

# VOCATIONAL PSYCHOLOGY NEWS

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

VOLUME X, NUMBER 2

SUMMER, 1999

## Fourth Conference in "Advances in Vocational Psychology Series" Held

*Spring meeting examines contextual factors in career development and vocational behavior*

*by Brian Taber and Louis Busacca*

**Milwaukee, WI** – The Four Points Sheraton Hotel, nestled in a city known for its hospitality and friendliness, was the setting for the fourth biennial conference in the Advances in Vocational Psychology Series, "Examining the Interaction of Person in Environment: Role of Context Factors in Vocational Psychology" which took place on May 20 – 21. The conference was co-sponsored by the Society for Vocational Psychology and The University of Wisconsin – Milwaukee School of Education along with special support from Sage Publications, The Ball Foundation, and an anonymous contributor.

This Conference examined the role of vocational psychology in the changing world of work. Conference organizers, Nadya Fouad, Ph.D. and V. Scott Solberg, Ph.D. both from the University of Wisconsin - Milwaukee, orchestrated a highly productive and enjoyable two-day program delivered by 30 leading experts in the areas of vocational psychology and lifespan development. In addition to the

research ideas related to studying the role of context in vocational development.

### Day One

Conference host Nadya Fouad began the first day with a welcome and overview. Scott Solberg also provided an introductory perspective on the conference subject matter. Dr. Solberg stated that to be of service in the changing world-of-work, vocational psychology must build interventions that actualize human potential. He also stated it is time for vocational psychology to re-dedicate itself to working with individuals who become disenfranchised and marginalized as a result of the changing world-of-work.

Richard Lerner, Ph.D., and Domini Castellino, Ph.D. offered a developmental systems perspective in understanding the contexts which influence vocational development. Frederick Vondracek, Ph.D. then considered the application of systemic models within the study of vocational development. His research efforts have demonstrated the value of examining career development from a developmental-contextual perspective. Dr. Vondracek asserted that complex systems are useful in formulating the specific contextual variables to be used in the developmental-contextual study of career development.

David Jepsen, Ph.D. followed by discussing a life course model of career development for those with rural beginnings. Barbara Schneider, Ph.D. suggested that high-school students often over or under estimate careers avail-

able to them and that there is a need to facilitate in students realistic expectations about the world-of-work.

The structure of children's interests was discussed by Terence Tracey, Ph.D., who pointed out that there is little research on how the RIASEC structure applies to children under 14 years of age. Dr. Tracey stated that children organize their world around likes and dislikes and interventions can be designed accordingly. The morning session ended with participants breaking out into dialogue groups to discuss the content presented.

The afternoon session began with Arnold Spokane, Ph.D., and Brian Taber, M.A. Ed. who presented results on the convergent validity of five interest inventories based upon data collected from the 1997 Society for Vocational Psychology conference at Lehigh University. Steven Brown, Ph.D. and Robert Lent, Ph.D. then discussed the role of context in career choice. Richard Lapan, Ph.D. followed by presenting a framework for community career system program evaluation.

Next, Tony Tinsley, Ph.D. and Diane Tinsley, Ph.D. presented a social psychological analysis of work, leisure, and maintenance activities and expressed concern over the distinction between work and leisure. They stated that work and leisure has been viewed as opposites in the literature and research has not progressed in this area with regard to why individuals perceive certain activities as leisure and others view the same activities as work.

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## Milwaukee Conference Review

*Continued from page 1*

Karen O'Brien, Ph.D. and Ruth Fassinger, Ph.D. discussed the contextual factors that thwart women's career development and called upon vocational psychologists to be proactive in advocacy and policy formation both in educational institutions and in the community to work toward social justice. Y. Barry Chung, Ph.D. and Mary Anderson, Ph.D. then considered the role of sexual orientation as a factor in career development.

The first day of the conference ended with Nadya Fouad, Ph.D. and Michael Brown, Ph.D. discussing the role socio-demographic variables such as race and social class in vocational psychology research. They argued that social scientists use such variables at a group level rather than as individual differences. They suggested using one's "differential identity status" as a construct to understand how individuals identify themselves among these variables. The day concluded with a dialogue session and social hour.

### **Day Two**

Nadya Fouad began the second day of the conference with an introduction and review. Subsequently, Ellen Lent, Ph.D. presented information regarding the barriers to attaining career information and employment for those from lower SES backgrounds. Graham Stead, Ph.D. and Mark Watson, Ph.D. proceeded with the importance of examining the indigenous psychology of cultural groups and called for a better understanding of career constructs and their use in particular cultural contexts. They argued that traditional western constructs in vocational psychology might not be relevant to other cultures with different histories and social structures.

Joaquim Ferreira, Ph.D. and Eduardo Santos, Ph.D. illustrated how political and social aspects impact ca-

reer guidance and development by using historical events in Portugal as an example. Elizabeth Bizot, Ph.D. discussed the role of elementary school as a context for career development. She stressed that children do not receive adequate instruction on the world-of-work despite the fact that children begin to develop attitudes and beliefs about work and are developing their self-image during this period. Further, she emphasized that educators need to facilitate a sense of planfulness, a framework for occupational information, and an understanding that education and career are life-long processes.

Next, Gary Peterson, Ph.D. and Jim Sampson, Ph.D. considered a hierarchy of three contexts of career problem solving and decision making. The first level of the hierarchy is the Internal Context that represents the internal representation of the career problem. The second level is the Learning Context in which the career problem is solved. The third level is the Context of Transfer and Implementation in which the solution and skills learned in the second level are integrated into the life of the client. They then proceeded to discuss how this model has been implemented in a university career counseling center.

Following the final dialogue session, Mark Savickas, Ph.D. concluded the conference by demonstrating how the history of vocational psychology has led to our present interest in the role of context in career development and its implications for the future of the field. Dr. Savickas emphasized that vocational psychologists can facilitate how clients make use of the world to become more complete.

The next society-sponsored conference will be held in the spring of 2001 at a site to be named in the near future.

***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.

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# 207th APA Convention Set for Boston

## *City home of Parsons's Vocation Bureau to host outstanding vocational psychology programming*

by *Nadya Fouad, Section Chair*

APA is fast approaching, and we have lots of activities planned. Our Section sessions on Parsons will be presented on Sunday morning. The roundtable on his legacy is Sunday morning at 8:00 a.m., and the Symposium follows on Sunday morning from 9-10:50 a.m. Our mentoring session, held in conjunction with the other sections is Saturday morning at 8:00 a.m. (yes, I know, two early days in a row!).

Monday is very much Vocational Psychology Day at APA. Our business meeting is at 2 p.m. on Monday in the Hospitality Suite in the Sheraton. We are very pleased to end our business meeting with an announcement from Consulting Psychologists Press and Stanford University that Fred Borgen will be the next E.K. Strong Scholar. Fred, a long-time faculty member at Iowa State University will be our honored guest for the Conversation Hour following the business meeting. Fred will talk about mentoring graduate students; many of us (myself included) count ourselves among his "mentees," and know his special talents in this area. Congratulations, Fred!

We are joining the other sections to host the Social Hour on Monday night, with graduate student posters during the social hour. Those of you who were able to attend last year will remember how successful this was, and I strongly encourage you to join us this year to support the students and the Sections.

The Section conference in

Milwaukee was, by all accounts, enjoyed by all. Brian Taber is reporting on this conference elsewhere in the Newsletter. So let me just make some comments on the follow-up meeting we had on the Saturday following the conference. About 30 Section members met to talk about implications for research and training from the papers presented at the conference, and from the dialogue sessions at the conference. Section members identified 8 areas in which the section could be involved. These included developing a large national longitudinal study on career development, conducting continuing education workshops on contextual issues in career development, identifying a core assessment set that would be used by most researchers, identifying "best practices" in training in vocational psychology (and finding out what's happening currently in training), identifying resources for large studies, developing advocacy skills, and making our work more visible to scholars outside vocational psychology.

Action groups were formed on the highest priority areas of the members attending the session, and the following projects were developed:

### **Training Group**

1. They will develop a TCP professional forum article on career counseling competencies that will incorporate context and advocacy.
2. They will survey doctoral level counseling psychology programs.
3. They will develop a traveling road show for continuing education.

### **Assessment**

1. Will identify areas needed to assess and find out what's been/being done.
2. Will identify a core assessment package.

### **Short-term Research**

1. This group will synthesize models and distill the most important variables from these multi disciplinary models.
2. They will identify how people are assessing the variables that are identified in the literature.

### **Long-term Research**

1. Go after funding for a planning conference.
2. Longitudinal study will have core battery of assessments
3. Will be international and interdisciplinary.
4. Will be intervention study.

Each group will present on progress by the APA business meeting and so you will have a chance to hear more about these, and to get involved if you are interested.

Another area we thought the Society should discuss is marketing and increasing visibility of our work to other psychologists. You will note this is on the agenda for our business meeting. In preparation for that, Jane Swanson, Chair-elect, is inviting everyone presenting a vocationally oriented paper at APA to our Section activities.

The School-to-Work Task Force that we helped to sponsor will be submitting its report to the Council of Representatives in August. A symposium is being held on Sunday afternoon at 2 to discuss our findings. We are co-sponsors of this session, and I encourage you to attend. The most recent issue of *Career Development Quarterly* has the papers that were presented two years ago, also emanating from our School-to-Work Conference in Maryland. Our conferences have legs! Also, please stop by the Davies-Black booth at APA and check out the books from our conferences, especially the newest one on interests, co-edited by Arnie Spokane and Mark Savickas.

You will see that we have an ambitious agenda for this year's business meeting: we want to discuss mentoring, the activities listed above as an outgrowth of the Milwaukee conference, graduate student awards, the next Section conference, and - the most fun of all - plans for next year's APA convention. I look forward to seeing you in Boston!

# Society Spotlight

This edition, the Spotlight shines on:

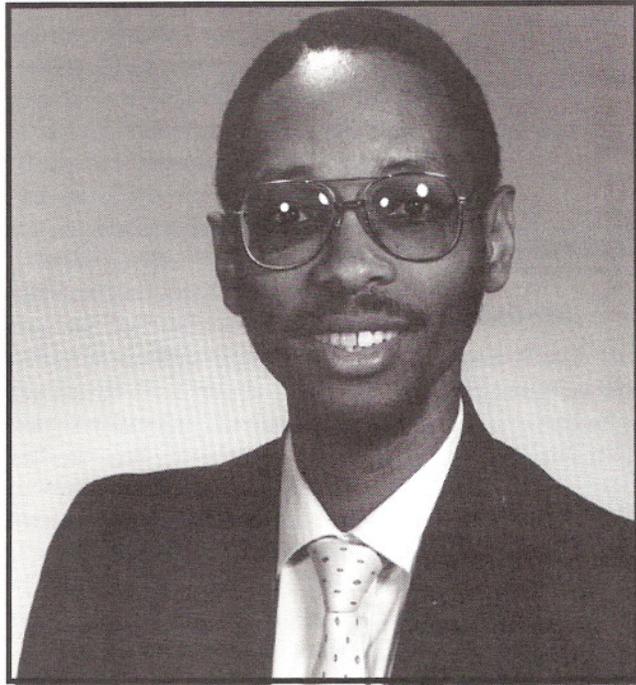
**Michael Hall, Ph.D.**

*Associate Director for Counseling and Planning, Pennsylvania State University*

*by Camille DeBell, Spotlight Editor*

I recently caught Michael Hall on the phone, between meetings (his, not mine). It reminded me that those who work in student affairs don't have downtime during the summer, as some of the rest of us academic-types do. Michael's enthusiasm for what he does, however, was evident from the very beginning of our conversation. "I love my job," he said. "We do not have a 'test & tell' center at Career Services. Because we offer comprehensive career services [exploration, planning, and placement] and have a number of psychologists on staff, we bring a definite psychological approach to career counseling and planning," Michael said. "I like this approach."

Michael's clear enthusiasm for vocational psychology came about indirectly. His background is actually in school psychology. "As a school psychologist for 8 or 9 years, I discovered that educators and parents were not very good at following through with the interventions I suggested for children. I decided that I needed more training and skills in working with adults." This decision took him into a doctoral program in counseling psychology at Penn State. "When I took my first career theory course, I began to understand the importance of career satisfaction and the place and meaning of work in people's lives, and I began to be interested in how individuals come to define themselves and their place in the world-of-work." He laughed. "I also began to understand the teachers I had worked with—they weren't uncooperative, they were prob-



*Michael Hall, Ph.D. loves his job at Penn State University, counseling and researching ways to best help people navigate their careers*

ably in the wrong careers or simply burned out!" It was this opportunity to make connections between career theory and real people he had known that helped Michael lay the foundation for his strong belief in the intermingling of career and personal issues. "The dichotomy between these domains is totally artificial," he asserted. "As one of my mentors, Ed Herr, once said, 'show me a laid off employee and I'll show you depression.' That sounds pretty personal to me."

Michael's research interests are diverse and, as do many people in his type of position, he finds it challenging to find time for his research. "I struggle with the fact that, at a Research I institution, it seems that the work is never done!" [I'm sure that many of you can relate to that.] Some of his emerging practice interests, which he hopes will eventually translate into research, are

organizational career development, non-traditional-aged college students, dual-career issues, and entrepreneurial career couples. He laughed. "I also need to publish my dissertation." [I'm sure many of us can relate to that, too.]

I thoroughly enjoyed my conversation with Michael and asked him why our paths hadn't crossed? He admitted that he doesn't regularly attend APA conferences, but he promised that he would go to the one next year in Washington, D.C. Let's hold him to it. I think all of you would enjoy Michael as much as I did.

I thought it would be interesting to know what an individual who is on the cutting edge of emerging trends in the world-of-work thinks about future trends. "Well," he said, "About 80% of today's college students will work in jobs that don't now exist." He continued, "But what is important about that is how do we help people navigate all of these unknown and unforeseen opportunities? Even though

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# Agenda Set for Annual *Society* Business Meeting at APA

The annual business meeting of the Society for Vocational Psychology: A Section in the Counseling Psychology Division (17) of the American Psychological Association will be held on Monday, August 23 from 2:00 - 3:50 p.m. in the Division 17 Hospitality Suite in the Sheraton Hotel. Following is the agenda for the meeting:

- ◆ Introductions
- ◆ Scholarships
- ◆ Reports of the Milwaukee Conference
- Assessment group

Short-term research group  
Long-term research group  
Training group

- ◆ Finalizing the graduate student award: Scott Solberg
- ◆ Report on APA Programming - 1999 (Symposium on Frank Parsons and follow-up roundtable, Mentoring Roundtable
- ◆ Establishing a mentoring program for new professionals in Vocational Psychology - Linda Subich
- ◆ Report on the STW Task Force

- ◆ Multicultural Competencies
- ◆ By Laws changes
- ◆ Programming for APA 2000
- ◆ EK Strong Scholar

A Conversation Hour with Dr. Fred Borgen on "Mentoring Graduate Students" will follow the SVP business meeting from 4:00 - 4:50 p.m. in the Hospitality Suite.

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## Fred Borgen to be Named First E. K. Strong Scholar

by *Judy Chartrand*

Stanford University Press and Consulting Psychologists Press are pleased to announce that Dr. Fred Borgen of Iowa State University has been named the first E. K. Strong Scholar. Dr. Borgen received this award in light of his leadership and programmatic research in the

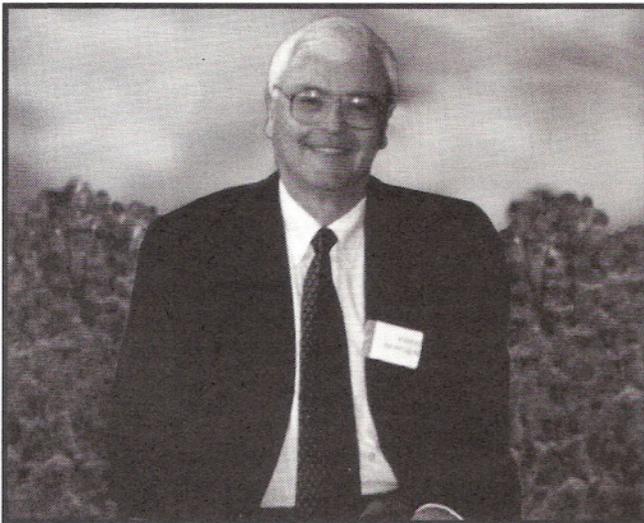
field of interest measurement and his contributions to the development of the Strong Interest Inventory. His award will be formally announced at the Vocational Section Meeting in Boston, which is from 2:00-4:00 p.m. on Monday August 23rd. Following the meeting, Dr. Borgen will be the honored guest at the Conversation Hour.

### Spotlight on Michael Hall

*Continued from page 4*

technology drives the labor market, it will still come back to meaning making. Vocational psychologists help people develop the intra- and interpersonal skills to make meaning out of all of this."

Michael was thoughtful for a moment. "The opportunity structure presents people with the need to self-reflect on who they are and then exercise a choice. As we have more opportunities, we also may need more assistance with navigating those choices." Sounds like Michael thinks there will be plenty of business for all of us into the next millennium.



*Fred Borgen, Ph.D. will be honored at APA in Boston this year for his contributions to vocational interest measurement.*

# Newsmakers

## *Section Member News and Notes*

**Y. Barry Chung, Ph.D.** was elected as a Trustee of the National Career Development Association. Barry began his term in July this year.

**Camille DeBell, Ph.D.** was promoted with tenure to the rank of associate professor of educational psychology at Texas Tech University.

**Jo-Ida C. Hansen, Ph.D.** is incoming editor of the *Journal of Counseling Psychology*.

**L. Sunny Hansen, Ph.D.**, professor of educational psychology at the University of Minnesota, has been named the first Lowell W. Hellervik/Personnel Decisions International Distinguished Professor of Adult Career Development. The award is given for leadership and research in the area of applied psychology in career development. The professorship is named in honor of Hellervik, who was a graduate of the Counseling and Student Personnel Psychology Program and is co-founder and CEO of Personnel Decisions International, a management consulting firm with many offices in the U.S. and around the world. The professorship carries a research stipend and salary augmentation.

**Christine Robitschek, Ph.D.** was promoted with tenure to the rank of Associate Professor of Psychology at Texas Tech University.

**Nancy Ryan, Ph.D.** completed her dissertation (under Steven D. Brown, Ph.D.) which involved a meta analysis of the last 47 years of the published career counseling outcome literature. She now works as the principal investigator of a project at The Ball Foundation profiling the qualities of highly effective teachers. Anyone interested in discussing or becoming involved with research on teacher characteristics or teacher quality may contact Nancy at: [nryan@ballfoundation.org](mailto:nryan@ballfoundation.org).

**Terence J. G. Tracey, Ph.D.** is incoming associate editor of the *Journal of Counseling Psychology*. Dr. Tracey also is now the Director of Training of the Counseling Psychology Program in the Division of Psychology in Education at Arizona State University.

# APA Convention Planner

*A veritable vocational psychology marathon upcoming in Boston*

## Friday, August 20

8-8:50

Paper Session

**Career Identity and Self-Efficacy**

Chair: V. Scott Solberg

Location: HCC, Rm 209

9:-10:50

Symposium

**Cultural Validity of Career Development Theories: Problems and Prospects**

Chairs: Paul Hartung and Beverly Vandiver

Location: HCC, Rm 110

11-12:50

Symposium

**Longitudinal Perspectives on the Transition from School to Work**

Chair: Fred Vondracek

Location: HCC, Rm 109

## Saturday, August 21

8:00-8:50

Paper Session

**Qualitative Studies of Career Development**

Chair: Paul Hartung

Location: HCC, Rm 101

12-1:50

Symposium

**Nothing So Practical as Holland's Theory: A Forty-Year Retrospective**

Chair: Mark Savickas

Location: SBH, Commonwealth Room

## Sunday, August 22

8-00-8:50

Roundtable Discussion

**Legacy of Frank Parsons: Social Advocacy**

Chair: Nadya Fouad

Sponsor: Society for Vocational Psychology: A Section in Division 17

Location: SBH, Constitution Ballroom

9-10:50

Symposium

**Frank Parsons: Contributions to Vocational Psychology 90**

**Years Later**

Chair: Nadya Fouad

Sponsor: Society for Vocational Psychology: A Section in Division 17

Location: SBH, Independence Ballroom West

1-1:50

Poster Session

**Poster Session: Vocational Psychology and Career Development**

Chair: Thomas Kreishok

Location: SBH, Exhibit Hall A

## Monday, August 23

9-9:50

Symposium

**Applying Social Cognitive Career Theory to Black Americans: Challenging Prospects**

Chair: Angela Byars

Location: SBH, Hampton Room

10-10:50

Symposium

**With a little help from...': Relational Perspectives on Career Decisions**

Chair: Susan Phillips

Location: SBH, Hampton Room

12-12:50

Symposium

**Career/Family Issues: Themes and Applications**

Chair: Debra Noumair

Location: HCC, Rm 104

1-1:50

Symposium

**Vocational Interventions that Promote Success: Building on Frank Parsons's Vision**

Chair: Sara Johnston-Rodriguez

Location: SBH, Fairfax Room A

## Tuesday, August 24

8-8:50

Papers

**Occupational Stress and Career Adjustment**

Chair: Camille DeBell

Location: HCC, Rm 303

9-10:50

Symposium

**Work-Based Transitions in Early Adulthood**

Chair: David Blustein

Location: HCC, Rm 204

1-2:50

Symposium

**Women, Career Development, and Spirituality**

Chair: Carole Rayburn

Location: HCC, Rm 204

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***Society for Vocational Psychology:***

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