

Calling all baseball fans! Beat the summer heat at Chase Field while you root for the National League West’s Arizona Diamondbacks.

<https://www.mlb.com/dbacks/tickets>

Microbrewery Tour (Tempe) (15-minute drive from Hotel)

Four Peaks Brewing Company – 1340 E 8th Street, Tempe

A treat for craft beer enthusiasts, Tempe staple Four Peaks Brewing Company tours will take you behind the scenes of brewing. Top off your visit with a mug of award-winning beer – mainstays include Kilt Lifter, Hop Knot, Peach Ale, and Pitchfork Pale Ale.

Hours: Saturdays at 10:30am, 12:00pm, and 2:30pm | Cost: Free!

<https://www.eventbrite.com/e/four-peaks-8th-street-brewery-tours-tickets-44390236392>

Taliesin West - Insights Tour (25-minute drive from Hotel)

12345 North Taliesin Drive, Scottsdale, AZ 85259

You’ll be drawn closer to Frank Lloyd Wright’s world on Taliesin West’s signature tour. Visit Wright’s private quarters and living room, the gracious Taliesin West “Garden Room,” the drafting studio, the Music Pavilion, the Cabaret, and more. This tour is not intended for children under the age of 6.

Hours: Thursday – Monday, starting at 8:45 am | Cost: \$28

<http://franklloydwright.org/taliesin-west/tickets-tours/>



LOCAL ATTRACTIONS

Musical Instruments Museum (30-minute drive from Hotel)

4725 E. Mayo Blvd, Phoenix, AZ 85050

The World's Only Global Musical Instrument Museum with a collection of over 15,000 musical instruments and associated objects includes examples from nearly 200 countries and territories, representing every inhabited continent. Plan to spend nearly four hours at the MIM.

Hours: Daily, 9 am - 5 pm | Cost: \$20

<https://mim.org/>

Best Sunset Drive, South Mountain (40-minute drive from Hotel)

Viewing the sunset at South Mountain is a free antidote to calm your weary mind without any side effects. Head up to Dobbins Point at dusk and take it slow as you drive up the windy, meandering Summit Road.

Hours: N/A | Cost: N/A

<https://www.phoenix.gov/parks/trails/locations/south-mountain/trail-descriptions-and-map>

Heard Museum (30-minute drive from Hotel)

2301 North Central Avenue Phoenix, AZ 85004

Immerse yourself in the works of generations of American Indian artists at the renowned Heard Museum. Guests enjoy access to more than a dozen galleries, free guided tours, outdoor sculpture gardens, and a celebrated cafe and museum shop.

Hours: Monday to Saturday, 9:30 am - 5 pm; Sunday 11 am to 5 pm | Cost: \$18

<https://heard.org/visit/>

Desert Botanical Garden (15-minute drive from Hotel)

1201 N. Galvin Parkway Phoenix, AZ 85008

Let yourself explore the wonders of the southwest at the Desert Botanical Garden. Visitors encounter free flashlight tours (7-9:30 pm), photography shows, music in the garden, dinner on the desert, ballet performances, and the Patio Cafe.

Hours: Monday to Sunday, 7am - 8pm | Cost: \$24.95

<https://www.dbg.org/>



RESTAURANT IDEAS

Rusty Spur Saloon Scottsdale (0.2 miles from Hotel)

<https://rustyspursaloon.com/>

7245 E Main St, Scottsdale, AZ 85251 | Hours: 10 am -1 am

The Rusty Spur Saloon is Scottsdale's first ever saloon. Celebrities like Clint Eastwood, John Wayne, Vince Vaughn, and Jennifer Anniston have walked through its swinging doors to take in the Old West décor and Scottsdale live country music.

Barrio Queen Scottsdale (1 mile from Hotel)

<https://www.barrioqueen.com/>

7114 E Stetson Dr Suite 105, Scottsdale, AZ 85251 | Hours: 11 am -10 pm

At the Queen, it is not only about the unique flavors of our authentic Mexico City dishes. It's about the dining experience. We are your best option for Mexican food in Arizona, no matter if you want to try Mexican food for the first time we want you to feel like you are visiting our Casa and Familia in Mexico.

The Mission Old Town Scottsdale (0.4 miles from Hotel)

<https://www.themissionaz.com/>

3815 N Brown Ave, Scottsdale, AZ 85251 | Hours: 11 am -10 pm

The Mission, which specializes in modern Latin American cuisine, shows off the city's flair for melding disparate influences with amazing results. This upscale restaurant is a great place to sample what's on the cutting edge of Southwestern, Mexican and Latin cuisine.

Hula's Modern Tiki Scottsdale (0.3 miles from Hotel)

<http://www.hulasmoderntiki.com>

7213 E 1st Ave, Scottsdale, AZ 85251 | Hours: 11 am - 10 pm

Hula's is a modern, urban twist on the classic tiki bars and restaurants of the '50s & '60s. Our menu is a fusion of Island and American flavors. Consistently voted one of the best restaurants in Metro PHX.

Cowboy Ciao Scottsdale (0.6 miles from hotel)

<http://cowboyciao.com/>

7133 E Stetson Dr, Scottsdale, AZ 85251 | Hours: 11:30 am - 2:30 pm, 5 -10 pm

Cowboy Ciao began as a neighborhood joint with wine-friendly fare focused on Italy, Mexico and the American Southwest. It has evolved into a 'Big City' restaurant featuring a Modern American menu, sporting an internationally-acclaimed wine list hovering around 2000 selections.

Los Olivos Mexica Patio Scottsdale (0.5 miles from hotel)

<https://losolivosrestaurants.com/>

7328 E 2nd St, Scottsdale, AZ 85251 | Hours: 11 am -10 pm

Los Olivos Mexican Patio, where gatherings of good friends and great food has been an Arizona Tradition reaching back 70 years. Where customers are still greeted by family, where the tortillas and salsas are still made by hand. Taste the authentic flavors of real Sonoran Cuisine.

Sugar Bowl Ice Cream Parlor Scottsdale (0.4 miles from hotel)

<http://sugarbowlscottsdale.com/>

4005 N Scottsdale Rd, Scottsdale, AZ 85251 | Hours: 11 am -10 pm

"Old Town" Scottsdale will let you experience our full menu and fountain treats in the style and tradition we have been providing since 1958! Whether you are in the mood for savory soups, sandwiches, or salads or maybe something a little more fun like an ice cream cone, sundae, or float...we can satisfy any craving!

