

VITA

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PERSONAL

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PROFESSIONAL PREPARATION

1975-1977 Doctor of Philosophy, University of Florida, Gainesville, Florida. Major: Counselor Education. Subspecialization: Career Development. Minor: Higher Education Administration.

1973-1975 Specialist in Education and Master of Education, University of Florida, Gainesville, Florida. Major: Counselor Education. Minor: Higher Education Administration.

1971-1973 Bachelor of Arts in Education, University of Florida, Gainesville, Florida.
Major: Secondary Education. Minor: Political Science.

1969-1971 Associate of Arts, Miami-Dade Junior College, South Campus, Miami,
Florida. Major: History. Minor: Political Science.

SABBATICAL STUDY

1/91-4/91 Visiting Fellow National Institute for Careers Education and Counselling,
Cambridge, England.
Visiting Associate Templeton College, University of Oxford, England.
Consultant Careers Service, University of Oxford, and the Association of
Graduate Careers Advisory Services, United Kingdom.

PROFESSIONAL LICENSURE, CERTIFICATION AND CREDENTIALS

1985 Certified Career Counselor - National Board of Certified Counselors (No.
3999)

1983 Certified Counselor - National Board of Certified Counselors (No. 3999)

1982 Licensed Psychologist - State of Florida (No. PY0003013)

1975 Certified Junior College and Public School Counselor - Florida Department
of Education (Inactive)

1973 Certified Secondary School Social Studies Teacher - Florida Department of
Education (Inactive)

PROFESSIONAL EXPERIENCE

7/08-Present Associate Dean for Faculty Development - College of Education, Florida State
University. Responsible for faculty assignments, evaluations, promotion and
tenure, mentoring, and orientation, as well as designing a faculty development
system.

10/07-Present Mode L. Stone Distinguished Professor of Counseling and Career Development
- Psychological Services in Education, Department of Educational Psychology
and Learning Systems, College of Education, Florida State University.
Responsible for teaching, doctoral student supervision, and research in the areas
of counseling, career development, and computer applications.

8/86-Present Co-Director - Center for the Study of Technology in Counseling and Career
Development, College of Education, Florida State University. Responsible for
co-directing a center designed to promote research, instruction, and service
related to the application of computer technology in counseling and career
development.

8/92-10/07 Professor - Psychological Services in Education (formerly Counseling
Psychology and Human Systems), Department of Educational Psychology and
Learning Systems (formerly Department of Human Services and Studies),
College of Education, Florida State University.

- 8/86 - 8/92 Associate Professor - Counseling Psychology and Human Systems, Department of Human Services and Studies, College of Education, Florida State University. Tenure approved by the University Promotion and Tenure Committee 12/86.
- 8/82 - 8/86 Assistant Professor - Counseling and Human Systems, Department of Human Services and Studies, College of Education, Florida State University. Doctoral directive status granted 4/84.
- 3/79 - 6/82 Adjunct Instructor - Department of Psychology, DeKalb Community College - Central Campus. Responsible for teaching courses in Introductory Psychology.
- 9/77 - 8/82 Senior Counselor - Student Counseling and Career Planning Center, Georgia Institute of Technology. Responsible for counseling, research, and consultation. Duties included individual and group counseling for personal, interpersonal, vocational, educational, marital, and premarital concerns, research, consultation with campus departments and organizations, fraternity advisor, and prelaw advisor. Also responsible for serving as Coordinator of the Career Planning Center (4/80 - 8/82). Duties included program development, evaluation, research, budget maintenance, as well as design, implementation, and supervision of computer applications, and supervision of a Career Counselor, a Career Information/Testing Specialist, and a Secretary.
- 3/77 - 8/77 Adjunct Instructor - Department of Counselor Education, University of Florida. Responsible for teaching courses in introductory counseling as well as individual and group supervision of practicum and internship students.
- 6/75 - 3/77 Project Manager - GRAD II Computer-Assisted Placement System, Career Resource Center, University of Florida (part-time). Responsible for coordinating the adaptation of a computer-assisted job placement program for the university. Duties included counseling, budget planning and maintenance, program planning, supervision of clerical staff assigned to the project, supervision of daily operation, and liaison with systems analyst.

VISITING PROFESSORSHIPS

Visiting Professor (Docent), Educational Psychology (with specializations in career and educational planning, as well as information and communications technology), University of Jyväskylä, Jyväskylä, Finland (2002 to the present).

Visiting Professor in Career Development and Management, School of Education and Social Science, Centre for Guidance Studies, University of Derby, Derby, England (2001 to the present).

Visiting Professor, School Counseling Program, Faculty of Education, University of Joensuu, Joensuu, Finland (1999).

FELLOWSHIPS

Elected as a Fellow of the National Career Development Association (2001).

Elected as an Overseas Fellow of the National Institute for Careers Education and Counselling, Cambridge, England (1997-1999, 1999-2000, 2001-to the present).

HONORS AND AWARDS

A "Being There" Award for service to students - Division of Student Affairs, Florida State University (2006)

The American Counseling Association Professional Development Award (2005)

JoAnn Harris-Bowlsbey Award for Outstanding Contribution to the Field of Technology in Career Development (2004)

The National Career Development Association Eminent Career Award (2001)

The American Counseling Association Extended Research Award (1999) (With Robert C. Reardon)

The National Career Development Association President's Award (1998)

The Association of Computer-Based Systems for Career Information Distinguished Service Award (1997)

The American Counseling Association Ralph Berdie Memorial Research Award (1996) (With Robert C. Reardon)

A Florida State University Teaching Incentive Program Award (1995)

A National Occupational Information Coordinating Committee Recognition Award for Innovative Ideas and Activities in Support of the NOICC/SOICC Mission (1995)

A National Career Development Association Merit Award (1990)

A "Being There" Award for service to students - Division of Student Affairs, Florida State University (1990)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Counseling Association

Association for Assessment in Counseling

Association for Counselor Education and Supervision

National Career Development Association

American Psychological Association

Society of Counseling Psychology

Society for Vocational Psychology

Psychology of Religion (Division 36)

Association of Computer-Based Systems for Career Information

International Association for Educational and Vocational Guidance

TEACHING AND INSTRUCTION

Teaching

Florida State University

Advanced Group and Individual Counseling Practicum: Counseling
Advanced Group and Individual Counseling Practicum: Career Counseling
Behavior Management: Principles and Applications
Communications and Human Relations
Computer Applications in Counseling Psychology and Other Human Services
Counseling Technology and Information Systems
Directed Individual Study
Field Practicum
Foundations of Career Development
Group Counseling: Theory and Practice
Interpersonal Communications and Development
Internship Supervision
Introduction to Career Development
Introduction to Human Services
Placement Methods and Techniques
Practicum in Counseling and Rehabilitation
Supervised Research

Georgia Institute of Technology

Career Management

DeKalb Community College

Psychology of Adjustment
Principles of Psychology

University of Florida

Counseling Theory
Laboratory in Counseling
Practicum in Counseling
Practicum in Student Personnel Work
Principles of Guidance: The Helping Relationship

Course Development (Florida State University)

Computer Applications in Counseling Psychology and Other Human Services
Advanced Group and Individual Counseling Practicum: Counseling Psychology
Introduction to Human Services
Field Practicum in Counseling Psychology

Doctoral Dissertation Supervision

Chandler, G. M. (1985). *The effects of an interactive generic computer program for the systematic desensitization of classically conditioned phobias.* (Co-Chair with H. D. Burck)

- Hinkle, J. S. (1987). *Psychological and physical fitness and aerobic exercise in eighth grade children.*
- Maddox, E. N. (1987). *The effects of problem-solving strategy and outcome expectancy cues on creative problem-solving performance.*
- Levy, M. A. (1988). *The effect of internally vs. externally set training goals on performance and satisfaction.*
- Lucas, A. T. (1990). *The relationship of marital satisfaction and job satisfaction to psychological adjustment in women.*
- Harris, A. M. (1990). *The occurrence of self-handicapping among adult children of alcoholics.*
- Ryan-Jones, R. E. (1990). *The relationship of career indecision, vocational identity and gender to career beliefs.*
- Levy, F. C. (1991). *The relationship of family dynamics to the onset, severity, and course of chronic fatigue immune dysfunction syndrome.*
- Haymon, S. W. (1992). *The relationship of work addiction and depression, anxiety, and anger in college males.*
- Gardner, A. (1994). *Non-cognitive variables as predictors of academic performance for Black American students in teacher education preparation programs.*
- Humphreys, J. (1995). *The relationship between cognitive style, ethnicity, and level of educational attainment for women receiving aid for dependent children as compared with employed women.*
- Saunders, D. E. (1997). *The contribution of depression and dysfunctional career thinking to career indecision.*
- Osborn, D. S. (1998). *The relationships among perfectionism, dysfunctional career thoughts, and career indecision.*
- Slatten, M. L. (1999). *Dysfunctional career thoughts and self-appraised problem-solving ability among substance abusers.*
- Wilde, C. K. (2000). *The vocational identity and self-appraised problem solving ability of college students with and without learning abilities.*
- Inman, J. (2001). *Relationships among employees' job satisfaction, satisfaction with coworkers, and interpersonal relationship styles.*

Vuorinen, R. (2006). *The Internet in guidance or guidance in the Internet: Perceptions of guidance practitioners on the use of the Internet as a tool in guidance*. (Dissertation Co-Directed with Jouni Välijärvi at the University of Jyväskylä, Finland).

Cooley, J. A. (2007). *The career decision making experiences of college students in the visual arts*.

Master's Thesis Supervision

Semelroth, K. A. (2005). *Mobility and military children*.

Development of Instructional Resources (Florida State University)

Brief Internship Program (Pilot Project) - University of Oxford Careers Service: Establishment and evaluation of a brief four week Ph.D. internship in career service delivery (10/93-10/95).

Computer-Assisted Career Guidance Laboratory - FSU Career Center (a collaborative effort with Dr. Robert G. O'Neal and Dr. Robert C. Reardon): Career guidance and assessment software available at six microcomputer work stations for use in undergraduate and graduate courses, practica and internships, and dissertation research (10/88-9/94).

Library - Center for the Study of Technology in Counseling and Career Development (a collaborative effort with Dr. Robert C. Reardon): Career guidance and assessment software available at two microcomputer work stations, print-based materials (bibliographies, abstracts, books, journals, manuals, and technical reports), and audio-visual training materials for use by graduate students, university staff members, and visiting scholars (1/86-9/94).

CONTRACTS AND GRANTS

Peterson, G. W., Sampson, J. P., Jr., & Darabi, A. *The development of a Web-based career decision tool: Grades 9 - 12l*. Funded by DTI Associates for the National Training Support Center, America's Career Resource Network, United States Department of Education. (2/05 – 12/05) Total award (\$208,064).

Sampson, J. P., Jr. *Improving the design and delivery of career resources and services for individuals with visual disabilities*. Funded by the Division of Blind Services of the Florida Department of Labor (8/00 - 8/02). Total award (\$162,244). Renewed by the Division of Blind Services of the Florida Department of Education (8/02 - 8/04). Total award (\$218,472). Renewed by the Division of Blind Services of the Florida Department of Education (10/04 - 8/05). Total award (\$218,472).

Sampson, J. P., Jr. *The use of the Internet to deliver career, educational, and training information*. Funded by the United States Department of Labor through the Florida Department of Labor (5/98 - 6/00). Total award (\$158,828).

Sampson, J. P., Jr. *A Differential Feature-Cost Analysis of Computer-Assisted Career Guidance Systems*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/97 - 8/98). Total award (\$9800).

Sampson, J. P., Jr., & Reardon, R. C. *Staff Training Strategies for Improving the Effectiveness of One-Stop Centers*. Funded by the Labor Market Information Training Institute of the United States Department of Labor through the South Carolina Employment Security Commission (9/96 - 8/97). Total award (\$50,000).

Sampson, J. P., Jr. *A Differential Feature-Cost Analysis of Computer-Assisted Career Guidance Systems*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/96 - 12/96). Total award (\$9800).

Sampson, J. P., Jr. *Effective Integration of Client Service Options and Information Resources in One-Stop Centers*. Funded by the Labor Market Information Training Institute of the United States Department of Labor through the South Carolina Employment Security Commission (5/96 - 12/96). Total award (\$34,000).

Sampson, J. P., Jr. *A Differential Feature-Cost Analysis of Computer-Assisted Career Guidance Systems*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/95 - 12/95). Total award (\$9800).

Sampson, J. P., Jr. *An Evaluation of the Effectiveness of Florida CHOICES Implementation in High Schools*. Funded by the Florida Department of Education (5/95 - 6/95). Total award (\$10,000).

Sampson, J. P., Jr. *A Differential Feature-Cost Analysis of Computer-Assisted Career Guidance Systems and Bibliographies*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/94 - 12/94). Total award (\$9800).

Sampson, J. P., Jr. *The Use of Career Information Delivery Systems on Military Bases*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/93 - 12/93). Total award (\$9800).

Sampson, J. P., Jr. *The Financial Status of Career Information Delivery Systems in the United States*. Funded by the National Occupational Information Coordinating Committee and the United States Department of Labor (5/92 - 10/92). Total award (\$9500).

Peterson, G. W., Sampson, J. P., Jr., & Reardon, R. C. *The Development of a Florida Computer-Assisted Career Planning System*. Funded by the Florida Department of Education Bureau of Career Development (7/90 - 6/91). Total award (\$273,000).

Reardon, R. C., & Sampson, J. P., Jr. *Students' Understanding of General Education*. Funded by the Association of American Colleges (11/89 - 5/90). Total award (\$12,200).

Sampson, J. P., Jr. *Occupational Specialist Training*. Funded by the Florida Department of Education Bureau of Career Development (4/89 - 6/90). Total award (\$56,245).

Sampson, J. P., Jr., & Reardon, R. C. *An International Teleconference on Technology and Career Development*. Center for the Study of Technology in Counseling and Career Development and Center for Professional Development and Public Service, Florida State University. Funded by various Federal and State Agencies, Professional Associations, For-Profit and Not For-Profit Corporations, and individuals (1/89 - 7/89). Total Award (\$31,000).

Sampson, J. P., Jr. *A Comparison of Two Computer-Assisted Career Guidance Systems: DISCOVER and GIS*. Funded by the Defense Activities for Non-Traditional Educational Support (DANTES) (6/89 - 7/89) Total award (\$1900).

O'Neal, R. G., Reardon, R. C., & Sampson, J. P., Jr. *Computer-Assisted Career Guidance Laboratory*. Funded by Barnett Banks of Florida (2/89). Total Award (\$50,000).

Sampson, J. P., Jr., & Reardon, R. C. *Career Guidance Program Support*. Funded by Brevard Community College (1/89 - 4/89) Total award (\$6600).

Reardon, R. C., & Sampson, J. P., Jr. *Center for Career Development Project Support: Florida CHOICES*. Funded by the Florida Department of Education Center for Career Development (4/88 - 6/88). Total award (\$5,300).

Reardon, R. C., & Sampson, J. P., Jr. *Career Center Minigrant Improving Adult Services*. Funded by the Florida Division of Vocational Education (12/84 - 8/85). Total award (\$10,000).

Burkhead, E. J., & Sampson, J. P., Jr. *Maximizing the Use of New Technology and Staff Functions in the Office of Vocational Rehabilitation*. Funded by the Florida Office of Vocational Rehabilitation (1/84 - 1/86). Total award (\$37,000).

Sampson, J. P., Jr., Kimmel, R. B. & Reardon, R. C. *Computer-Assisted Career Guidance: Project LEARN - Phase II*. Funded by the W. K. Kellogg Foundation (2/83 - 8/88). Total award (\$193,000).

GUEST EDITING FOR REFEREED JOURNALS

Wall, J. E., Baker, H., & Sampson, J. P., Jr. (Eds.). (2004). Use of technology in assessment [Special issue]. *Measurement and Evaluation in Counseling and Development*, 37(2).

Sampson, J. P., Jr., & Reardon, R. C. (Eds.). (1990). Evaluating computer-assisted career guidance systems [Special issue]. *Journal of Career Development*, 17(2), 79-149.

Sampson, J. P., Jr. (Ed.). (1986). Computer applications in testing and assessment [Special issue]. *Measurement and Evaluation in Counseling and Development*, 19(1).

EDITORIAL BOARD MEMBERSHIP AND GUEST REVIEWS FOR REFEREED JOURNALS

International Editorial Advisory Panel (12/94-present) *British Journal of Guidance & Counselling*.

Editorial Board Member (6/83-present) *Measurement and Evaluation in Counseling and Development*.

Guest Reviewer:

(9/02, 1/05) *The International Journal for Educational and Vocational Guidance*
(10/01). *Journal of Counseling Psychology*
(12/94). *Computers in Human Behavior*
(2/94). *The Career Development Quarterly*
(6/89). *Educational Measurement: Issues and Practice*
(7/87). *The Journal of Nervous and Mental Disease*
(6/87, 8/87 & 10/87). *The Journal of Counseling and Development*
(8/85, 3/91, 6/99, 4/01, 2/03, & 5/03, 11/05). *British Journal of Guidance & Counselling*

DISSERTATION

Sampson, J. P., Jr. (1977). Counselor intervention with computer-assisted career guidance. *Dissertation Abstracts International*, 38, 3297A. (University Microfilms No. 77-25, 952)

PUBLICATIONS – REFEREED BOOKS

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W. (2009). *Career development and planning: A comprehensive approach* (3rd ed.). Mason, OH: Carnegie Learning.

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W., assisted by Bertoch, S. (2009). *Instructor's manual for career development and planning: A comprehensive approach* (3rd ed.). Mason, OH: Carnegie Learning.

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W. (2006). *Instructor's manual for career development and planning: A comprehensive approach*. Pacific Grove, CA: Brooks/Cole.

Sampson, J. P., Jr., Reardon, R. C., Peterson, G. W., & Lenz, J. G. (2004). *Career counseling and services: A cognitive information processing approach*. Pacific Grove, CA: Brooks/Cole.

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W. (2000). *Career development and planning: A comprehensive approach*. Pacific Grove, CA: Brooks/Cole.

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W. (2000). *Student handbook for career development and planning: A comprehensive approach*. Pacific Grove, CA: Brooks/Cole.

Reardon, R. C., Lenz, J. G., Sampson, J. P., Jr., & Peterson, G. W. (2000). *Instructor's manual for career development and planning: A comprehensive approach*. Pacific Grove, CA: Brooks/Cole.

Peterson, G. W., Sampson, J. P., Jr., & Reardon, R. C. (1991). *Career development and services: A cognitive approach*. Pacific Grove, CA: Brooks/Cole.

PUBLICATIONS - REFEREED MONOGRAPHS

Sampson, J. P., Jr. (2008). *Designing and implementing career programs: A handbook for effective practice*. Broken Arrow, OK: National Career Development Association.

Sampson, J. P., Jr., & Reardon, R. C. (Eds.). (1990). *Enhancing the design and use of computer-assisted career guidance systems: Proceedings of an international teleconference on technology and career development*. Alexandria, VA: National Career Development Association.

McMahon, B. T., Burkhead, E. J., & Sampson, J. P., Jr. (1985). Computer access and applications to career counseling with vocational rehabilitation clients. Rehabilitation Research Review, Washington, DC: National Rehabilitation Information Center.

Sampson, J. P., Jr., Shahnasarian, M., & Maddox, E. N. (1984). *Implementing computer-assisted career guidance and other computer applications for the adult learner*. Ann Arbor, MI: ERIC Counseling and Personnel Services Clearinghouse.

PUBLICATIONS - INVITED MONOGRAPHS

Harris-Bowlsbey, J., Riley-Dikel, M., & Sampson, J. P., Jr. (Eds.). (2002). *The Internet: A tool for career planning* (2nd Ed.). Tulsa, OK: National Career Development Association.

Offer, M., Sampson, J. P., Jr., & Watts, A. G. (2001). *Career services technology and the future*. Manchester, United Kingdom: Higher Education Careers Services Unit and the National Institute for Careers Education and Counselling.

Harris-Bowlsbey, J., Riley-Dikel, M., & Sampson, J. P., Jr. (Eds.). (1998). *The Internet: A tool for career planning*. Columbus, OH: National Career Development Association.

PUBLICATIONS - REFEREED JOURNALS

Sampson, J. P., Jr. (in press). Modern and post-modern career theories: The unnecessary divorce. *The Career Development Quarterly*.

Sampson, J. P., Jr. (2006). Design og brug af IKT i vejledning, *Vejlederforum*, 4, 1-3. Retrieved January 9, 2007 from, www.vejlederforum.dk [Translated version of the paper, Sampson, J.P., Jr. (2006). Challenges in effectively designing and using ICT in career guidance. Centre for Guidance Studies, University of Derby, Derby, United Kingdom.]

Harris-Bowlsbey, J., & Sampson, J. P., Jr. (2005). Use of technology in delivering career services worldwide. *The Career Development Quarterly*, 54, 48-56.

Wall, J. E., Baker, H., & Sampson, J. P., Jr. (Eds.). (2004). Editorial comments for the special issue on the use of technology in assessment. *Measurement and Evaluation in Counseling and Development*, 37(2), 66-69.

- Lumsden, J. A., Sampson, J. P., Jr., Reardon, R. C., Lenz, J. G., & Peterson, G. W. (2004). A comparison study of the paper, personal computer (PC), and Internet versions of Holland's Self-Directed Search. *Measurement and Evaluation in Counseling and Career Development, 37*(2), 85-94.
- Kleiman, T., Gati, I., Peterson, G. W., Sampson, J. P., Jr., Reardon, R. C., Lenz, J. G. (2004). Dysfunctional thinking and difficulties in career decision making. *Journal of Career Assessment, 12*(3), 312-331.
- Vernick, S. H., Reardon, R. C., & Sampson, Jr., J. P. (2004). Process evaluation of a career course: A replication and extension. *Journal of Career Development, 30*(3), 201-213.
- Osborn, D. S., Peterson, G. W., Sampson, J. P., Jr., & Reardon, R. C. (2003). Client anticipations of computer-assisted career guidance systems: A cognitive information processing perspective. *Career Development Quarterly, 51*(4), 356-367.
- Sampson, J.P., Jr., Carr, D. L., Makela, J. P., Arkin, S., Minvielle, M., & Vernick, S. H. (2003). Enhancing counseling services with Internet Web sites. *Journal of Technology in Counseling, 3*(1), 1-29.
- Sampson, Jr., J. P., Purgar, M. P., & Shy, J. D. (2003). Computer-based test interpretation in career assessment: Ethical and professional issues. *Journal of Career Assessment, 11* (1), 22-39.
- Sampson, J. P., Jr. (2002). Quality and Ethics in Internet-Based Guidance. *The International Journal for Educational and Vocational Guidance, 2*, 157-171.
- Dipeolu, A., Reardon, R., Sampson, J., & Burkhead, J. (2002). The relationship between dysfunctional career thoughts and adjustment to disability in college students with learning disabilities. *Journal of Career Assessment, 10*, 413-427.
- Harris-Bowlsbey, J., & Sampson, J. P., Jr. (2001). Computer-based career planning systems: Dreams and realities. *The Career Development Quarterly, 49*, 250-260.
- Sampson, J. P., Jr., Peterson, G. W., Reardon, R. C., & Lenz, J. G. (2000). Using readiness assessment to improve career services: A cognitive information processing approach. *The Career Development Quarterly, 49*, 146-174.
- Sampson, J. P., Jr., Peterson, G. W., Reardon, R. C., & Lenz, J. G. (2000). The viability of readiness assessment in contributing to improved career services: A response to Jepsen (2000). *The Career Development Quarterly, 49*, 179-185.
- Reardon, R. C., Sampson, J. P., Jr., & Lenz, J. G. (2000). Career assessment in a time of changing roles, relationships, and contexts. *Journal of Career Assessment, 8*, 351-359.

- Sampson, J. P., Jr. (2000). Using the Internet to enhance testing in counseling. *Journal of Counseling and Development*, 78, 348-356. [Note: portions of the article also appeared in Sampson, J. P., Jr. (2001). Using the Internet to enhance test interpretation. In G. Walz & J. Bleuer (Eds.). *Assessment: issues and challenges for the millennium* (pp. - 189-202). Greensboro, NC: CAPS Publications.]
- Sampson, J. P., Jr., Watts, A. G., Palmer, M., & Hughes, D. (2000). International collaboration in translating career theory to practice. *The Career Development Quarterly*, 48, 332-339. Also in (2000) *Journal of Employment Counseling*, 37(2).
- Saunders, D. E., Peterson, G. W., Sampson, J. P., Jr., & Reardon, R. C. (2000). Relation of depression and dysfunctional career thinking to career indecision. *Journal of Vocational Behavior*, 56, 288-298.
- Sampson, J. P., Jr., & Lumsden, J. A. (2000). Ethical issues in the design and use of Internet-based career assessment. *Journal of Career Assessment*, 8, 21-35.
- Offer, M., & Sampson, J. P., Jr. (1999). Quality in the content and use of information and communications technology in guidance. *British Journal of Guidance and Counselling*, 27, 501-516.
- Sampson, J. P., Jr., Lenz, J. G., Reardon, R. C., & Peterson, G. W. (1999). A cognitive information processing approach to employment problem solving and decision making. *The Career Development Quarterly*, 48, 3-18.
- Sampson, J. P., Jr. (1999). Integrating Internet-based distance guidance with services provided in career centers. *The Career Development Quarterly*, 47, 243-254.
- Sampson, J. P., Jr., Reardon, R. C., Kolodinsky, R. W., & Herbert, S. H. (1998). The availability and use of information and assessment resources in one-stop centers. *Journal of Career Development*, 25, 15-29.
- Sampson, J. P., Jr., Vacc, N. A., & Loesch, L. C. (1998). The practice of career counseling by specialists and counselors in general practice. *The Career Development Quarterly*, 46, 404-415.
- Sampson, J. P., Jr., & Reardon, R. C. (1998). Maximizing staff resources in meeting the needs of job seekers in one-stop centers. *Journal of Employment Counseling*, 35, 50-68.
- Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., Reardon, R. C., & Saunders, D. E. (1998). The design and use of a measure of dysfunctional career thoughts among adults, college students, and high school students: The Career Thoughts Inventory. *Journal of Career Assessment*, 6, 115-134.

- Sampson, J. P., Jr. (1997). Enhancing the use of career information with computer-assisted career guidance systems. *Japan Institute of Labor Research*, 32, 35-39. [Japanese language version] [A brief portion of this article also appeared in Sampson, J. P., Jr. (1997). Possibilities of computer-assisted career guidance systems. *Japan Institute of Labor Research*, 31, 2.]
- Sampson, J. P., Jr., & Norris, D. S. (1997). An evaluation of computer-assisted career guidance implementation effectiveness. *Career Planning and Adult Development Journal*, 13, 75-86.
- Sampson, J. P., Jr., Kolodinsky, R. W., & Greeno, B. P. (1997). Counseling on the information highway: Future possibilities and potential problems. *Journal of Counseling and Development*, 75, 203-212.
- Ballantine, M., & Sampson, J. P., Jr. (1995). The use of computer-assisted career guidance systems with adults at work. *Career Planning and Adult Development Journal*, 11, 14-20.
- Engels, D. W., Minor, C. W., Sampson, J. P., Jr., & Splete, H. H. (1995). Career counseling specialty: History, Development, and Prospect. *Journal of Counseling & Development*, 74, 134-138.
- Zmud, R. W., Sampson, J. P., Jr., Reardon, R. C., Lenz, J. G., & Byrd, T. A., (1994). Confounding effects of construct overlap: An example from IS user satisfaction theory. *Information Technology and People*, 7(2), 29-45.
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- Sampson, J. P., Jr. (2006, October). *Factors that may adversely impact the readiness of individuals to make effective use of career resources and services*. Paper presented for the International Teacher Education Specialization Programme, Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
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- Sampson, J. P., Jr. (1998, March). Integrating Internet-based distance guidance with services provided in career centers. Plenary paper presented at a seminar entitled, *Guidance in Open Learning Environments in the Finnish Polytechnics*, Espoo-Vantaa Polytechnic, Vantaa, Finland.
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PRESENTATIONS – KEYNOTE AND PLEINARY

Sampson, J. P., Jr. (2005, October). *Differentiating career services for young people and adults: The CIP approach*. Plenary presentation at the Careers Scotland Exposition of the Career Planning Journey and the Differentiated Service Delivery Framework, Glasgow, Scotland.

Sampson, J. P., Jr. (2005, September). *Maximizing E-guidance interventions: Strategies for HE careers services*. Plenary presentation at the Careers Scotland Exposition of the Career Planning Journey and the Differentiated Service Delivery Framework, Glasgow, Scotland.

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- Sampson, J. P., Jr. (2003, September). *Developing Need-based Services for Young People and Adults: The CIP Approach*. Keynote presentation at the Conference on Maximizing Potential, Armagh, Northern Ireland.
- Sampson, J. P., Jr. (2003, April). *Designing career services to cost-effectively meet individual needs*. Plenary session at the Career Guidance Network of Oklahoma Conference, Oklahoma City, Oklahoma.
- Sampson, J. P., Jr. (2003, February). *The Cognitive Information Processing approach (CIP) service delivery model*. Plenary session at a conference sponsored by Careers Scotland, Inverness and Edinburgh, Scotland.
- Sampson, J. P., Jr. (2002, July). Using the cognitive information processing approach (CIP) model to enhance career services. Plenary session presented, *Helping Students and Graduates to Help Themselves: Student Careers Support Models for the 21st Century*, University College, Cork, Ireland.
- Sampson, J. P., Jr. (2002, February). Designing guidance services to make best use of technology and staff. Plenary session presented at a conference entitled *Using Technology to Enhance Guidance Programs*. ERIC/CASS, Greensboro, NC.
- Sampson, J. P., Jr. (2001, September). Strategies for careers service website design (Part 2). Plenary session presented at a second conference entitled *Careers Guidance, Technology and the Future*. Higher Education Careers Services Unit and the National Institute for Careers Education and Counselling, London, United Kingdom.
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- Sampson, J. P., Jr. (1998, March). *The Internet: Career information and counseling services & Interventions for computer-assisted delivery systems*. Keynote presentations at the Michigan College Counseling Association Annual Conference, Oakland Community College, Royal Oak, MI

- Sampson, J. P., Jr. (1998, February). *Helping clients get the most from computer-assisted guidance*. Keynote general session presented at the Oregon Careers Conference, Portland, OR.
- Sampson, J. P., Jr. (1997, September). *Using career development information in career centers*. Plenary session presented at the JobLink State & Local Team Conference, Winston-Salem, NC.
- Sampson, J. P., Jr. (1997, July). Effective use of technology in employment and training programs. In J. N. Lester (chair), *Technology and the future of career development*. Plenary session presented at the National SOICC Conference, Tacoma, WA.
- Sampson, J. P., Jr. (1997, April). *Computer-assisted careers work: Promise or peril on the information highway*. Keynote general session presented at the Australian Association of Career Counselors 7th National/International Conference, Brisbane, Australia.
- Sampson, J. P., Jr. (1996, June). *Assessment of dysfunctional thinking as a strategy to improve career services*. Keynote general session presented at the 1996 SUNY Career Development Organization Annual Conference, Canandaigua, NY.
- Sampson, J. P., Jr. (1996, January). *Practical strategies for delivering career development services*. Keynote general session presented at the 1996 Careers Conference, Center on Education and Work, University of Wisconsin-Madison, Madison, WI.
- Sampson, J. P., Jr. (1995, April). *The value of career counseling and guidance in Turkey, The design and use of computer-assisted career guidance systems, Selection and implementation of computer-assisted career guidance systems in an employment service setting*. Plenary sessions presented at a meeting of the IIBK World Bank Employment and Counseling Services Project, Middle Eastern Technical University, Ankara, Turkey.
- Sampson, J. P., Jr. (1995, March). *Linking career development theory to career information delivery*. Plenary session presented at the CIDS Technical Workshop, Association of Computer-Based Systems for Career Information, National Occupational Information Coordinating Committee, Florida Bureau of Career Development & Educational Improvement, Florida SOICC, Orlando, FL.
- Sampson, J. P., Jr. (1994, May). *Strategies and structures for improving the cost-effectiveness of careers education*. Keynote address presented at the Strategies and Structures in Careers Education Conference, University of Central Lancashire, Preston, United Kingdom.
- Sampson, J. P., Jr. (1994, May). *Impact of technology on the counseling profession*. Keynote address presented at the Professional Issues in Counseling: The 90's and Beyond Conference, Oakland University, Rochester, MI.

- Sampson, J. P., Jr. (1992, July). *Strategies for enhancing the effectiveness of computer-assisted career guidance*. Keynote address presented at the American Association for Counseling and Development Bilateral Conference, Moray House Institute of Education, Edinburgh, Scotland.
- Sampson, J. P., Jr. (1992, March). *Building a better society through technology*. Keynote address presented at the American Association for Counseling and Development Convention Software Festival, Baltimore, MD.
- Sampson, J. P., Jr. (1987, November). *Counselors: The human touch of high tech - fact or fiction?* Plenary workshop presented at the Florida Association of Counseling and Development Convention, Tampa, FL.
- Sampson, J. P., Jr. (1987, February). *Computer assisted career guidance: Keeping our promises*. Plenary session presented at The 5th Annual DISCOVER Conference, American College Testing Program, Clearwater Beach, FL.
- Sampson, J. P., Jr. (1986, June). *Computer use or abuse: Ethics in the use of computers*. Plenary session presented at The Growth Edge Conference: Creative Use of Computers for Facilitating Learning and Enhancing Personal Development, The ERIC Clearinghouse on Counseling and Personnel Services, School of Education, The University of Michigan, Ann Arbor.
- Sampson, J. P., Jr. (1984, October). *National perspective, issues, and trends*. Keynote address presented at the Michigan Personnel and Guidance Association Pre-Convention Workshop, *Expanding counselor potential through computers*, Detroit, MI.

PRESENTATIONS - INVITED

- Sampson, J. P., Jr. (2009, March). *Designing and delivering career resources and services*. Presentation at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2009, March). *The Cognitive Information Processing approach to career choice*. Presentation at the Ministry of Employment and the Economy, Helsinki, Finland.
- Sampson, J. P., Jr. (2008, March). *Developing your own counseling theory: Integrating multiple perspectives*. Presentation at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2008, March). *The Cognitive Information Processing approach to career choice*. Presentation at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr., & Reardon, R. C. (2007, June). Using the Career Thoughts Inventory (CTI). Society for Vocational Psychology 8th Biennial Conference, Akron, OH.
- Sampson, J. P., Jr. (2007, March). *A four-step model for integrating counseling and web site use*. Presentation at the University of Jyväskylä, Jyväskylä, Finland.

- Sampson, J. P., Jr. (2007, March). *Client use of Internet web sites in counseling*. Presentation at the University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2007, March). *Key issues for quality assurance in career guidance*. Presentation at the University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2007, March). *Key issues for quality assurance in career guidance*. Presentation at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2007, March). *A four-step model for integrating counseling and Web-site use and client use of Internet Web sites in counseling*. Lecture for the School Counseling Program at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, October). *Counseling and career services for ages 15-22*. Presentation at the Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, September). *The Enhancing Careers Services Project: A differentiated service delivery model for the careers service of Northern Ireland*. Department of Learning and Employment, Northern Ireland, Belfast.
- Sampson, J. P., Jr. (2006, March). *The CIP approach to differentiated career services in universities and universities of applied sciences*. Presentation at the University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, March). *Fostering synergy in a university research center*. Seminar presented at the Research and Development Centre for Lifelong Guidance, University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, March). *Combining research, training and student services*. Seminar presented at the University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, March). *Coherent guidance services in higher education – ILP and portfolio approaches*. Seminar presented at the Jyväskylä Polytechnic, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2006, March). *Cost effectiveness in providing counseling services – regional and school level*. Seminar presented at the National Board of Education, Helsinki, Finland.
- Sampson, J. P., Jr. (2006, March). *The design and use of career portfolios in higher education*. Presentation for the Finnish Career Services Network, University of Helsinki, Finland.
- Sampson, J. P., Jr. (2005, May). *The use of a career portfolio to promote career development*. Program presented at the Constructing, Using, and Evaluating E-Portfolios Conference, Goodenough College, London.

- Lumsden, J., Meyer, K., Reardon, R. C., & Sampson, J. P., Jr. (2005, March). *The design and use of a career portfolio to promote student career development*. Presentation at the University of Jyväskylä and Jyväskylä Polytechnic, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2005, January). *Need-based service/Web site*. Presentation at the Centre for Career Development, University of Nottingham, Nottingham, England.
- Sampson, J. P., Jr. (2004, October). *Translating theory to practice: The CIP approach to career problem solving and decision making*. Presentation at the School of Psychology, Beijing Normal University, Beijing, China.
- Sampson, J. P., Jr. (2003, February). *Using the CIP service model in a differentiated all-age guidance service*. Program presented at the National IAG Conference, Blackpool, England.
- Sampson, J. P., Jr. (2002, September). *Examining the concept of 'needs-based' services and the application of the CIP model*. Seminar sponsored by the Centre for Guidance Studies, University of Derby, United Kingdom.
- Sampson, J. P., Jr. (2002, July). Identifying student needs and effective interventions to address them. Presentation at the 4th Annual Summer Institute for School Counselors entitled, *Assessing School Counseling Programs*, Annapolis, Maryland.
- Sampson, J. P., Jr. (2002, May). *Developing Needs-Based Services Using the Cognitive Information Processing (CIP) Approach*. Lecture presented to the School of Education, Humanities, and Law and the School of Health and Community Studies, University of Derby, United Kingdom.
- Offer, M., & Sampson, J.P., Jr. (2002, May, September). *Web design for career services*. Workshop sponsored by the Career Services Unit and the National Institute for Careers Education and Counselling, London and Leeds, United Kingdom.
- Sampson, J. P., Jr. (2002, March). *Effective design and use of Internet-based career resources and services in higher education*. Lecture presented at the University of Jyväskylä, Jyväskylä, Finland.
- Sampson, J. P., Jr. (2002, March). *Quality and ethics related to effective design and use of Internet-based career resources and services*. Lecture presented at the University of Tampere, Tampere, Finland.
- Sampson, J. P., Jr., Hughes, D., & Watts, A. G. (2001, June). Innovative approaches to using the cognitive information processing (CIP) model. Session presented at a symposium entitled *Innovative approaches to developing need-based services within Connexions*. Center for Guidance Studies, University of Derby, United Kingdom.
- Sampson, J. P., Jr. (2001, June). Design strategies for Web sites. Session presented at a symposium entitled "*Innovative approaches to developing need-based services within Connexions*." Center for Guidance Studies, University of Derby, United Kingdom.

- Sampson, J. P., Jr. (2000, October). *Prototyping Internet-based career resources and services in higher education*. Lecture presented at the University of Helsinki, Palmenia Centre for Research and Continuing Education, Helsinki, Finland.
- Sampson, J. P., Jr. (2000, September). *Designing resource centers within a JobLink career center*. Program presented at the 2000 North Carolina Workforce Development Partnership Conference, Greensboro, NC.
- Sampson, J. P., Jr. (2000, June). *A three-step counseling model for helping students use information technology*. Workshop presented at the 2000 SUNY Career Development Organization Annual Conference, Geneva, NY.
- Sampson, J. P., Jr., & Lenz, J. G. (2000, April). *Strategic career planning: Building on your strengths*. Program presented at the 3rd Annual Administrative Professionals' Training Conference, Department of Veterans Affairs, Washington, D.C.
- Sampson, J. P., Jr. (2000, April). *Cost-effective strategies for meeting the career decision-making needs of students*. Muuttuneet nimikkeet - muuttuuko toiminta, Ammattikorkeakoulujen opiskelijoiden ohjauksen kehittämispäivät, Jyväskylä Polytechnic, Jyväskylä, Finland
- Sampson, J. P., Jr. (2000, April). *Effective design and use of Internet-based career resources and services in higher education*. Invited lecture at the University of Joensuu, Joensuu, Finland
- Sampson, J. P., Jr. (2000, February). *Designing effective career services*. Professional Development Workshop, Michigan College Counselor Academy, University of Michigan-Dearborn, Dearborn, MI.
- Sampson, J. P., Jr. (1999, April). *Enhancing career services by developing integrated Internet web sites*. Program presented at the 1999 Workforce Oklahoma Partners Conference, Oklahoma City, OK.
- Sampson, J. P., Jr. (1999, April). *Using individual learning plans and resource guides to improve career services*. Program presented at the 1999 Workforce Oklahoma Partners Conference, Oklahoma City, OK.
- Sampson, J. P., Jr., Watts, A. G., & Stewart, S. (1999, March). *The roles of diagnostic screening and IT in local strategies on information, advice and guidance for adults: Lessons from the U.S. experience*. Symposium presented at the Centre for Guidance Studies, University of Derby, United Kingdom.
- Sampson, J. P., Jr. (1999, January). *A model Internet web site for career centers*. Workshop presented at the 47th Annual Conference of the International Association for Educational and Vocational Guidance entitled, "Turning Points: Managing Career Change" Wellington, New Zealand.

- Sampson, J. P., Jr. (1998, November). *Improving staff effectiveness in meeting the needs of job seekers in One-Stop centers*. Program presented at Quality Services Equals Results, U. S. Department of Labor Region III Quality Conference, National Association of Workforce Development Professionals Williamsburg, VA.
- Sampson, J. P., Jr. (1998, November). *Using One-Stop center web sites for local delivery of LMI*. Workshop presented at the annual Labor Market Information Forum, America's Labor Market Information System Training Institute, St. Louis, MO.
- Sampson, J. P., Jr. (1998, August). *Using Information and Communications Technology in Guidance*. Workshop presented at the Fourth International Conference for Trainers of Educational and Vocational Guidance Counsellors. Hillerod, Denmark.
- Irwin, T., Sampson, J. P., Jr., & Lester, L. (1998, May). *Serving One-Stop customers: A model for service and staff training*. Program presented at the Annual Conference of the National Association of Workforce Development Professionals, Miami Beach, FL.
- Sampson, J. P., Jr. (1998, April). *Counseling strategies for career information delivery systems*. Program presented at the Missouri Occupational Information Coordinating Committee Annual Labor Market Information Workshop, St. Louis, MO.
- Sampson, J. P., Jr. (1998, March). *Integrating information technology in providing information services in polytechnics*. Lecture presented to the faculties of education and psychology, Jyväskylä Polytechnic, Jyväskylä, Finland
- Sampson, J. P., Jr. (1998, March). *Application of Internet-based distance guidance with careers services*. Lecture presented to the faculties of educational technology, school counseling, and psychology, University of Joensuu, Joensuu, Finland
- Sampson, J. P., Jr. (1998, March). *Designing cost-effective career services*. Workshop presented at the Michigan College Counselor Academy, Oakland Community College, Royal Oak, MI
- Sampson, J. P., Jr. (1998, February). *Assessing client readiness*. Program presented at the Oregon Careers Conference, Portland, OR.
- Sampson, J. P., Jr. (1997, November). *Building career resource centers that meet customer needs*. Program presented at the 1997 North Carolina Workforce Development Partnership Conference, Greensboro, NC.
- Sampson, J. P., Jr. (1997, September). *Maximizing the use of staff resources in one-stop career centers*. Program presented at the Florida Workforce Development Summit, Miami, FL.

- Leierer, S. J., Lenz, J. G., Peterson, G. W., Reardon, R. C., & Sampson, J. P., Jr. (1997, August). Using readiness assessment to enhance client outcomes in vocational rehabilitation services. Program presented at the *Ninth Annual Rehabilitation Seminar*, Department of Rehabilitation Counseling, Louisiana State University Medical Center, New Orleans, LA.
- Sampson, J. P., Jr. (1997, July). *Maximizing the use of staff resources in one-stop career centers: Results of a national survey*. Program presented at the National SOICC Conference, Tacoma, WA.
- Sampson, J. P., Jr. (1997, June). *Assessing and enhancing readiness for career and employment decision making*. Program presented at Work Shifts: Preparing People for the New Work World, sponsored by the Maine Occupational Information Coordinating Committee, Bureau of Employment Services, and Maine Department of Labor, Auburn, Maine.
- Sampson, J. P., Jr. (1997, June). *A counseling model for effective use of a career information delivery system*. Program presented at Work Shifts: Preparing People for the New Work World, sponsored by the Maine Occupational Information Coordinating Committee, Bureau of Employment Services, and Maine Department of Labor, Auburn, Maine.
- Sampson, J. P., Jr. (1997, May). *Improving career services through better use of information technology*. Professional Development Institute of the National Career Development Association, Portland, OR, & Denver, CO.
- Sampson, J. P., Jr. (1996, July). *A model for career problem solving and decision making*. Program presented at the Florida Vocational, Adult and Community Education Conference, Orlando, FL.
- Sampson, J. P., Jr. (1996, June). *Walk-in counseling services utilizing an individual learning plan*. Workshop presented at the 1996 SUNY Career Development Organization Annual Conference, Canandaigua, NY.
- Sampson, J. P., Jr., & Sampson, S. M. (1996, April). The Career Thoughts Inventory: A Resource for Screening, Needs Assessment, and Intervention in Career Service Delivery. In E. A. Whitfield (Chair), *Career Assessment - A Day With the Experts*. Professional Development Institute presented at the 1996 World Conference of the American Counseling Association, Pittsburgh, PA.
- Sampson, J. P., Jr. (1996, January). *Assessing student readiness for career guidance services*. Workshop presented at the 1996 Careers Conference, Center on Education and Work, University of Wisconsin-Madison, Madison, WI.
- Sampson, J. P., Jr. (1995, October). *A comparative analysis of computer-assisted career guidance systems used in education and employment services*. Seminar presented at the Institute of Educational Sciences, World Bank Romanian Career Information and Counselling Project, Bucharest, Romania.

- Sampson, J. P., Jr. (1994, May). *What's involved in career choice?* Workshop presented at the Office for Public Management, London, United Kingdom.
- Sampson, J. P., Jr., & Saunders, D. E. (1994, May). *Diagnosing career decision-making problems.* Seminar presented at the University of Oxford Careers Service, Oxford, United Kingdom.
- Sampson, J. P., Jr., Dixon, L., Newton, W., Phalachandra, B. Watanabe-Muraoka, A., Uhalde, R., & Kolosov, V. (1993, August). *Perspectives on work force development.* Panel presented at the National SOICC Conference, St. Petersburg Beach, FL.
- Sampson, J. P., Jr. (1992, November). *Making the most of PROSPECT (HE): Successful implementation and integration in a careers service.* Workshops sponsored by the Central Services Unit of the Committee of Vice Chancellors and Principals, London and Manchester, United Kingdom.
- Sampson, J. P., Jr. (1992, November). *Identifying and assisting students with dysfunctional approaches to career choice.* Seminar presented at the University of Oxford Careers Service, Oxford, United Kingdom.
- Sampson, J. P., Jr. (1992, January). Delivery media. In C. Mollerup (chair), *Computer-based career information in developmental guidance.* Program presented at the National Career Development Association Professional Development Institute, San Antonio, TX.
- Bloch, D., & Sampson, J. P., Jr. (1992, January). Research opportunities on computer-based career information and guidance systems. In C. Mollerup (chair), *Computer-based career information in developmental guidance.* Program presented at the National Career Development Association Professional Development Institute, San Antonio, TX.
- Sampson, J. P., Jr. (1991, March). *Factors related to successful implementation of computer applications in guidance and counselling.* Seminar presented at the National Institute for Careers Education and Counselling, Cambridge, United Kingdom.
- Sampson, J. P., Jr. (1991, March). *Using computers in careers guidance: An international comparison.* Seminar sponsored by CRAC and the National Institute for Careers Education and Counselling, London, United Kingdom.
- Firth, R. A., & Sampson, J. P., Jr. (1991, February & March). *Computer-aided careers guidance and occupational classification.* Seminars sponsored by the Association of Graduate Careers Advisory Services, Manchester, Edinburgh, and London, United Kingdom.
- Sampson, J. P., Jr. (1990, March). *Current developments in computer-aided careers guidance systems in the USA* Seminar presented at the National Institute for Careers Education and Counselling, Cambridge, United Kingdom.

- Sampson, J. P., Jr. (1990, March). *Finding an academic job: Current developments in the USA*. Seminar presented at the Careers Service, Oxford University Appointments Committee, Oxford, United Kingdom.
- Sampson, J. P., Jr., Jarvis, P., McKinlay, B., Riley, J., Harris-Bowlsbey, J., & Riser, G. (1990, January). Career information delivery and use by students and clients. Program presented at *Leadership in implementing and evaluating career development programs*, National Career Development Association Pre-Conference Workshop, Scottsdale, AZ.
- Sampson, J. P., Jr. (1988, July). *Principles in establishing accountability in career planning and placement: A competence approach*. Program presented at the Strategic Planning and Performance Measurement in Higher Education Conference sponsored by the Association of Graduate Careers Advisory Services, the National Association of Graduate Careers Advisors, the College Placement Council, and Arthur Andersen & Co., St. Charles, IL.
- Sampson, J. P., Jr. (1988, July). *Appraisal of academic staff: The U.S. experience*. Seminar conducted at the Department of Occupational Psychology, Birkbeck College, University of London, United Kingdom.
- Sampson, J. P., Jr. (1988, July). *The design and use of computer-assisted career guidance systems in the United States*. Seminar conducted at the Institut National d'Etude Du Travail et d'Orientation Professionnelle, Conservatoire National des Arts et Metiers, Ministere DE l'Education National, Paris.
- Sampson, J. P., Jr. (1988, June). *The place of information technology in guidance and counselling*. Seminar presented for the Institute of Careers Officers, Stourbridge, United Kingdom.
- Sampson, J. P., Jr. (1988, June). *Preparing for PROSPECT: Learning from the U.S. experience*. Seminars presented for the Association of Graduate Careers Advisory Services, Department of Occupational Psychology, Birkbeck College, University of London, and Careers Advisory Service, University of Manchester, United Kingdom.
- Sampson, J. P., Jr. (1986, April). *Using computer technology to enhance the effectiveness of psychotherapy: Reality or myth?* Seminar presented at the General Psychology Weekend Conference of the Open University Psychological Society, University of Sheffield, United Kingdom.
- Sampson, J. P., Jr. (1985, May). *The problems of evaluating computer-assisted careers guidance systems & Justifying computer-assisted careers guidance systems*. Seminars on Computers in Careers Guidance, Department of Occupational Psychology, Birkbeck College, University of London, United Kingdom.

PRESENTATIONS - REFEREED

- Carr, D. L., & Sampson, J. P., Jr. (2007, July). *"It's all about me!" How narcissistic college students think about career*. Program presented at the National Career Development Global Conference, Seattle, WA.
- Shy, J., Sampson, J. P., Jr., Reardon, R. C., & Hartley, S. L. (2006, July). *The Influence of Item Response on Self-Directed Search Scores (SDS)*. Program presented at the National Career Development Association's Honoring Community: Creativity and Collaboration, Chicago, IL.
- Sampson, J. P., Jr., & Carr, D. L. (2004, July). *Improving your Web site through a needs-based approach*. Program presented at the National Career Development Association's Celebrating the Spirit in Career Development Conference, San Francisco, CA.
- Carr, D. L. & Sampson, J. P., Jr. (2004, July). *Web-based assessment & treatment of dysfunctional career thinking*. Program presented at the National Career Development Association's Celebrating the Spirit in Career Development Conference, San Francisco, CA.
- Sampson, J. P., Jr. & Carr, D. L. (2002, July). *Designing More Effective Internet Web Sites for Career Services*. Program presented at the National Career Development Association's Careers Across America Conference, Chicago, IL.
- Anderson, J., Sampson, J. P., Jr., Roth, L. A. & Zellinger, D. (2000, July). *Universal access, technology, and career information delivery systems*. Program presented at JETT*CON' 2000: Joint Employment & Training Technology Conference, Albuquerque, NM
- Casella, C., & Sampson, J. P., Jr. (2000, June). *Applying Super's life-span theory of career development to lesbians: Issues and hypotheses revisited*. Program presented at the National Career Development Association Conference, Pittsburgh, PA.
- Lumsden, J., A., Reardon, R. C., Lenz, J. G., & Sampson, J. P., Jr. (2000, June). *Comparison study of Holland's Self Directed Search Internet, personal computer, (PC), and paper versions*. Program presented at the National Career Development Association Conference, Pittsburgh, PA.
- Pyle, K. R., Sampson, J. P., Jr., Palmer, R., Howland, P., & Reile, D. M. (2000, June). *Career guidance and counseling on the Web: Updates on ethical practice for the new millennium*. Program presented at the National Career Development Association Conference, Pittsburgh, PA.
- Sampson, J. P., Jr., McChesney, K., Aldridge, C., Ratzlaff, C., & Shenk, P. (2000, June). *Using computer-assisted career guidance to reach underserved populations*. Program presented at the National Career Development Association Conference, Pittsburgh, PA.

- Walz, G. W., Sampson, J. P. Jr. Jencius, M., Bloom, J., Lanning, W., Lee, C., Romine, P., & Ford, D. (2000, March). *Cybercounseling in the millennium: Challenges and opportunities for all of us*. Program presented at the Annual conference of the American Counseling Association, Washington, D.C.
- Sampson, J. P., Jr., & Shenk, P. (1999, July). *Quality standards in Internet delivery of career information*. Program presented at JETT*CON'99: Joint Employment & Training Technology Conference, Washington, D.C.
- Ollis, H., Richard, G., & Sampson, J. P. (1999, July). *Using career exploration tools in America's Career Kit*. JETT*CON'99: Joint Employment & Training Technology Conference, Washington, D.C.
- Harris-Bowlsbey, J., Sampson, J. P., Jr., & Reile, D. M. (1999, April, May) *A counselor's guide to the Internet: A tool for career planning and employment*. Professional Development Institute, National Career Development Association, Birmingham, AL, Minneapolis, MN.
- Reile, D. M., & Sampson, J. P., Jr. (1998, June) *From browsers to best practices: The what, why, and how of the Internet*. Professional Development Institute presented at the 7th Global National Career Development Association Conference, Chicago, IL.
- Harris-Bowlsbey, J., Riley-Dikel, M., & Sampson, J. P., Jr. (1998, July) *Using Internet web sites to support career development*. Program presented at the 7th Global National Career Development Association Conference, Chicago, IL.
- Lester, J. N., & Sampson, J. P., Jr. (1998, January). *Assessing readiness for career decision making: Instruments, strategies, and issues*. Program presented at the Assessment '98 Conference: Assessment for Change--Changes in Assessment, St. Petersburg, FL.
- Hood, A. B., Sampson, J. P., Jr., & Vacc, N. A. (1998, January). *Revitalizing the role of assessment in the counselor education curriculum*. Program presented at the Assessment '98 Conference: Assessment for Change--Changes in Assessment, St. Petersburg, FL.
- Clawson, T. W., Loesch, L. L., Sampson, J. P., Jr., & Vacc, N. A. (1998, January). *NBCC and Internet testing issues*. Program presented at the Assessment '98 Conference: Assessment for Change--Changes in Assessment, St. Petersburg, FL.
- Ollis, H., Rude, J., & Sampson, J. P., Jr., (1997, December). *One-stop career centers: Readiness and results*. JETT*CON '97 Conference sponsored by the U. S. Department of Labor, Employment & Training Administration, Chicago, IL.
- Sampson, J. P., Jr. (1997, December). *NCDA: Setting standards for Internet career services*. JETT*CON '97 Conference sponsored by the U. S. Department of Labor, Employment & Training Administration, Chicago, IL.

- Shenk, P., Ollis, H., Rosenow, S., & Sampson, J. P., Jr. (1997, December). *Federal initiatives affecting delivery of career information*. Program presented at the Association of Computer-Based Systems for Career Information Annual Conference, Las Vegas, NV.
- Garis, J. W., & Sampson, J. P., Jr. (1997, June). *Assessing student readiness for career services*. Program presented at the Florida Cooperative Education and Placement Conference, Deerfield Beach, FL.
- Carroll, A., Ollis, H., & Sampson, J. P., Jr. (1997, May). *One-stop assessment and career information services*. Program presented at the One-Stop National Conference, U. S. Department of Labor, Los Angeles, CA.
- Lenz, J. L., & Sampson, J. P., Jr. (1997, April). *Assessing readiness for career problem solving and decision making*. Program presented at the Australian Association of Career Counselors 7th National/International Conference, Brisbane, Australia.
- Sampson, J. P., Jr., Kolodinsky, R. W., Herbert, S. M., Ollis, H., Woods, J., & Brawley, K. (1997, January). *Integrating career information delivery systems into one-stop career centers*. Program presented at the Association of Computer-Based Systems for Career Information Annual Conference, Daytona Beach, FL.
- Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., Reardon, R. C., & Saunders, D. E. (1996, August). *The development and validation of the Career Thoughts Inventory*. Poster session presented at the American Psychological Association Convention, Toronto, Canada.
- Sampson, J. P., Jr. (1995, September). *Effective integration of computer-assisted careers guidance systems in careers services*. Program presented at the Biennial Conference of the Association of Graduate Careers Advisory Services at Lancaster University, Lancaster, United Kingdom.
- Sampson, J. P., Jr., Peterson, G. W., Saunders, D. E., Reardon, R. C., & Lenz, J. G. (1995, July). *Strategies for identifying, challenging, and altering negative career thoughts*. Program presented at the National Career Development Association National Conference, San Francisco, CA.
- Sampson, J. P., Jr., & Ollis, H. (1994, December). *How to evaluate the effectiveness of your CIDS*. Plenary program presented at the Association of Computer-Based Systems for Career Information Annual Conference, Dallas, TX.
- Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., Reardon, R. C., & Saunders, D. E. (1994, April). *Identifying and reframing dysfunctional thinking and career choice*. Program presented at the American Counseling Association National Convention, Minneapolis, MN.

- Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., Reardon, R. C., & Saunders, D. E. (1994, January). *Identifying and reframing dysfunctional thinking and career choice*. Program presented at the National Career Development Association National Conference, Albuquerque, NM.
- Sampson, J. P., Jr., Lenz, J. G., Peterson, G. W., & Reardon, R. C. (1994, January). *A cognitive approach to career development and service*. Professional Development Institute presented at the National Career Development Association National Conference, Albuquerque, NM.
- Sampson, J. P., Jr., Reardon, R. C., Ollis, H., Wilde, C. K., & Norris, D. S. (1993, December). *Evaluating the features and costs of computer-assisted career guidance systems*. Plenary program presented at the Association of Computer-Based Systems for Career Information Annual Conference, Nashville, TN.
- Miller, J., Sampson, J. P., Jr., Swan, R., & Zuber, N. (1993, November). *Credentialing: Strengthening the identity for the professional career counselor*. Program presented at the California Career Conference, San Diego, CA.
- Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., & Reardon, R. C. (1993, March). *A cognitive approach to career counseling*. Pre-Convention Workshop presented at the American Counseling Association Convention, Atlanta, GA.
- Clawson, T. W., Wittmer, J. P., Miller, J. V., & Sampson, J. P., Jr. (1992, June). *Understanding the American counselor credentialing model*. Program presented at the Canadian Guidance and Counselling Association Conference, Ottawa.
- Lenz, J. G., Sampson, J. P., Jr., & Reardon, R. C. (1992, January). *Career counseling: A cognitive approach using the pyramid and the CASVE cycle*. Program presented at the National Career Development Association National Conference, San Antonio, TX.
- Miller, J. V., Clawson, T. W., Lipscomb, W. D., Sampson, J. P., Jr., & Wildermuth, V. D. (1990, March). *The career specialty: NCCC*. Program presented at the American Association for Counseling and Development Convention, Cincinnati, OH.
- Sampson, J. P., Jr., & Reardon, R. C. (1990, January). *Improving use of technology in career development*. Program presented at the National Career Development Association National Conference, Scottsdale, AZ.
- Sampson, J. P., Jr. (1989, August). Implications of test user qualifications for counseling psychology. In M. B. LaCrosse (chair), *Contemporary issues in test use: Implications for counseling psychologists*. Symposium conducted at the American Psychological Association Convention, New Orleans, LA.
- Breasure, J., Lipscomb, W., Miller, J., & Sampson, J. P., Jr. (1989, March). *The career specialty: NCCC*. Program presented at the American Association for Counseling and Development Convention, Boston, MA.

Breasure, J., Loesch, L. C., Vacc, N. A., Sampson, J. P., Jr., & Rosenbaum, J. (1989, March). *Open forum: National Counselor Exam and the National Career Counselor Exam*. Program presented at the American Association for Counseling and Development Convention, Boston, MA.

Sampson, J. P., Jr. (1988, August). Computer-assisted testing and the goals of counseling psychology. In E. Watkins, Jr. (chair), *Testing and assessment in counseling psychology: Contemporary developments and issues*. Symposium conducted at the American Psychological Association Convention, Atlanta, GA.

Sampson, J. P., Jr., & Ballantine, M. (1988, March). *Enhancing counseling strategies for computer-assisted career guidance*. Program presented at the American Association for Counseling and Development Convention, Chicago, IL.

Wexler, H. K., Lawrence, G. H., Sampson, J. P., Jr., Elwork, A., & Schwartz, M. C. (1987, August). *Psychotherapeutic applications of computer technology*. Symposium presented at the American Psychological Association Convention, New York, NY.

Reardon, R. C., Sampson, J. P., Jr., Harris-Bowlsbey, J., Watts, T., Shahnasarian, M., & Norris, L. (1987, April). *Computer-based career guidance: A national review of system use*. Program presented at the American Association for Counseling and Development Convention, New Orleans, LA.

Rosenbaum, J., Loesch, L. C., Vacc, N. A., Crouch, L. C., & Sampson, J. P., Jr. (1987, April). *Open forum: NBCC examination - how, what, and why*. Program presented at the American Association for Counseling and Development Convention, New Orleans, LA.

Myers, R. A., Sampson, J. P., Jr., & Ballantine, M. (1986, August). *Computer technology: Potential impact on the behavior of counseling psychologists*. Symposium presented at the American Psychological Association Convention, Washington, DC.

Loesch, L. C., Herr, E. L., Sampson, J. P., Jr., Robinson, M., & Remley, T. (1986, April). *Perspectives on the uses of computers in counseling*. Program presented at the American Association for Counseling and Development Convention, Los Angeles, CA.

Walz, G., Sampson, J. P., Jr., Johnson, C. S., Maze, M., Patterson, J., Cash, R., Zgliczynski, S., Bleuer, J., & Perlmutter, D. (1986, April). *Media and technology - friendly vibes for counselors*. Program presented at the American Association for Counseling and Development Convention, Los Angeles, CA.

Beymer, L., Pappas, A., Cash, R. W., Maze, M., & Sampson, J. P., Jr. (1986, April). *An illustrated taxonomy of software for counselors*. Program presented at the American Association for Counseling and Development Convention, Los Angeles, CA.

- Sampson, J. P., Jr., & Ryan-Jones, R. (1985, October). *Selecting and using computer assisted testing software*. Workshop presented at the Florida Association of Counseling and Development Convention, Orlando, FL.
- Harmon, L. W., Schmidt, L. W., Bowlsbey, J., & Sampson, J. P., Jr. (1985, August). *Ethics & using computerized tests: Interpretations & systems in counseling*. Symposium presented at the American Psychological Association Convention, Los Angeles, CA.
- Burkhead, E. J., Sampson, J. P., Jr., Alston, R., & Clark, D. A. (1985, April). *Computer assisted career exploration for disabled persons*. Program presented at the American Association for Counseling and Development Convention, New York, NY.
- Garis, J. W., Sampson, J. P., Jr., Yonkovig, M. J., Rayman, J. R., & Rozman, F. (1985, April). *Counselor effectiveness and computer-aided career counseling*. Program presented at the American Association for Counseling and Development Convention, New York, NY.
- Reardon, R. C., Sampson, J. P., Jr., Maeder, R. F., Shahnasarian, M., & Tenhagen, C. A. (1984, November). *Computer applications in counseling: Selecting software that works*. Program presented at the Florida Association of Counseling and Development Convention, Jacksonville, FL.
- McSweeney, A. J., Fowler, R. D., Sampson, J. P., Jr., Swiercinsky, D., & Hogan, T. V. (1984, August). *Professional and ethical issues in computer-assisted psychological assessment*. Symposium presented at the American Psychological Association Convention, Toronto, Canada.
- Burkhead, E. J., Sampson, J. P., Jr., & Clark D. A. (1984, August). *Computers in rehabilitation: New directions in service delivery*. Program presented at the National Rehabilitation Association Convention, Atlanta, GA.
- Pyle, K. R., Johnson, C. S., Sampson, J. P., Jr., & Riesenber, B. (1984, March). *Meeting human development needs in the future - Working with adults and technology*. Preconvention workshop presented at the American Association for Counseling and Development Convention, Houston, TX.
- Reardon, R. C., Harris-Bowlsbey, J., Katz, M. McKinlay, B., Myers, R. A., Perlmutter, D., & Sampson, J. P., Jr. (1984, March). *Computers and career interventions: Retrospect and prospect*. Program presented at the American Association for Counseling and Development Convention, Houston, TX.
- Burkhead, E. J., & Sampson, J. P., Jr. (1984, March). *Computer applications in the assessment of disabled persons*. Program presented at the American Association for Counseling and Development Convention, Houston, TX.

- Sampson, J. P., Jr., Maddox, E. N., Shahnasarian, M., & Reardon, R. C. (1983, November). *Developing a computer-assisted career guidance system that meets your needs*. Program presented at the Florida Personnel and Guidance Association Convention, Daytona Beach, FL.
- Reardon, R. C., & Sampson, J. P., Jr. (1983, April). *Computer technology and career development*. Program presented at the Flagship Conference: Shaping Counselor Education Programs for the Next Five Years, sponsored by ERIC/CAPS, the W. K. Kellogg Foundation, and ACES, Orlando, FL.
- Johnson, C. S., & Sampson, J. P., Jr. (1983, March). *Computer-based advising programs*. Program presented at the American Association of Higher Education National Conference, Washington, DC.
- Sampson, J. P., Jr., & Miller, G. M. (1983, March). *Computer applications in testing and assessment: Today/tomorrow*. Program presented at the American Personnel and Guidance Association Convention, Washington, DC.
- Sampson, J. P., Jr., Pyle, K. R., Johnson, C. S., Menson, B., & Wood, S. (1983, March). *Computers and counseling: Ethical use or abuse - who decides?* Program presented at the American Personnel and Guidance Association Convention, Washington, DC.
- Pyle, K. R., Johnson, C. S., & Sampson, J. P., Jr. (1983, March). *Computers and student development*. Preconvention workshop presented at the American Personnel and Guidance Association Convention, Washington, DC.
- Sampson, J. P., Jr. (1982, May). *Overview of computer capability in student affairs*. Program presented at the Southern Association of College Student Affairs Workshop, Atlanta, GA.
- Sampson, J. P., Jr. (1981, October). *Alternatives for delivery of computer-assisted guidance systems*. Program presented at the Southeastern Conference of Counseling Center Personnel, Winter Park, FL.
- Sampson, J. P., Jr., & Rosen, D. (1981, May). *Computer-assisted study skills instruction*. Program presented at the Georgia College Personnel Association Spring Retreat, Eatonton, GA.
- Sampson, J. P., Jr., & Gillespie, F. (1981, April). *Computer applications in study skills instruction*. Program presented at the American Personnel and Guidance Association Convention, St. Louis, MO.
- Sampson, J. P., Jr., & Donahue, M. A. (1980, March). *Maximizing student use of career counseling through multiple service locations*. Program presented at the American Personnel and Guidance Association Convention, Atlanta, GA.

Sampson, J. P., Jr. (1978, December). *The use of computerized information systems in career development*. Program presented at the Southern College Placement Association Convention, Atlanta, GA.

Sampson, J. P., Jr. (1978, May). *The role of the counselor in relation to computer-assisted career guidance*. Program presented at the Association for Educational Data Systems Convention, Atlanta, GA.

Stripling, R. O., Sampson, J. P., Jr., & Pyle, K R. (1977, March). *Values and the career decision-making process*. Program presented at the American Personnel and Guidance Association Convention, Dallas, TX.

Stripling, R. O., Sampson, J. P., Jr., & Noffsinger, W. P. (1976, November). *The computer, values, and career decisions*. Program presented at the Florida Personnel and Guidance Association Convention, Orlando, FL.

Loesch, L. C., & Sampson, J. P., Jr. (1976, November). *Career counseling using career factor preferences*. Program presented at the Florida Personnel and Guidance Association Convention, Orlando, FL.

Loesch, L. C., Sampson, J. P., Jr. & Weikel, W. (1974, November). *Counselor accountability through functions flowcharting*. Program presented at the Florida Personnel and Guidance Association Convention, Jacksonville, FL.

PRESENTATIONS - NON-REFEREED

Sampson, J. P., Jr. (2002, November). *Readiness for career counseling*. Annual conference of the Florida Association for Education and Rehabilitation of the Blind and Visually Impaired, Altamonte Springs, FL.

Sampson, J. P., Jr. (2001, December). *Computer Assisted Career Guidance in K-12 Career Guidance Programs*. South Carolina Career Guidance and Placement Association Fall Conference, Charleston, SC.

Sampson, J. P., Jr. (2001, November). *Key elements of career counseling for individuals with visual impairment*. Annual conference of the Florida Association for Education and Rehabilitation of the Blind and Visually Impaired, Altamonte Springs, FL.

Sampson, J. P., Jr. (2001, October). *Tips on Web design for the LMI community*. 2001 National Association of State Workforce Agencies Labor Market Information Conference, Myrtle Beach, SC.

Sampson, J. P., Jr., Carr, D. L., & Ward, J. (2001, May; July 2002). *Web design for LMI*. America's Labor Market Information System Training Institute, South Carolina Employment Security Commission, Minneapolis, MN, Denver, CO.

- Bloom, J. W., & Sampson, J. P., Jr. (2001, January). *State counselor licensure board Web pages: Meeting consumer and practitioner needs*. Program presented at the Annual Conference of the American Association of State Counseling Boards, Tampa, FL.
- Sampson, J. P., Jr. (2000, November). Integrating web sites with one-stop resources and services, Maximizing staff resources in meeting the needs of job seekers in one-stop centers, Effective Internet use in career services, and Counseling interventions for career information delivery systems. In Sampson, J. P., Jr., Ward, J., Buescher, T., Cardwell, C, Foster, G., & Breedlove, G. (Eds.), *The Workforce Investment Act and Labor Market Information*, Labor Market Information Training Institute, South Carolina Employment Security Commission, Cleveland, OH.
- Sampson, J. P., Jr. (1999, August). Integrating web sites with one-stop resources and services, Maximizing staff resources in meeting the needs of job seekers in one-stop centers, Effective Internet use in career services, and Counseling interventions for career information delivery systems. In Sampson, J. P., Jr., Ward, J., & Buescher, T. (Eds.), *The Workforce Investment Act and Labor Market Information: Training the trainers*, Labor Market Information Training Institute, South Carolina Employment Security Commission, Atlanta, GA.
- Sampson, J. P., Jr., & MacCormac, N. (1998, July). *JobLink career resource centers: Matching customer needs with service delivery options*. Professional Workforce Development Training Workshops, Raleigh, NC, & Winston-Salem, NC.
- MacCormac, N., Sampson, J. P., Jr., Kobylarz, L., & Shenk, P. (1998, July). *Career information systems: Future directions and standards on the Internet: An ACSCI briefing for conference attendees*. presented at the 7th Global National Career Development Association Conference, Chicago, IL.
- Sampson, J. P., Jr. (1998, June). Integrating web sites with one-stop resources and services, Maximizing staff resources in meeting the needs of job seekers in one-stop centers, Effective Internet use in career services, Counseling interventions for career information delivery systems, and Training strategies. In Sampson, J. P., Jr., Woods, J., F., Ward, J., Buescher, T., Ollis, H., & Raithel, K. (Eds.), *One-stop and LMI: Training the trainers*, Labor Market Information Training Institute, South Carolina Employment Security Commission, Greenville, SC.
- Sampson, J. P., Jr. (1998, April, May & June). *Recent developments in the Internet, Potential use of the Internet in career services, Integrating Internet-based distance guidance with services provided in career services, Using readiness assessment to match client needs with Internet-based career services, Using professional standards to guide Internet use in career services*. Workshops presented at the SIGI PLUS Regional Training Conferences, Educational Testing Service, Charlotte, NC, Tarrytown, NY, St. Louis, MO, Irvine, CA, and Baltimore, MD, Dallas, TX.

- Sampson, J. P., Jr. (1998, February, March, April, July, & September). Maximizing staff resources in meeting the needs of job seekers in One-Stop centers. Session presented at the *Labor market information and One-Stop Career Centers workshop*, Florida Department of Labor and Employment Security, Bureau of Labor Market Information, Jacksonville Beach, FL, Ft. Myers, FL, Ft. Lauderdale, FL, Orlando, FL, Destin, FL, & Tallahassee, FL.
- Sampson, J. P., Jr. (1997, January). The availability and use of information and assessment resources on one-stop centers, Maximizing staff resources in one-stop centers, Use of CIDS by job seekers, and Training strategies. In Sampson, J. P., Jr., Woods, J., F., Ward, J., Buescher, T., Ollis, H., & Raithel, K. (Eds.), *One-stop and LMI: Training the trainers*, Labor Market Information Training Institute, South Carolina Employment Security Commission, Orlando, FL.
- Sampson, J. P., Jr. (1997, January, March, & April). *Delivering career services: Linking problems to information solutions*. Session presented at the Improved Career Decision Making/Workforce in Transition Workshop, Florida Department of Labor and Employment Security, Bureau of Labor Market Information, St. Augustine, FL, Mt. Dora, FL, Miami, FL.
- Sampson, J. P., Jr. (1996, May). *Improving computer-assisted career guidance system effectiveness through enhanced student needs assessment*. Program presented at the Computerized Guidance Network Association of Oklahoma Conference, Oklahoma City, OK.
- Sampson, J. P., Jr. (1996, February, March, & April). *Models for career development services: Link problems to solutions*. Session presented at the Improved Career Decision Making/Workforce in Transition Workshop, Florida Department of Labor and Employment Security, Bureau of Labor Market Information, Orlando, FL, Daytona Beach, FL, Ft. Myers, FL.
- Sampson, J. P., Jr. (1995, November). *Career guidance, mental health, & economic development: Lessons from Eastern Europe & the Middle East*. Colloquium presented for the Psychological Services in Education Program Career Counseling Specialty, the Career Center, Florida State University, Tallahassee, FL.
- Sampson, J. P., Jr. (1995, September). *Practical Strategies for Delivering Career Development Strategies: A Cognitive Approach*. Workshop presented at Florida's Conference on Improving Education, Florida Department of Education, Orlando, FL.
- Sampson, J. P., Jr. (1995, June). *Evolution of computer technology and career guidance services, Assessment of dysfunctional thinking as a strategy to improve DISCOVER effectiveness, Using DISCOVER in a walk-in counseling service*. Plenary and workshop presentations at the National DISCOVER Conference, American College Testing Program, Vail, CO.

- Sampson, J. P., Jr. (1995, May & June). *Evolving work force and employment diversity, Counseling decided, undecided, and indecisive clients, Dynamic counseling strategies for groups, workshops, and courses, Why, when & how to use other career assessments with SIGI PLUS, Why, when & how to use other information resources With SIGI PLUS.* Workshops presented at the SIGI PLUS Regional Training Conferences, Educational Testing Service, Atlanta, GA, St. Louis, MO, Richmond, VA, Irvine, CA, and Boston, MA.
- Peterson, G. W., Sampson, J. P., Jr., Saunders, D. E., Reardon, R. C., Lenz, J. G. & (1994, October). *Career Thoughts Inventory (CTI) and cognitive information processing.* Innovations in Career Services: CCIS and Beyond Conference, Florida State University, Tallahassee, FL.
- Sampson, J. P., Jr. (1994, September). *Career planning for the 21st century.* Program presented at the Annual South Carolina Career Information Consortium meeting, Midlands Technical College, Columbia, SC.
- Sampson, J. P., Jr. (1994, March). *Future directions in counseling.* Program presented at the 5th Annual Counseling Symposium sponsored by Leon County Schools, the Big Bend Counseling Association, and the Rivendell Resource Center, Tallahassee, FL.
- Sampson, J. P., Jr., & Johnson, C. S. (1993, November). *Microcomputers in counseling and student affairs.* Workshop presented at California State University at Long Beach, Long Beach, CA.
- Sampson, J. P., Jr. (1993, May & June). *Helping you help people find their way: A SIGI PLUS training conference.* Workshops presented at the SIGI PLUS Regional Conferences, Educational Testing Service, Nashville, TN, Los Angeles, CA, Philadelphia, PA, and Columbus, OH.
- Sampson, J. P., Jr. (1992, February). *Developing a program of research in counselor education.* Seminar presented at the School of Education, University of North Carolina, Greensboro, NC.
- Sampson, J. P., Jr. (1991, December). *A cognitive approach to career development and services.* Seminar presented at the University of Florida, Gainesville, FL.
- Sampson, J. P., Jr. (1991, March). *Organisational implications of computer use in education (careers guidance).* Seminar presented at the Oxford Institute of Information Management, Templeton College, University of Oxford, United Kingdom.
- Sampson, J. P., Jr. (1990, October). *Recent trends in the use of computer-assisted career guidance.* Program presented at the Annual Southeastern Career Information Consortium meeting, Rowan-Cabarrus Community College, Salisbury, NC.

- Sampson, J. P., Jr. (1990, May & June). *Getting started with SIGI PLUS, Counselor intervention, and Taking action*. Workshops presented at the SIGI PLUS Regional Conferences, Educational Testing Service, Irvine, CA, Denton, TX, Boston, MA, and Orlando, FL.
- Sampson, J. P., Jr., Smith, R., Schwallie-Giddis, P., Lenz, J. G., & White, L. (1989, May). *Second occupational specialist training*. Workshop presented at the Florida Career Development Association Conference, St. Petersburg, FL.
- Sampson, J. P., Jr., Smith, R., Schwallie-Giddis, P., Lenz, J. G., McLennan, S., Dickson, G., & Humphreys, J. K. (1989, October). *Initial occupational specialist training*. Workshop presented at the OSGA/CHOICES Conference, Clearwater Beach, FL. (Also presented in October 1990 at the OSGA/CHOICES meeting in Ft. Lauderdale, FL).
- Sampson, J. P., Jr. (1989, July). *Computers: A Review of Current Career Software Programs*. Paper presented at the Southern College Placement Association Workshop, Wilmington, NC.
- Sampson, J. P., Jr. (1989, July). *Career Development and the Placement Connection*. Paper presented at the Southern College Placement Association Workshop, Wilmington, NC.
- Sampson, J. P., Jr. (1989, May). *Professional issues: Effective communication with the public*. Program presented at the Florida Association for Counseling and Development Spring Workshop, Tallahassee, FL.
- Johnson, C. S., Pyle, K R., & Sampson, J. P., Jr. (1989, March). *Microcomputers and Student Development*. Workshop presented at Teachers College, Columbia University, New York, NY.
- Sampson, J. P., Jr. (1988, December). *Computerized career guidance: Yesterday, today tomorrow & Infusing computerized career guidance into the institutional mainstream*. Programs presented at the Computerized Guidance Network Association of Oklahoma Conference, Oklahoma City, OK.
- Sampson, J. P., Jr. (1988, October). *SIGI PLUS: Computerized career guidance program*. Program presented at the Fall Academic Advising Workshop, Florida Agricultural and Mechanical University, Tallahassee, FL.
- Figler, H., Pyle, K R., Sampson, J. P., Jr., & Wegmann, B. (1988, May). *Career counseling in an information age*. Institute sponsored by the Texas Occupational Information Coordinating Committee and the University of Texas at Austin, Dallas, TX.
- Sampson, J. P., Jr. (1988, April). *Implementing a computer-assisted career planning system, Counseling strategies with SIGI PLUS, and Enhancing institutional and community support for SIGI PLUS*. Workshops presented at the SIGI PLUS Regional Conferences, Educational Testing Service, San Francisco, CA, Annapolis, MD, Cambridge, MA, Kansas City, MO, Evanston, IL, and Atlanta, GA.

- Sampson, J. P., Jr. (1988, January). *Self-concept and academic achievement*. Workshop presented for Chapter I Instructional Personnel, Leon County Public Schools, Tallahassee, FL.
- Johnson, C. S., Thresher, J., Pyle, K R., & Sampson, J. P., Jr. (1987, December). *Trainer of trainers workshop*. Trainer of Trainers Workshop: W. K. Kellogg Library Project, Kansas City, MO.
- Sampson, J. P., Jr. (1987, November). *The librarian in WORKPLACE*. Workshop presented at the Orientation to WORKPLACE Conference, State Library of Pennsylvania, Harrisburg, PA.
- Sampson, J. P., Jr. (1987, November). *Recent innovations in computer software*. Workshop presented at the Florida Association of Counseling and Development Convention, Tampa, FL.
- Sampson, J. P., Jr. (1987, October). *Implementing CHOICES for the adult learner*. Program presented at the Florida CHOICES Conference, Sarasota, FL.
- Johnson, C. S., Riesenber, B., Pyle, K R., & Sampson, J. P., Jr. (1987, October). *Microcomputers and Student Development*. Workshop presented at Teachers College, Columbia University, New York, NY.
- Sampson, J. P., Jr. (1987, June). *An overview of computer applications in counseling and psychology, Ethical issues involved with the use of computer-assisted testing and guidance systems, Integrating computer-assisted testing and assessment in the counseling process, and Implementation of computers and new technology in counseling and psychological services*. Programs presented at the Faculty Development Workshop for Computer Applications in Counseling and Psychology, California State University at Long Beach, Long Beach, CA.
- Johnson, C. S., & Sampson, J. P., Jr. (1987, June). *Microcomputers and Student Affairs*. Workshop presented at the NEACUHO Conference, State University of New York - Buffalo, Buffalo, NY.
- Sampson, J. P., Jr. (1987, March). *Computers and career development*. Program presented at the Region II Career Development Conference, Gainesville, FL.
- Sampson, J. P., Jr. (1987, February). *Ameliorating staff attitudes toward the introduction of the computer into career counseling*. Program presented at The 5th Annual DISCOVER Conference, American College Testing Program, Clearwater Beach, FL.
- Johnson, C. S., Pyle, K R., & Sampson, J. P., Jr. (1987, February). *Microcomputers and Student Development*. Workshop presented at Teachers College, Columbia University, New York, NY.

- Johnson, C. S., Gill, S., Riesenber, B., Sampson, J. P., Jr., & Pyle, K. R. (1986, November). *Using technology to assist adult learners*. Program presented at The Adult: Models of Practice Conference, Teachers College, Columbia University, New York, NY.
- Reardon, R. C., & Sampson, J. P., Jr. (1986, October). *Implementing computer-assisted career guidance*. Program presented at the Florida CHOICES Conference, Tampa, FL.
- Sampson, J. P., Jr. (1986, September). *Computers in guidance*. Program presented at the Student Services Administrators', Supervisors' and Educators' Meeting, Florida Department of Education, Tallahassee, FL.
- Sampson, J. P., Jr. (1986, June). *Computer-assisted interest measurement*. Program presented at The Growth Edge Conference: Creative Use of Computers for Facilitating Learning and Enhancing Personal Development, The ERIC Clearinghouse on Counseling and Personnel Services, School of Education, The University of Michigan, Ann Arbor.
- Sampson, J. P., Jr. (1986, June). Enhancing computer competencies of counselor trainees. Program presented at the 1986 Counselor Educator's Workshop, Ohio Department of Education, Columbus, OH.
- Sampson, J. P., Jr. (1986, February). *Ethical issues in using computer-assisted guidance programs*. Program presented at the Maximizing Human Capital Conference, Florida Department of Education, Tallahassee, FL.
- Johnson, C. S., Sampson, J. P., Jr., Riesenber, B., & Pyle, K. R. (1986, February). *Computer-assisted career development*. Program presented at the Computers in Education Conference, Higher Education Management Institute, Coconut Grove, FL.
- Dougherty, B., Stephenson, S., Warfield, A., Sampson, J. P., Jr., & Johnson, C. S. (1986, February). *The development and use of instruction employing the personal computer*. Program presented at the Computers in Education Conference, Higher Education Management Institute, Coconut Grove, FL.
- Sampson, J. P., Jr., & Johnson, C. S. (1985, December). *Developing computer-assisted guidance for the lifelong learner*. Program presented at the CAEL International Assembly, Boston, MA.
- Johnson, C. S., & Sampson, J. P., Jr. (1985, December). *Counseling with the lifelong learner and effectively implementing computer-assisted guidance programs for adults*. Program presented at the CAEL International Assembly, Boston, MA.
- Sampson, J. P., Jr. (1985, September). *Enhancing student development with computers: Project LEARN*. Workshop presented at Tennessee State University, Nashville, TN.
- Sampson, J. P., Jr., Reardon, R. C., Otten, P. L., & Maeder, R. F. (1985, April). *Helping counselors explore uses of computers in career guidance*. Postconvention workshop presented at the State Career Education Conference, Tampa, FL.

- Sampson, J. P., Jr. (1985, January). *Computer technology: Its application to mental health services*. Continuing Education Workshop, Apalachee Community Mental Health Services, Tallahassee, FL.
- Pyle, K. R., Johnson, C., Riesenber, B., & Sampson, J. P., Jr. (1984, November). *New standards in counseling services*. Program presented at the CAEL National Assembly, New Orleans, LA.
- Sampson, J. P., Jr., Burkhead, E. J., Clark, D. A., & Alston, R. (1984, October). *Effective career counseling using CHOICES with vocational rehabilitation clients*. Program presented at the Florida CHOICES Conference, Tampa, FL.
- Sampson, J. P., Jr. (1984, June). *Support exercises for SIGI*. Program presented at the Fourth National SIGI Conference, Educational Testing Service, Anaheim, CA.
- Whittaker, U., & Sampson, J. P., Jr. (1984, June). *Project LEARN - Adult learners: The hard questions and the harder answers*. Program presented at the Fourth National SIGI Conference, Educational Testing Service, Anaheim, CA.
- Sampson, J. P., Jr. (1984, March). *Interactive computer-assisted guidance programs: What's available*. Workshop presented at the CAEL New England Regional Conference, Mystic, CT.
- Johnson, C. S., & Sampson, J. P., Jr. (1983, December). *Using technology to assist the adult learner*. Program presented at the CAEL National Assembly, Chicago, IL.
- Sampson, J. P., Jr. (1983, December). *Computer-assisted guidance systems for adults: Information for decision making*. Program presented at the CAEL National Assembly, Chicago, IL.
- Sampson, J. P., Jr. (1983, April). *Computer-assisted study skills for college students*. Program presented at the Fifth Annual College of Education Seminar, Florida State University, Tallahassee, FL.
- Sampson, J. P., Jr., & Wood, S. (1983, January). *Ethical issues in using the computer for guidance and testing*. Program presented at the National SIGI Conference, Educational Testing Service, Sarasota, FL.
- Reardon, R. C., Sampson, J. P., Jr., & Pinder, F. (1982, October). *Evaluation and research with CHOICES*. Program presented at the Florida CHOICES Conference, St. Petersburg, FL.
- Reardon, R. C., & Sampson, J. P., Jr. (1982, October). *Counseling with CHOICES*. Program presented at the Florida CHOICES Conference, St. Petersburg, FL.

Sampson, J. P., Jr. (1982, February). Advantages and disadvantages of alternative delivery systems for SIGI. Program presented at the National SIGI Conference, Educational Testing Service, Sarasota, FL.

Sampson, J. P., Jr., & Trauner, M. (1981, October). *SIGI: A system of interactive guidance and information*. Program presented at the VIM Conference, Orlando, FL.

Sampson, J. P., Jr. (1981, January). *Strategies for counselor intervention with a computer-based guidance system*. Program presented at the National SIGI Conference, Educational Testing Service, Newport Beach, CA.

SERVICE - TRAINING

Presentations at Florida Teacher Education Center Workshops

Organizational Development and Strategic Planning, Leon County Schools Extended Day Program, November, 1991.

Stress Management, Leon County Schools, August, 1991.

Organizational Development (Humanities Project), Dade County Public Schools, October, 1990.

Conflict Resolution, Dade County Public Schools, January & October, 1990.

Conflict Resolution and Communication Within School Support Services, Palm Beach County Schools, January 1990.

Beginning Teacher Competency Program, Leon County Schools, February, 1989.

Paraprofessional Counseling Skills, Dade County Schools, January, 1989.

Motivating Students, Orange County Schools, January, 1989.

A Computer-Assisted Approach for School Counselor Accountability, Leon County Schools, October, 1988.

Implementing Computer Applications in Public Schools, Orange County Schools, May, 1988.

Self-Concept and Academic Achievement, Leon County Schools, March & February, 1990, May 1988, April, 1989.

Counselor Role in the Use of Computers, Orange County Schools, January, 1988.

Motivating Students at Risk, Dade County Public Schools, January 1988.

Counseling Skills for Teachers, Columbia County Schools, October, 1987 & January 1988.

Academic Motivation, Marion County Schools, August, 1987.

Strategic Planning in Secondary Education, Palm Beach County Schools, May, 1987.

Stress Management, Dade County Schools, May, July, November, & December 1987, February, March, May, June, October, & November 1988, October, & November 1989, January, May, July, & November 1990, November, 1991.

Dealing with Stress, Depression and Suicidal Tendencies in Students, Calhoun, Gulf & Liberty County Schools, Feb., 1987.

Computer Applications in School Counseling and Guidance Programs, Dade County Schools, January, 1987.

Stress Management, Jackson County Schools, October, 1986.

Stress Management, Marion County Schools, April, 1986.

Dealing With the Emotional Needs of K-12 Students, Gulf County Schools, February, 1986.

Computer Applications in School Counseling and Guidance Programs, Orange County Schools, January, 1986.

Self-Concept and Academic Achievement in the Elementary School, Leon County Schools, October, 1985.
Computer Applications in School Counseling and Guidance Programs, Volusia County Schools, August, 1985.
Computer Applications in Secondary School Counseling and Guidance Programs, Leon County Schools, March, 1985.
Assessment and Computer Applications in Career Guidance, Hillsborough County Schools, January, 1985.
Academic Motivation, Bay County Schools, August, 1984.
Student Motivation, Leon County Schools, January, 1984.
Career Planning, Wakulla County Schools, August, 1983.
Communication Skills, Jackson County Schools, March, 1983.
Stress Management, Franklin County Schools, October, 1982.

Florida State University Career Center

Advisor Staff Training:

Effective Use of Computer-Assisted Career Guidance Systems (1990)
Use of a Vocational Identity Measure in Career Counseling (1991, 1992)
Relating Client Needs to Service Delivery Options (1992, 1993)
Ethical Issues in Career Service Delivery (1993)
Design and Use of the Career Thoughts Inventory (1995, 1996, 1998, 1999, 2001, 2002, 2003, 2004, 2005, 2006)
Assessing Client Needs and Developing Individual Learning Plans (1997, 1998, 1999)

SERVICE - COMMITTEE ACTIVITIES

Florida State University

Member, Faculty Assignment System Development Group, Office of the Dean of the Faculties (7/08 – Present)
Member, Faculty Development Research Team, Office of the Dean of the Faculties (7/08 – Present)
Member, Promotion and Tenure Committee (9/02-8/03 and 9/05-8/07).
Member, Advisory Committee for Undergraduate Studies and Research (4/99-8/00)
Member, Faculty Senate Committee on Student Academic Relations (9/97-8/05)
Member, Faculty Senate (4/92-3/94, 1/97-8/97).
Member, University Counseling Psychologist Search Committee, Student Counseling Center (9/90-10/90).
Member, Council on Research and Creativity (9/87-8/90).
Chairperson, Director of Placement Search Committee (8/83-11/83).

College of Education

Chairperson, Promotion and Tenure Committee (9/02-8/03 and 9/05-8/06, 9/06-8/07, and 9/07-8/08) and member (9/96-8/97 and 9/98-8/99).
Coordinator, Faculty Mentoring (8/99 – 8/03).
Member, Study Group on Effectiveness Accountability (8/97 – 4/98).
Member, Visioning Task Force (4/95-10/95).
Ad Hoc Reviewer, Faculty Promotion and Tenure Materials (1992 - Present).

Member, College Committee Task Force (7/91-9/91).
Presenter, New Faculty Orientation (8/86, 8/88, 8/89, 8/91, 8/97).
Chairperson, School Psychology Faculty Search Committee (2/90-9/90).
Member, Teacher Education Center Director Search Committee (1/90-2/90).
Member, Policy Advisory Board (8/89-12/89 and 5/91-1/93).
Member, Advisory Committee on Integrating Psychological Services Programs (9/89-12/89).
Member, Higher Education Faculty Search Committee (11/86-3/88).
Member, Human Resources Development Steering Committee (8/86-8/90).
Chairperson, Language Education Faculty Search Committee (6/86-3/88).
Member, Graduate Advisory Committee (10/85-5/87) Chairperson, Externally Funded R & D Subcommittee (10/86-5/87).
Chairperson, Information Technology Resources Advisory Committee (10/88-12/90 & 8/91-8/92) (Member 4/84-8/03 and 8/05 – 8/06).
Member, Curriculum Committee (8/83-5/85, 9/93-5/97).
Member, Instructional and Research Support Unit Evaluation Committee (5/83-7/83).
Member, Microcomputers in Education Committee (12/82-5/83).

Department of Educational Psychology and Learning Systems

Chairperson, Promotion and Tenure Committee (9/98-8/99).
Chairperson, Faculty Evaluation Committee (1/06-12/06).
Member, Web Site Design Committee (8/05-8/06).
Chairperson, Curriculum Committee (11/03-8/04).
Faculty Mentor (8/04-Present).

Department of Human Services and Studies

Member, Human Services and Studies Teaching Incentive Program Review Committee (11/94).
Chairperson, Merit Review Process Committee (11/86-5/87).
Chairperson, Curriculum Committee (8/82-5/85) Member, (10/85-4/88).
Member, Faculty Research Committee (8/82-6/84).

Psychological Services in Education Program

Coordinator, Web site design and maintenance (8/04-Present)
Coordinator, Ed.S./M.S. and Ph.D. Student Handbook (8/87-Present)
Chairperson, faculty position search committee (9/02-9/03).
Member, Admissions Committee (8/95-8/97)
Member, Doctoral Degree Curriculum Committee (10/95-8/02).
Member, Human Services Bachelors Degree Curriculum Committee (3/88-6/88).
Member, Psychological Services in Education Practicum Committee (8/92-8/94).
Editor, Psychological Services in Education Governance Document (10/91-10/92).
Chairperson, Psychological Services in Education Curriculum Committee (5/90-Present).
Chairperson, School Psychology Faculty Search Committee (4/90-9/90).
Member, Counseling and Rehabilitation Doctoral Degree Curriculum Committee (3/88-6/88).
Member, Rehabilitation Faculty Search Committee (6/86-4/88).
Chairperson, Admissions Committee - Counseling and Human Systems Program (8/85-8/87).
Coordinator, Masters Degree Student Orientation and Advisement - Counseling and Human Systems Program (8/87-8/88).
Chairperson, Doctoral Student Orientation and Advisement Committee (4/84-Present).

Member, Counseling Psychology Program Development Committee (11/84-5/85).
Member, Career/Organizational Development Doctoral Degree Task Force (8/82-5/83).

Florida State University Career Center

Member, Website Committee (5/01-8/03 and 1/05-8/05).
Member, Career Advisor Scholarship Committee (7/95-Present).
Member, Technology and Equipment Committee (5/95-8/05).
Member, Barnett Bank Computer-Assisted Career Guidance Laboratory Subcommittee (4/95-4/99).
Member, Conference Planning Committee for "Innovations in Career Services: CCIS and Beyond" (4/94-10/94).
Member, Individual Counseling Program Planning Ad Hoc Committee (10/93-10/95).
Facilitator, Career Center Strategic Planning Committee (12/89-3/92).
Software Coordinator, Computer-Assisted Career Guidance Laboratory, Curricular-Career Information Service (2/83-1/90).
Consultant, Career Service Delivery, Curricular-Career Information Service (2/83-Present).

Professional Associations

Peer Evaluator, Commission on Colleges, Southern Association of Colleges and Schools 3/09-present)
Chairperson, Eminent Career Award Selection Committee, National Career Development Association (7/05-3/07, Member 7/02-6/05)
Member, Fellows' Selection Committee, National Career Development Association (12/01-6/02).
Member, Cyber/Technology Task Force, American Counseling Association (8/98-7/99).
Member, Distance Counseling Committee, National Board for Certified Counselors (9/96-9/98).
Member, Ethics Committee, National Career Development Association (7/96-Present).
Member, 1997 Conference Planning Committee, National Career Development Association (7/95-1/97).
Chairperson, Research Committee, Association of Computer-Based Systems for Career Information (1/95-12/00).
Member, Board of Directors, Association of Computer-Based Systems for Career Information (1/94-12/95).
Member, Interprofessional/International Affairs Committee, American Counseling Association (7/92-6/94).
Member, CACREP Standards Subcommittee of the Professional Standards Committee, National Career Development Association (3/93-5/94).
Reviewer, Draft Casebook on Test Misuse, Joint Committee on Testing Practices: AACD, APA, ASLHA, & NCME (8/91-11/91).
Chairperson, Professional Standards Committee, National Career Development Association (Chairperson 7/93-6/96, Co-chair 7/88-6/91, Member 7/88-6/96).
Member, National Career Development Association Career Information Review Service Subcommittee on Software Review Guidelines (5/90-8/91).
Member, Special Committee on Testing, American Association for Counseling and Development (7/88-6/89).
Member, Program Committee, Division of Counseling Psychology, American Psychological Association (10/85-8/88).

Member, Ad Hoc Subcommittee on Tests and Assessments, Professional Affairs Committee, Division of Counseling Psychology, American Psychological Association (10/85-8/89).

Member, Professional Development Committee, National Career Development Association (10/84-4/86).

Member, Counselor Training Subcommittee, ACES/NCDA Task Force on Computer Technology (9/84-4/86).

Item Evaluator, Counselor Certification Examination, National Board of Certified Counselors (6/82-12/85).

Chairperson, Committee on Computer Technology, Association for Measurement and Evaluation in Counseling and Development (3/82-6/88).

Member, Research Awards Committee, Association for Measurement and Evaluation in Guidance (1/79-3/83).

University of Oxford

Member, Committee for the Careers Service (9/91-9/03).

Georgia Institute of Technology

Chairperson, Career Development Advisory Committee (5/80-7/82).

Member, Computer Operations Committee (9/80-9/81).

The Community

Member, Guidance Subcommittee of the School Advisory Committee, Leon High School, Tallahassee, FL (5/95-5/96).

Member, School Advisory Committee, Leon High School, Tallahassee, FL (1/94-5/95).

Organizational Development Consultant, Advent Episcopal Church, Tallahassee, FL (2/90-1/93, 1/96-2/96).

Vice President, Church Council, Grace Lutheran Church, Tallahassee, FL (6/86-6/88) (Member 6/83-6/86).

Vice President, Church Council, Cross and Crown Lutheran Church, Chamblee, GA (6/80-6/82) (Member 6/78-6/80).

Secretary, Church Council, University Lutheran Church, Gainesville, FL (6/76-6/77) (Member 6/75-6/76).

CONSULTING

International Standards Organization

Technical advisory group for the creation of standards for psychological assessment (2007)

Department for Employment and Learning of Northern Ireland

Design of career services (2004, 2005, 2006, 2007)

University of Nottingham Careers Service

Design of career services (2004)

Careers Scotland and Careers Scotland – Highlands and Islands

Design of career services (2003, 2004, 2005, 2006)

Labor Market Information Training Institute

Strategic Planning (2002)

- University of Jyväskylä
 - Design of career services (2002)
 - Web site design (2003)
 - Research center development (2005, 2006, 2007)
 - Career portfolio development (2005, 2006)
- Apaja Centre and Urapaja Centre, Palmenia Centre for Research and Continuing Education, University of Helsinki
 - Design of career services (2000, 2002)
- The Educational Center for Information and Computer Technology, University of Helsinki
 - Mobile ICT applications (2000, 2002)
- Jyväskylä Polytechnic, Finland
 - Design of career services (2000, 2002, 2003, 2005, 2007)
 - Career portfolio development (2005, 2006)
- Centre for Guidance Studies, University of Derby, United Kingdom
 - Design of career services (1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007)
- Connexions and Quality Careers Services, Coventry, United Kingdom
 - Design of career services (1999, 2000, 2001, 2002, 2003, 2004, 2005)
 - Internet web site development (1999, 2000, 2002)
- CASCAID, United Kingdom
 - Computer-assisted career guidance (1999)
- Career Services Rapuara, New Zealand
 - Design of career services (1999)
 - Computer-assisted career guidance (1999)
- Big Bend Jobs and Employment Council (1998)
 - Strategic planning
- Longwood College
 - Design of career services (1998)
- Studie og Erhverv, Denmark
 - Computer-assisted career guidance (1998, 1999)
- State of Oklahoma, Workforce Oklahoma Training Institute
 - Design of One-Stop center career resource delivery (1998, 1999, 2000, 2001, 2002, 2003, 2004)
- University of Costa Rica, San Jose, Costa Rica (1998)
 - Design of career services
- United States Department of Labor
 - Computer-assisted career guidance (1998)
- Macomb Intermediate School District and Macomb Community College (1998)
 - Internet web site development
- Ministry of Labor, Finland
 - Computer-assisted career guidance (1998)
- Japan Institute of Labor
 - Computer-assisted career guidance (1997, 2002)
- North Carolina Governor's Commission on Workforce Preparedness
 - Design of One-Stop center career resource delivery (1997, 1999, 2000, 2001, 2002, 2003, 2004)
- U. S. Department of Defense & American Institutes for Research
 - Career interest assessment (1996)

CollegeView

Computer-assisted career guidance (1996)

National Life/Work Centre, World Bank Romanian Career Information and Counselling Project

Computer-assisted career guidance (1995)

Florida Department of Labor, Florida Occupational Information Coordinating Committee

Strategic Planning (1995)

Bureau of International Labor Affairs, U. S. Department of Labor

World Bank Employment and Counseling Services Project, IIBK, Turkey

Computer-assisted career guidance (1995)

U. S. Department of Defense & Booze-Allen & Hamilton

Computer-assisted career guidance (1994-1995)

Educational Testing Service

Computer-assisted career guidance (1993, 1995, 1998)

Psychological Assessment Resources (1993)

Computer-assisted testing

National Institute for Careers Education and Counselling (United Kingdom) (1992-1993)

Assessment of career service delivery outcomes

Central Services Unit of the Committee of Vice Chancellors and Principals (United Kingdom)
(1992, 1993, 1994, 1995, 2000)

Computer-assisted career guidance

Careerware, ISM Information Systems Management Corp.

Computer-assisted career guidance (1992, 1993, 1994, 1995, 1996, 1997)

Strategic Planning (1993)

University of Oxford Careers Service (1991, 1992)

Computer-assisted career guidance

University of Newcastle Upon Tyne Careers Advisory Service

Strategic planning (1992)

Computer-assisted career guidance (1991)

Association of Graduate Careers Advisory Services (United Kingdom)

Computer-assisted career guidance (1991)

Wellesley College (1990)

Computer-assisted career guidance

Houghton Mifflin Company - Software Division (1990)

Computer-assisted career guidance

Florida Department of Education/Florida A & M University (1990)

Career Education Courseware for Elementary Students: Using Computers in Tomorrow's
World of Work (Technological Literacy).

Alachua County Schools - Speech-Language Pathology Program (1990)

Conflict Resolution

Broward County Schools (1990)

Counselor intervention and computer-assisted career guidance

American College Testing Program (1987, 1988, 1990, 1992, 1995, 1997)

Computer-assisted career guidance

National Board for Certified Counselors
 Research and Assessment Consultant (1986-Present)
 Strategic planning (1992)
 Personnel policy planning (1992)
 Information systems planning (1992)
Drake, Beam, Morin, Inc. & Thoughtware, Inc. (1985-1986)
 Computer-assisted employability skills training
York Technical College (1985)
 Computer-assisted career guidance
Bowling Green State University (1984)
 Computer applications in student affairs
Southeastern Louisiana University (1982-1983)
 Computer-assisted career guidance
Williamsburg Technical College (1982)
 Computer-assisted career guidance
Educational Testing Service - Southern Region (1981-1982)
 Computer-assisted career guidance
University System of Georgia Computer Network (1980-1982)
 Computer-assisted study skills instruction systems
 Computer-assisted career guidance
Georgia Southern College (1980)
 Computer-assisted career guidance
Spelman College (1980)
 Computer-assisted career guidance
Armstrong State College (1979-1980)
 Computer-assisted career guidance
Albany Junior College (1979, 1981)
 Computer-assisted career guidance
 Evaluation team member for Title III Federal grant
Macon Junior College (1979)
 Computer-assisted career guidance
North Georgia College (1978)
 Computer-assisted career guidance
Santa Fe Community College (1975-1976)
 Group assessment in nursing education
 Curriculum development for a career planning course
Polk Community College (1975)
 Group assessment in nursing education