Message from the Chair
David L. Blustein

As I have approached this task of writing the final column of my tenure as Chair of the Society for Vocational Psychology (SVP), I have been aware of a host of feelings and reactions. First, I feel very honored and privileged to have had an opportunity to serve our Society. Like many of you, I consider SVP to be my professional home, my “secure base,” within my working life. Second, I am very moved by the amount of work that members of our Society do to enhance the impact of our scholarship and practice. We are fortunate to have such committed and energetic colleagues working on our behalf for SVP. Third, although I have enjoyed every minute (okay—almost every minute) of chairing SVP, I am looking forward to stepping down from the Chair’s office to make space for the next generation of leaders in our field and to move forward with some of my own work. Given that this is my final column, I would like to use this platform as an opportunity to reflect on some issues that I believe are important for our profession. Prior to detailing these concerns and hopes for SVP, I will review the upcoming events on our agendas.

SVP at APA
Given that APA is our home, we continue to focus most of our energy on developing a richly informative program for the convention and to host productive and engaging events for our membership. This year, APA is located in New Orleans, which faces particularly challenging struggles as it seeks to rebuild after last year’s devastating hurricane. Our presence in the city will provide needed financial stimulation to the New Orleans community. Many of our members also are hoping to do even more via a newly formed Social Action committee, which I will be chairing. If you are interested in working on this part of SVP’s New Orleans agenda, please contact me directly (blusteid@bc.edu).

Our business meeting, conversation hour, and reception will take place on Thursday, August 10th from 11:00-3:00 pm in Salon E of the New Orleans Marriott Hotel. The order of events this year will be a bit different. We will begin at 11 am with our annual conversation hour with leaders in our field. This year, we are honoring the originators of social cognitive career theory (Bob Lent, Steven Brown, and Gail Hackett), who will share their insights about how they developed their significant theoretical contribution. The Business Meeting will begin at 12 noon and will run until around 2 pm, at which point we will transition to our reception and second annual SVP student...
The members of SVP have broad and varied interests that reach beyond the scope of APA and the Society of Counseling Psychology. One of the initiatives that I have advocated during the two years of serving as the Chair is greater connection with organizations that have shared interests and agendas. With the input of many of our members, we have established good working relationships with a number of groups, including the National Career Development Association (NCDA), the International Association of Vocational and Educational Guidance (IAVEG), and the Society of Industrial/Organizational Psychology (SIOP), among other groups.

The SVP-sponsored symposium this year is entitled “Globalization and Vocational Psychology: Understanding the Flat World”, which follows naturally from last year’s event. This symposium includes papers from Mark Savickas, Jean Guichard, Hanoch Flum and Gali Cinamon, and Louise Douce, who is serving as the discussant. This symposium will provide a critically needed international perspective on the challenges of globalization. Moreover, the panel, which consists of leading scholars from France and Israel, will provide us with an opportunity to enhance our already strong international relationships. The symposium will take place on Sunday, August 13th from 8:00 am-8:50 am in the Morial Convention Center, meeting room 346.

SVP beyond APA

Another venue for our members is the successful biennial conferences that we have held since our first meeting at Michigan State University in 1994. The 2005 conference in Vancouver was a great event for those who attended, providing outstanding presentations and rich cultural and social experiences for the attendees. The Executive Board is now reviewing proposals for the 2007 conference, which will furnish us with yet another opportunity for intellectual inspiration and renewed interpersonal connections.

One of the most exciting events in recent years is the publication of three papers from our 2004 symposium on training guidelines for vocational psychologists. Under the capable leadership of Nadya Fouad and Ruth Fassinger, we worked closely with the authors of these papers to organize their submissions so that they cohered well and conveyed a fundamental message about the importance of vocational psychology in professional psychology. I am delighted to report that these three papers are now “in press” in Professional Psychology: Research and Practice. The authors of these papers, Donna Schultheiss, Camille DeBell, and Cindy Juntunen, all deserve a great deal of credit for working so hard on their papers. I believe that this notable distinction of

(Continued on page 3)
publishing our work in such a prestigious and broad-based journal underscores the potential that we have to make an impact outside of the confines of our specialty.

We have also made great progress with the SVP webpage. Thanks to members of the SVP web design team and our current webmaster (and ex-officio Board Member) Graham Stead, we have a webpage that expresses our society’s creativity and mission. I encourage readers to visit the website, which is located at the following address: (http://www.div17.org/vocpsych/)

Also, if you have information that you would like to share with our members, please contact Graham at the following email address—g.b.stead@csuohio.edu

Musings about the Challenges for Vocational Psychology
As the Chair of SVP, I have felt that my first priority is to nurture and manage the organization. I hope that my efforts during my two-year tenure as the Chair have succeeded in that context. However, I also have developed some impressions about the state of our field that I would like to share with you as my term comes to an end. I think that our field is at a crossroads and that we need to be very cognizant of how we move forward, both collectively as a discipline and individually within our own scholarly and practice lives. (Please note that these views represent my own impressions and not the impressions of the Executive Board of SVP.)

The juncture point that we face is one where our field confronts several intellectual challenges that offer us opportunities for creative and thoughtful opportunities that can enhance the impact of our work. I will review each dilemma below, offering my own humble advice about how we can manage these tasks while remaining true to the reasons that we pursued this specialty in the first place.

Moving toward greater inclusiveness. In recent years, a number of our members have advocated that we need to be more inclusive in our work. Often these arguments have been framed within a feminist lens, multicultural framework, and/or an intellectual critique of the hegemony of logical positivist approaches to scholarship. When considered collectively, these critiques have helped to create a compelling argument for greater inclusiveness in theory development, research, and practice. In my view, inclusiveness refers to the movement to stretch our boundaries beyond those who present with traditional career issues (pertaining to managing multiple options, decision-making dilemmas, career indecision, etc.) to everyone who works or who seeks to work. My comments here are not designed to obviate the fact that individuals who face career development struggles are clearly in need of our help, and will continue to seek us out in the coming decades. However, the challenges that the full range of people face in locating and sustaining work are profoundly evident in our lives. The debate about immigration, for example, is in many ways about the struggle to find work in a world with an uneven distribution of resources and opportunities. I believe that our field has the potential and talent to contribute significantly to the mission of expanding the world of opportunity to the vast majority of people who do not have much, if any, volition in their working lives. I think that we need to expand our focus beyond the “grand career narrative” (as Mark Savickas so eloquently described the 20th century focus of our work) to include those who have not been able to develop an intentional career plan. I hope that our members will consider this challenge and will increasingly expand the horizons and impact of their work. We have enormous talent in our Society, which I think can inform important changes in the social structures that support and/or inhibit access to work-based opportunities.

Exploring the assumptions of genetic and biological explanations. A subtle, but growing, position in vocational psychology is one which assumes that a considerable portion of variance in interests, ability, and intelligence is due to genetic and biological factors. As many of us have witnessed in recent years, these discussions often become very heated and complex because they typically involve racial and cultural differences between
specific sub-groups of the population. I would encourage each of you to think carefully about the meaning of these explanations of behavior. Most contemporary models of human development (such as Ford and Lerner’s developmental systems model, as an example) are strongly contextual and tend to examine causality in a systemic and non-linear ways. In this context, arguments about differences between groups that focus on biological or genetic differences strike me as problematic. I have become very troubled by the quiet, but tenacious movement toward biological explanations for occupational and educational attainment. I think that our field is actually in the crossfire on these issues and that we need to be very cognizant of the stakes and implications of our theories and research programs. My position on these explanations of behavior is that they are rooted in a value system and a belief system that runs contrary to our role as psychologists. In my view, the growing advocacy of genetic and biological explanations represents a troubling movement that should be openly debated in our Society. I also would like to encourage you to actively recruit and mentor younger members of our profession into our Society and our discipline. I believe that as we make the social and political implications of our work more explicit, we will have a much easier time in recruiting new members. I also would like to encourage each of you to become involved in SVP. We are only as active and successful as our members.

Au Revoir but not Goodbye

As I prepare to hand over the invisible gavel of SVP leadership to Paul Gore, our very capable and energetic new Chair, I would like to take this opportunity to thank all of the members of SVP who have helped to make these two years such a success for our organization. I particularly want to thank members of the Executive Board, which includes Bruce Walsh (Past-Chair), Paul Gore (Chair-Elect), Tom Krieshok (Treasurer), Saba Rasheed Ali (Communications Officer, and our new Board member, Graham Stead (who serves as our webmaster and is an ex-officio member of the Board). In addition, I want to acknowledge my “kitchen cabinet”, which included Nadya Fouad, Ruth Fassinger, Hanoch Flum, Donna Schultheiss, Mark Savickas, and Gail Hackett among others, each of whom helped me to think through some complex issues facing our field and our Society.

I would like to close by noting that I hope to continue to serve SVP in a number of ways. I have volunteered to take the leadership of our new Social Action committee, whose first charge will be to organize some efforts in New Orleans that will enhance the quality of life for the residents who
suffered so much. So, while I am saying au revoir as your Chair, I am not saying goodbye. I will always cherish my good friends, colleagues, and the members of SVP. I thank you for giving me this opportunity to serve our Society.

David L. Blustein

Journal Spotlight

Journal of Career Assessment

Volume 14, Issue 3, 2006
Do Personality Traits Contribute to Vocational Self-Efficacy?
by Lisa M. Larson & Fred H. Borgen

The Role of Personality and Career Decision-Making Self-Efficacy in the Career Choice Commitment of College Students by Naitian Wang, LaRae M. Jones, Richard F. Haase, and Monroe A. Bruch

Are Success Learning Experiences and Self-Efficacy Beliefs Associated with Occupational Interests and Aspirations of At-Risk Urban Youth? by Margo A. Jackson, Jodi C. Potere, and Karen A. Brobst

Perceived Family Conflict, Psychological Distress, and Career Development Issues in College Students of Color by Madonna G. Constantine and Lisa Y. Flores

The Factorial Validity of the Maslach Burnout Inventory – General Survey in Representative Samples of Eight Occupational Groups by Ellen Melbye Langballe, Erik Falkum, Siw Tone Innstrand, and Olaf Gjerløw Aasland

Construct Validity and Predictive Validity of the Career Planning Inventory by Bert Westbrook and Stephanie Sloan

Volume 14, Issue 4, 2006
Need, Awareness, and Use of Career Services for College Students by Nadya A. Fouad, Amy Guillen, Elizabeth Harris-Hodge, Caroline Henry, Alexandra Novakovic, and Sarah Terry

Computer-Based Career Exploration: Usage Patterns and a Typology of Users by Paul A. Gore, Jr., Becky L. Bobek, Steven B. Robbins, and Leslie Shayne

The Structure of O*NET Occupational Values by Thomas J. Smith and Cynthia Campbell

High School Students’ Career Decision-Making Process: Development and Validation of the Study Choice Task Inventory by Veerle Germeijns and Karine Verschueren

Exploring the Meaning of Motivation across Cultures: IRT Analyses of the Goal Instability Scale by Alex Casillas, E. Matthew Schulz, Steven B. Robbins, Paulo Jorge Santos, and Richard M. Lee

The Validity of Holland’s Theory in Croatia by Iva Đverko and Toni Barbarović

Identity Status, Consistency and Differentiation of Interests, and Career Decision Self-Efficacy by Margaret M. Nauta and Jeffrey H. Kahn

The Journal is abstracted or indexed in Abstract Journal of the Educational Resources Center, Current Contents: Social & Behavioral Sciences, Current Index to Journals in Education, Psychological Abstracts, PsycINFO, and Social Sciences Citation Index. The Journal is published quarterly (February, May, August, and November) by Sage Publications. For additional information regarding JCA contact W. Bruce Walsh, Department of Psychology, Psychology Building, 1835 Neil Avenue, The Ohio State University, Columbus, OH 43210-1222. Finally, Sage offers a 30% discount to graduate students who desire to purchase the Journal of Career Assessment.
NCDA Award Recipients

Dr. Donna Schultheiss (Cleveland State University), Thomas Palma (Independent Practice) and Alberta Manzi (Cleveland State University doctoral student), earned the National Career Development Association Outstanding Research Contribution Award for 2005 for their article entitled, “Career development in middle childhood: A qualitative inquiry.” This award is granted to the most outstanding contribution to Career Development Quarterly (CDQ) in the previous calendar year (January 2005 – December 2005).

NCDA Award Winning Article:

ACT-NCDA Graduate Student Research Grant ($500)
Bryan Dik
University of Minnesota (now at Colorado State University)
Moderators of Holland-type Congruence-Satisfaction Relations

NCDA Graduate Student Research Grant ($500)
Sarah Porter
University of California at Santa Barbara
Undoing Circumscription: The Effect of Critical Career Counseling Ingredients on the Expansion of

NCDA Mentor Research Grant ($250)
Failin Au
University of Wisconsin-Madison
Personality Influences on Career Self-Efficacy and Interest for Asians/Asian Americans

NCDA Mentor Research Grant ($250)
Amy Guillen
University of Wisconsin-Milwaukee
Effectiveness of an Outcome Expectation Intervention for College Students

Savickas in the News

This spring, Mark Savickas presented a week of lectures at Vrije Universiteit Brussel in Belgium, a workshop and lecture at the annual conference of the Australian Association of Career Counselors, a keynote and workshop at the annual meeting of the Massachusetts School Counselors Association, and a workshop at the annual meeting of the Ohio Career Development Association. APA Books released his DVD on career counseling in May and a Dutch magazine published an interview dealing with his views on career adaptability.

Fouad Named Editor of TCP

It was recently announced that Dr. Nadya Fouad has been selected as the Editor of the Counseling Psychologist. She will succeed notable counseling psychologists such as Gerald Stone, Puncky Heppner, and most recently Robert Carter. These individuals have all contributed greatly to furthering the field of counseling psychology and their editorial leadership has positioned TCP as the top journal within all applied psychology journals.

Nadya’s term officially begins with the publication of the Janu-
Vocational Psychology News

Section Member News and Notes

ary issue in 2008. However, she will begin the transition and accepting manuscripts much sooner; more information on this process will follow in the near future.

Roberta Nutt (current president of the Society of Counseling Psychology) noted that “Dr. Fouad brings a wealth of experiences to the editorship, serving on the editorial boards of four major journals, Associate Editor for the Journal of Vocational Behavior, Training Director for many years, and a host of national leadership roles, including being elected as President in both the Society of Counseling Psychology and the Council of Counseling Psychology Training Programs.”

It is exciting to have a preeminent counseling psychologist and SVP member with a passion for vocational psychology at the head of one of the leading journals in our field. Good Luck, Nadya!

Ali Receives Grant

Saba Rasheed Ali, an assistant professor in the Counseling Psychology program at the University of Iowa, received a grant from the Roy J. Carver Charitable Trust to implement and study the effects of career education in rural high schools in Iowa. Ali and her research team will design and deliver the career education program to 9th graders in three high schools with large populations of Mexican American immigrants.

Blustein’s Psychology of Working

SVP chair and professor, David Blustein was interviewed by the Boston College library on the unusual approach he took in writing his book entitled "The Psychology of Working: A New Perspective for Career Development, Counseling, and Public Policy". The interview was published in the Boston College Libraries Newsletter and can be found at the following address:

http://www.bc.edu/libraries/newsletter/

In this article, David gives a moving account of how the contents of his book were influenced by important world events such as the terrorist attacks of 9/11. David is also featured in a live interview in which he discusses the “making of the psychology of working” in more personal detail. This video can serve as a discussion starter for career counseling courses or to initiate a dialogue with colleagues. Either way I urge our membership to check it out. -Saba Rasheed Ali

This Newsletter Relies on YOU!

The success of the Society Newsletter relies on your input. This space could be used to acknowledge the recent accomplishments of your colleagues, disseminate important information about grants or awards, or provide members with important information about upcoming conferences, books, or articles. Please consider submitting material for the Winter issue of the Society Newsletter.

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Society Spotlight

by Camille DeBell

This edition of the Society Spotlight features our candidates for the positions of Chair-Elect and Treasurer. The candidates express in their own words their desire to contribute to SVP and their hopes for their positions.

SVP members will be mailed ballots and should return these ballots to Bruce Walsh by:

July 15th, 2006

Candidate for Chair-Elect
Donna Schultheiss,
Cleveland State University

The Society for Vocational Psychology has become a professional home for so many of us. Like myself, many of us were welcomed into SVP as a graduate student or new professional. The success of our group is clearly a reflection of the strength of connection between our members and our collective investments in mentoring each other. It has been a truly remarkable experience observing the generous contributions of our membership to social justice initiatives, crisis intervention, practice initiatives, research programs, international collaborations, referral networks, and so much more. I look forward to seeing us continue to grow as an organization, and expand our membership and collaborative efforts with colleagues from across the globe.

In the past, I have served as chair and member of SVP’s Mentoring Program, and on the program committees for the Houston and Coimbra biennial conferences. With the leadership of Nadya Fouad, I am currently working together with a number of SVP members on initiating practice guidelines for the integration of work into psychological practice. I also am serving on the program committee for the IAEVG-SVP-NCDA International Symposium to be held in Padua, Italy in September 2007. This symposium marks a very exciting global partnership with the International Association of Vocational and Educational Guidance and the National Career Development Association.

My goal as Chair of the Society will be to honor the legacy of leaders that have preceded me by both continuing their efforts and the rich traditions of our society, and by finding innovative ways to invigorate the society with new members, new partnerships, and new initiatives. I plan to build on the noteworthy accomplishments of our current and past leaders, such as the promotion of social justice initiatives to enhance the work lives of all the people we serve as vocational psychologists, partnering with organizations such as NCDA, IAEVG, American Association of School Counselors, Society for Industrial and Organizational Psychology, and others with similar missions, and supporting the development of vocational guidelines. In addition, I am particularly interested in finding new ways to promote student leadership and partnerships with the broader psychological community.

I would be honored to have the opportunity to serve as Chair of the Society. The approach I aspire to take in this role is probably best expressed in one of my favorite quotes promoting a notion of leadership that I highly value. “The function of leadership is to produce more leaders, not more followers.” As a Society, we are fortunate to have so many leaders among us. Join me in welcoming and nurturing the leaders among us.
Candidate for Treasurer
Lisa Y. Flores
University of Missouri-Columbia

Along with numerous other members, I have benefited in so many ways from my involvement in the Society of Vocational Psychology. The Society has played a vital role in my professional development by facilitating lifelong collegial relationships and creating a stimulating and inspiring intellectual environment that extends beyond its conferences and meetings. I would be honored to serve as Treasurer for the Society and to “give back” to an organization that has meant so much to me. I would be committed to providing high quality service in this position and would be meticulous in carrying out the responsibilities of the Treasurer. I would also be eager to collaborate with the Society’s leaders and to assist them in continuing to advance the mission of the Society and to expand its reach to future generations of vocational psychologists. Thanks for your consideration!

Candidate for Treasurer
Briana Keller
University of Washington

I remember walking into a class called *Introduction to Career Development in Counseling and Guidance* almost 7 years ago and thinking it was odd that our professor had arranged for a substitute on the first day of class. On the second day of class, Tom Krieshok explained he had missed the previous session because he was attending the annual APA convention in Boston and gathering with other SVP members at the site of Frank Parsons’ old stomping grounds. I didn’t fully appreciate his excuse at the time, but I still came to be inspired during Tom’s class. My interest in vocational psychology became crystallized in a bar a few months later; after visiting with other grad students during happy hour I realized I was the only one with divorced parents. Shocked by the disparity between national statistics and the statistics within my peer group, I began wondering how the family of origin might impact one’s educational and career decisions. This curiosity grew as I started my doctoral program at Indiana University. Together, Sue Whiston and I embarked upon a journey to more fully understand the association between the family of origin and career development, which culminated in a Major Contribution in *The Counseling Psychologist* in June 2004. Today, I am a full-time career counselor at the University of Washington, where I coordinate the career programming for the university’s 8,000 graduate students. In addition to my role at the University of Washington, I serve as an adjunct professor in the Counseling & School Psychology program at Seattle University, ad hoc reviewer for the *Journal of Career Development*, and Puget Sound Coordinator for a non-profit organization called Cheerful Givers.

I believe I will be an asset to SVP as a member of the board for three distinct reasons. First, as opposed to most SVP members, who tend to be faculty members, I am a full-time career counselor. I turned down a faculty position to become a graduate student career counselor because I believed the position to be congruent with my strengths. Having a full-time practitioner on the board will augment vocational psychologists’ continuing efforts to bridge the gap between science and practice. Additionally, I will be able to bring the work of SVP to related organizations such as the Graduate Career Consortium (career counselors who work with graduate students),
National Association of Colleges and Employers (college career centers and employers who hire recent graduates), and the Puget Sound Career Development Association (career counselors and employment specialists in the Seattle area).

Second, having completed my doctorate as recently as 2004, I feel I will be able to represent the interests of both graduate students and early career professionals. I very clearly remember the fear and anticipation I felt when meeting SVP members for the first time as a graduate student. I also remember the feelings of confusion and excitement that arose when I was making career decisions after completing graduate school. My perspective as a new professional will complement the perspectives of the other officers who, typically, are established scholars.

Finally, I feel my Pacific Northwest perspective will be an asset to SVP. Currently, there are few SVP members in the state of Washington or in the Pacific Northwest at large, and I would appreciate the opportunity to represent the needs of workers, employers, students, and vocational psychologists in the Evergreen state and surrounding areas.

In closing, being nominated for SVP treasurer is a tremendous honor. I am grateful for the support I have received from SVP members such as Tom Krieshok, Sue Whiston, Paul Gore, and Donna Schultheiss. Having studied, taught, and applied the work of so many SVP members over the past 7 years, I realize what a privilege it would be to contribute my time and talents to SVP. Additionally, having attended the SVP business meetings and conversation hours at the past two APA conventions, as well as the 2005 biennial SVP conference in Vancouver, I now recognize that seizing the opportunity to assemble with other vocational psychologists is a respectable reason to miss the first day of class.

**Reminders**

Don't end up in the lost and found, send change of address notices via email to: Saba R. Ali at saba-ali@uiowa.edu

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**SVP Members,**

You will soon be receiving your ballot in the mail. Please don’t forget to vote! Return ballots by mail to:

W. Bruce Walsh, Ph.D.
Department of Psychology
1885 Neil Avenue Mall
The Ohio State University
Columbus, OH 43210-1222

By July 15th, 2006
SVP Related APA Conference Events

SVP Symposium
Globalization and Vocational Psychology—Understanding the Flat World
August 13 Sun: 8:00 - 8:50 AM
346 Ernest M. Morial Convention Center

Additional Vocational/Career Related Symposia
Broadening the discussion of diverse groups in vocational psychology
August 10 Thurs: 11:00 - 11:50 AM
254, Ernest M. Morial Convention Center

Designing Innovative Career Interventions for Diverse Adolescents
August 10 Thurs: 12:00-12:50 pm
350, Ernest M. Morial Convention Center

Career Paths of Early Career Counseling
August 10 Thurs: 1:00 - 1:50 PM
254, Ernest M. Morial Convention Center

Advancing models and measures of Career Indecision
August 11 Fri: 9:00 - 9:50 AM
255 Ernest M. Morial Convention Center

Elevating Diversity and Creativity in the Workplace—Vocational Psychology Perspectives
August 12 Sat: 1:00-1:50pm
348 Ernest M Morial Convention Center

Poster Sessions
Career counseling and training and supervision issues
August 11 Fri: 3:00-3:50
Halls E and F, Ernest M. Morial Convention Center

SVP Conversation Hour
Featured Guests:
Robert Lent, Steve Brown, and Gail Hackett
Thursday, August 11 11:00am --12:00 pm
Salon E
New Orleans Marriott Hotel

SVP Student Poster and Mentoring Session
Thursday, August 11 12:00 --1:00 pm
Salon E
New Orleans Marriott Hotel

SVP Business Meeting
Thursday, August 11 1:00 – 3:00pm
Salon E
New Orleans Marriott Hotel

SVP Business Meeting Agenda
1. Announcement of New Board Members and Introductions
2. Report from Past Chair
3. Report from Treasurer
4. Report from Communications Officer
5. Announcement of SVP Biennial Conference Series Site and SVP Sponsored Symposia in Italy
6. Awards Presentation
7. Overview of APA Vocational Programming
8. Update on SVP community outreach efforts
9. Break out workgroups to develop programming topics for APA 2007 and Social Action-Committee Driven Outreach Efforts for 2007
10. Large group feedback from breakout groups and 2007 conference planning

CCPTP, Sections, SAG Poster Session
SVP Student Posters

Perfectionism and Career Choice Anxiety: The Mediating Role of Coping
(Yun Jeong Shin, Purdue University)

Defining a Role for Vocational Psychology Following a Natural Disaster: A Proposed Theoretical Plan to Respond
(Christopher Button, University of Iowa)

Career Decision-Making Self-Efficacy, Identity Status, and Career Exploration of Early Adolescents
(Dimitrios J. Price-Stalides, Southern Illinois University at Carbondale)

Effects on an Intervention to Raise Undergraduates' Career Decision-Making Self-Efficacy: The Role of Gender and Entitlement
(Keith D. Ciani, University of Missouri - Columbia)

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