

ROBERT C. REARDON
Emeritus Professor

Florida State University Career Center
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EDUCATION

Post-Secondary: Doctor of Philosophy: Florida State University, December, 1968
Major: Counselor Education; Minor: Psychology

Master of Science, Florida State University, April, 1965
Major: Guidance and Counseling

Bachelor of Science, Texas Lutheran College [*now University*], June, 1963
Major: Social Science Composite in Secondary Education

Secondary: Mason High School, Mason, Texas; Graduated June, 1959

EMPLOYMENT

January, 2008 – Present: Professor Emeritus and Senior Research Associate, Center for the Study of Technology of Counseling & Career Development (Tech Center); Professor, Retired with Courtesy Appointment (unpaid), Career Center; Florida State University (FSU).

Teach undergraduate career course as needed; advise doctoral students and mentor students in terms of research and professional development; consult with program faculty and staff; conduct and publish career research.

September, 1993 – December, 2007: Professor, Educational Psychology and Learning Systems, College of Education, and Director of Instruction, Research, and Evaluation, Career Center (1993); Co-director, Tech Center (see <http://www.career.fsu.edu/techcenter/>).

Directed credit instruction program supported by the Career Center, managed and facilitated career research program, and provided leadership in evaluations of career interventions, especially related to computer-assisted career guidance systems, career courses, and RIASEC- and CIP-based career interventions; taught at the undergraduate, beginning and advanced graduate levels; coordinated CACREP accredited career counseling specialization.

September, 1974 - August, 1993: Professor, Human Services and Studies [Associate Professor, 1974-80] and Director, Curricular-Career Information Service (CCIS); Co-director of the Center for the Study of Technology in Counseling & Career Development (1986); Florida State University.

Taught advanced courses in career development theory and undergraduate courses in career planning; supervised field interns; chaired masters and doctoral supervisory committees; provided program direction for CCIS, a unique career resource center with a \$50,000 annual operating budget; directed external grant-funded projects; supervised professional and para-professional staff; assisted in the direction of career development support services.

July, 1969 - August, 1974: Assistant Professor, Counselor Education, and Counseling Psychologist, University Counseling Center, Florida State University.

[Project Director, Curricular-Career Information Service (CCIS), 1972-1974; directed the development of multimedia-based, self-directed, career guidance pilot program for college students funded by the Division of Student Affairs during 1972-1973.]

Taught courses in supervision of interns, doctoral integrative seminars, guidance systems, and information in guidance; chaired doctoral and master's supervisory committees; chaired the temporary system on career development services for the Office of Undergraduate Advising and Counseling; member of the temporary system in the Division of Professional and Clinical Programs on developing a program for training career development specialists; provided a wide variety of direct and indirect psychological services to college students, including general student counseling, consultation with faculty and administration, program development and supervision.

August, 1966 - June, 1969: Counselor, University Counseling Center, Florida State University.

Primary activities included educational, vocational, personal counseling of college students individually and in groups; supervision of practicum students; limited consultation within FSU.

1963 - 1965: Graduate Assistant, Guidance Laboratory, Department of Guidance and Counseling, FSU.

Generally coordinated intakes, records, and scheduling of the Guidance Laboratory which was the primary practicum training center with the department.

1961 - 1963: Student Academic Counselor (Paraprofessional), Texas Lutheran College, Sequin, Texas.

Received about 50 hours of training supervised by Drs. William Brown and Vernon Zunker; worked under the direction of Dr. Zunker providing peer academic survival counseling to college freshmen for 10 to 20 hours per week.

SPECIAL QUALIFICATIONS

Certifications:

National Certified Counselor, No. 938; 1985-2013
National Certified Career Counselor, No. 938; 1985-Present
Leader; Vocational Exploration Groups; October 1974
Secondary School Teaching Certificate (permanent); Texas, 1963. No. 1703

Professional Organizations:

United Faculty of Florida, FSU Chapter (affiliated with FEA, NEA, AFT, AFL-CIO; 2002-2007)
American Counseling Association (1964-Present)
National Career Development Association (1964-Present)
Florida Counseling Association (1969-Present) [Florida Career Development Association]
American Psychological Association (1968-Present, Member) [Society for Counseling Psychology (Division 17), & Society for Vocational Psychology]
Association for Computer-Based Systems for Career Information (1993-2000)
National Association of Colleges and Employers (1995-2007)
Southern Association of Colleges and Employers (2004-2007)
Association for Career and Technical Education (formerly AVA; 1997-2003)
American College Personnel Association, Emeritus Member (1964-1992; 2000-Present)
[Commission for Career Development (2006-Present)]
Career Planning and Adult Development Network (2008-Present)

Recognition:

Marquis' *Who's Who in America*, 2010
NCDFA Fellow, National Career Development Association, January 21, 2004
Eminent Career Award, National Career Development Association, 2003
Who's Who Among America's Teachers (nominated by alumnae Emily Williams), 2003
Faculty Seminole Award for service to students, Organization and Leadership Services, Office of Student Activities, Division of Student Affairs, Florida State University, April 4, 2002.
Extended Research Award, American Counseling Association, 1999 (co-recipient with J. Sampson)
Professorial Excellence Award, Florida State University, 1996-1997
Melvane Draheim Hardee Award for Research & Creativity, Division of Student Affairs, Florida State University, May 22, 1996
Ralph Berdie Memorial Research Award, American Counseling Association, 1996 (co-recipient with J. Sampson)
Kappa Delta Pi (Education), Florida State University
Certificate of Service, Association of Computer-Based Systems for Career Information, 1986
Who's Who in Frontier Science and Technology, 1983
Merit Award, National Vocational Guidance Association, 1983
Tenured, Florida State University, 1975
Doctoral Directive Status, Department of Counselor Education, 1972-present
Masters Directive Status, Department of Counselor Education, 1969-present
 Marquis' *Who's Who in the South and Southwest*, 1975
Graduate School Fellow, 1965-1966, Florida State University
Phi Alpha Theta (History Scholastic), 1960, Texas Lutheran College
Alpha Chi (Scholastic), 1962, Texas Lutheran College
Phi Theta Kappa (Scholastic), 1963, Texas Lutheran College
 Graduated *Cum Laude*, 1963, Texas Lutheran College

TEACHING AND INSTRUCTION**Teaching (since 1980):**

Introduction to Career Development (SDS 3340)
 Career Development Program Design and Evaluation (MHS 5341)
 Theories of Vocational Behavior (MHS 6300)
 Directed Individual Study
 Supervised Research
 Supervised Teaching
 Internship Supervision

Dissertation Supervision:

- Bertoch, S. C. (2011). *Goal instability in relation to career thoughts, career decision state, and performance in a career development course.*
- Ruff, E. A. (2010). *The effects of theory-based techniques and media tools on information-seeking behavior.*
- Paivandy, S. (2008). *The validity of cognitive constructs in cognitive information processing and social cognitive career theories.*
- Bullock, E. E. (2006). *Self-directed search interest profile elevation, big five personality factors, and interest secondary constructs in a college career course.*

- Reed, C. A. (2005). *The relationships among neuroticism, dysfunctional career thoughts, and coping strategies.*
- Vernick, S. H. (2003). *An analysis of the correlates of job satisfaction: The contribution of person-environment congruence, self-efficacy, and environmental identity to the explanation of job satisfaction.*
- Wright, L. (2000). *The effects of self-efficacy, interests, and dysfunctional thoughts on level of career decidedness and satisfaction with occupational choice.*
- Strausberger, S. J. (1998). *The relationship of state-trait anger to dysfunctional career thinking and vocational identity.*
- Carter, N. (1993). *The relationship between counselor conceptual level and selection of career interventions.*
- Lenz, J. L. (1990). *John Holland's theory and the effective use of computer-assisted career guidance systems.*
- Bash, R. L. (1987). *A study of selected cognitive structures, identity, and consistency in a university career planning experience.*
- Evans, J. G. (1987). *Effects of guided imagery as a form of covert role playing on the articulation of stimulus and response propositions regarding occupational aspirations.*
- Loughead, T. A. (1986). *The relationship of Holland's Differentiation Scale to psychological adjustment.*
- Morrison, D. A. (1979). *An investigation of demographic variables, acceptance of disability, and job satisfaction among blind and partially sighted persons.*
- Gecht, J. R. (1978). *A study of personality patterns and occupational aspirations of male college undergraduates and alumni using Holland's typology.*
- Arreola, C. (1978). *The relationship between locus of control and satisfaction of college students with two vocational counseling treatments.*
- Waasdorp, G. T. (1975). *A theory of guilt formation and resolution in the personalities of the members of the Church of Jesus Christ of Latter-Day Saints and some implications for LDS counselors.*
- Williams, V. E. (1975). *A survey of the career maturity of a selected group of black high school students.*
- Hoffman, S. D. (1973). *A comparison of two Future Group approaches to self-exploration/career development with college students.*
- Marlowe, R. (1971). *A comparison of teacher use of behavior modification and two group counseling techniques in the change of inappropriate classroom behavior of low achieving seventh grade students.*

Development of Instructional Resources:

- Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2012). *Career development and planning: A comprehensive approach* (4th ed.). Dubuque, IA: Kendall-Hunt.

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2012). *Career development and planning: A comprehensive approach instructor's guide* (4th ed.). Dubuque, IA: Kendall-Hunt.

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

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (August 22, 2005). *Instructor's Manual for use with Career Development and Planning: A Comprehensive Approach* (2nd. ed.). Tallahassee, FL.

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (August 5, 2004). *Instructor's Manual for use with Career Development and Planning: A Comprehensive Approach*. Tallahassee, FL.

FSU Career Portfolio – (with J. Garis & J. Lumsden, 1998-Present): Co-invented the FSU Career Portfolio program that enables students to develop a skills-based career portfolio using the Internet. Available at <http://www.career.fsu.edu/portfolio/index.html>
Honorable Mention, 2002 NACE/Chevron Award for innovative programming in the career services field.

Library - Center for the Study of Technology in Counseling and Career Development (a collaborative effort with J. P. Sampson, 1986-2007): Established a center with career guidance and assessment software available at two microcomputer work stations, print-based materials (bibliographies, abstracts, books, journals, manuals, and technical reports), and audiovisual training materials for use by graduate students, university staff members, and visiting scholars.

Computer-Assisted Career Guidance Laboratory (a collaborative effort with R. G. O'Neal and J. P. Sampson, 1983-2007): Established a facility with career guidance and assessment software available at seven microcomputer work stations for use in undergraduate and graduate courses, practica and internships, and dissertation research.

Center for Professional Development Workshops and Courses:

Instructor, EGC 6938-70, Special topics in counseling psychology: Holland's Self-Directed Search; Florida Community College, Jacksonville, January-March, 1993.

Co-instructor (with J. Lenz); Career counseling with Holland's Self-Directed Search; Tampa, November, 1990; Jacksonville, May, 1991.

RESEARCH

WORKS IN PROGRESS:

Bovio, R., Clark, S., Kennelly, E., Lumsden, J. A., Osborn, D., & Reardon, R. C. Career portfolio completion and student interviewing skills. (manuscript in preparation)

Dozier, V. C., Sampson, J. P., Jr., & Reardon, R. C. Using two different Self-Directed Search (SDS) interpretive materials. (manuscript submitted).

Johnston, J., Reardon, R. C., & Bullock-Yowell, E. (2013). *Remembering John Holland and furthering his impact on career services*. Boston: National Career Development Association.

Kronholz, J., Reardon, R. C., & Osborn, D. Readiness to engage in self-help career planning: A theory-based scheme. (manuscript in preparation).

Leierer, S., Wilde, C., & Reardon, R. C. Career thoughts and the career decision state for students at two levels of education. (manuscript in preparation)

- McClain, M-C, & Reardon, R. C. The U.S. Workforce from 1960 to 2010: A RIASEC View. (manuscript submitted).
- Osborn, D., Sampson, J., Peterson, G., & Reardon, R. The impact of dysfunctional career thoughts and perfectionism on career indecision. (manuscript in preparation)
- Reardon, R. C., & PAR Staff. (Manuscripts in preparation). Self-Directed Search Interpretive Report and Professional Summary. Odessa, FL: Psychological Assessment Resources.
- Reardon, R. C., & Lenz, J. G. (manuscript in preparation). Use and interpretive guide. In J. L. Holland & M.A. Messer, *Self-Directed Search® 2013 Fifth Edition (SDS)® professional manual*. Odessa, FL: Psychological Assessment Resources.
- Reardon, R. C, Melvin, B., McCain, M-C., Peterson, G. W., & Bowman, J. The career course as an important factor leading to college graduation. (manuscript submitted).
- Reed, C. A., Bullock-Yowell, E., Galles, J., Reardon, R. C., & Peterson, G. P. The relationships among neuroticism, conscientiousness, coping, dysfunctional career thoughts, and career decision state. (manuscript in preparation).
- Sampson, J. P., Jr., McCain, M-C, Musch, E., Reardon, R. C., & Hou, P-C. (2013). Improving career interventions by better assessing readiness for decision making. Boston: National Career Development Association.

BOOKS & MONOGRAPHS:

- Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2012). *Career development and planning: A comprehensive approach* (4th ed.). Dubuque, IA: Kendall-Hunt.

A 15 chapter, 306 page text that presents a comprehensive approach to career problem solving and decision making based on cognitive information processing theory and RIASEC theory. Includes a 64-item glossary and 13 appendices with student assignments and learning activities; 30 tables; 26 figures; subject and author indexes. ISBN: 978-1-4652-0006-8

Reviewed: L. J. Geiken, *Career Convergence* (2/1/13).

- Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2012). *Career development and planning: A comprehensive approach instructor's guide* (4th ed.). Dubuque, IA: Kendall-Hunt.

A 205 page instructors manual with suggestions for teaching a career course using the related text; includes preview slides of over 440 PowerPoint slides, test items, course syllabus, and standard materials for 17 class meetings, including objectives, behavioral outcomes, assignments, presentation materials/suggestions, administrative procedures, lecture notes. ISBN: 978-1-4652-0777-7

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

A 15 chapter, 330 page text that presents a comprehensive approach to career problem solving and decision making based on cognitive information processing theory and RIASEC theory. Includes 13 appendices with student assignments and learning activities; 34 tables; 19 figures; subject and name indexes. ISBN: 13-978-1-426-63135-1

Reviewed: R. Z. Piaseczny & J. L. Sniatecki, *Career Convergence* (08/01/09); S. Hamington, *NACADA Journal* (Spring 2010).

Reardon, R., Lenz, J., Sampson, J., & Peterson, G., assisted by Bertoch, S. (2009). *Instructor's manual. Career development and planning: A comprehensive approach* (3rd ed.). Mason, OH: Cengage Learning.

A 238 page text instructors manual that suggestions for teaching a career course using the related text; includes preview slides of over 390 PowerPoint slides, test items, course syllabus, and standard materials for 17 class meetings, including objectives, behavioral outcomes, assignments, presentation materials/suggestions, administrative procedures, lecture notes. ISBN: 13: 978-1-426-64722-2

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2005). *Career development and planning: A comprehensive approach* (2nd ed.). Mason, OH: Thomson Custom Solutions.

A 15 chapter, 336 page text that presents a comprehensive approach to career problem solving and decision making based on cognitive information processing theory and RIASEC theory. Includes 12 appendices with student assignments and learning activities; 34 tables; 19 figures; subject and name indexes. ISBN: 0-759-35797-8

Reviewed: M. C. Wilson, *NACE Journal* (Summer 2006); K. Ganko & C. Kivland, *Career Convergence Web Magazine*, (09/01/06).

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2005). *Instructor's manual for use with career development and planning: A comprehensive approach* (2nd ed.). Mason, OH: Thomson Custom Solutions.

A 270 page text instructors manual that suggestions for teaching a career course using the related text; includes preview slides of over 350 PowerPoint slides, test items, course syllabus, and standard materials for 17 class meetings, including objectives, behavioral outcomes, assignments, presentation materials/suggestions, administrative procedures, lecture notes. ISBN: 0-759-36272-6

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

A 15 chapter, 360 page beginning graduate text that introduces CIP theory for professionals seeking to develop skills and knowledge for providing career counseling and developing career programs.

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

A 15 chapter, 416 page textbook with accompanying *Student Manual* and *Instructor's Manual with Test Blank* that presents a comprehensive approach to career problem solving and decision making based on cognitive information processing theory.

Reviewed: J. Wencel, *CareerWatch* (Spring 2000); J. Bohac, *Career Planning & Employment* (Winter 2001); D. S. Forney, *Journal of College Student Development* (May/June 2001).

Chinese translation and simplified edition of this text and student manual published by Higher Education Press, authorized by Thomson Learning for sale in the People's Republic of China, excluding Hong Kong, Macao SAR, and Taiwan, 2005. ISBN: 01-2005-1526

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2000). *Student manual for career development and planning: A comprehensive approach*. Pacific Grove, CA: Wadsworth-Brooks/Cole.

A 100 page coursebook with over 30 learning activities, assignments, and exercises for improving skills in career planning and employment; Chinese translation PRC, 2005.

Reardon, R., & Lenz, J. (1998). The Self-Directed Search and related Holland career materials: A practitioner's guide. Odessa, FL: Psychological Assessment Resources, Inc.

A 320 page book with 12 chapters that provides a complete review of the history, design and use of the SDS and supporting materials and resources; includes 28 figures, 19 tables, and 12 appendices.

Reviewed: A. C. Kovacs in *Journal of Career Planning & Employment* (Winter, 1999); S. B. DeVaney, *Counseling Today* (July, 1998); W. Patton, *Australian Journal of Career Development* (Autumn, 1999); C. Morrill, *Career Planning & Adult Development Journal* (Spring 1999); J. Kaysen, *CareerWatch* (Summer 1999); M. Offer, *British Journal of Guidance & Counseling* (February 2000); T. Hammontree, *Journal of College Student Development* (May/June 2000); D. Osborn, *Professional School Counseling* (April 2000); C. Consolvo, *Counselor Education & Supervision* (March 2001).

Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (1996). Improving your career thoughts: A workbook for the Career Thoughts Inventory. Odessa, FL: Psychological Assessment Resources, Inc.

A 36 page monograph in 5 sections with exercises and instructions for challenging, altering, and improving negative career thoughts for improved career decision making; about 12,400 copies sold.

Lenz, J., Peterson, G., Sampson, J., & Reardon, R. (1992). Instructor's manual for career development and services: A cognitive approach. Pacific Grove, CA: Brooks/Cole.

A 115 page teacher's guide for Career Development and Services, including author perspectives on the book, 220 test items, 30 transparency masters, and client forms.

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

A 493-page basic text with 15 chapters explains cognitive information processing paradigm as basis for comprehensive career interventions; about 1,200 copies sold.

Reviewed: J. D. Krumboltz, *Contemporary Psychology*; J. B. Kahnweiler, *Career Developments* (Spring 1993).

Sampson, J., & Reardon, R. (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.

A 124-page monograph including 14 original papers by North American and European authors on past, present, and future considerations for the more effective design and use of computers in guidance; 4th printing, 1994; about 750+ copies sold.

Reviewed: G. L. Floyd, *NCDCA Newsletter* (Spring, 1998).

Burck, H., & Reardon, R. (Eds.), (1984). Career development interventions. Springfield, IL: Charles C Thomas, Publishers.

A 350-page basic text of 17 original chapters reviewing state-of-the-art practice in the career area. Soft cover. Sales of over 1,000 copies.

Reviewed: R. B. Slaney, *Contemporary Psychology* (1985, Vol. 30, No. 10); T. E. Miller, *Journal of College Student Personnel* (March 1987).

Reardon, R. (1981). Developing career education at the college level. Research Report 227. Columbus: ERIC Clearinghouse on Adult, Career and Vocational Education. (ERIC Document Reproduction Services ED 205 775)

A 43-page literature review on issues and strategies for delivering career education and guidance at the college level, including about 225 references.

Reardon, R., & Burck, H. (Eds.) (1975). Facilitating career development: Strategies for counselors. Springfield, IL: Charles C Thomas, Publishers. (Second printing, 1977).

A 317-page edited book of 15 original chapters by 13 authors (the editors each wrote one chapter) with total hard and soft cover sales of about 5,000 copies.

Reviewed: J. O. Crites, *Contemporary Psychology* (1978, Vol. 23, No. 1); P. M. Hughes, *British Journal of Educational Studies* (February 1977); E. G. Hoffmann, *Personnel & Guidance Journal*, (November 1976); F. Vaisvil, *Journal of College Placement*, (Fall 1977); F. J. Vogel, *School Counselor*, (March 1977).

Burck, H., Cottingham, H., & Reardon, R. (1973). Counseling and accountability: Methods and critiques. New York: Pergamon Publishing Company.

A 279-page text in the Pergamon General Psychology Series with cumulative hard and soft cover sales of about 2,500 copies. The book included nine original chapters and 13 research article reprints critiqued by the authors.

Reviewed: E. Bordin, *Contemporary Psychology* (1975, Vol. 20, No. 12); M. D. Engelhart, *Educational & Psychological Measurement* (October 1976); L. Beymer, *Personnel & Guidance Journal*, (January 1974); A. Frank, *Measurement & Evaluation in Guidance* (April 1975).

PSYCHOLOGICAL TESTS & REPORTS:

Reardon, R., & PAR Staff. (2001). Self-Directed Search Software Portfolio (SDS-SP™) for Windows® [Computer program]. Odessa, FL: Psychological Assessment Resources, Inc.

Provides for both on-screen administration and unlimited interpretive report generation for the SDS Form R and My Vocational Situation.

Holland, J. L., Reardon, R. C., Latshaw, R. J., Rarick, S. R., Schneider, S., Shortridge, M. A., & St. James, S. A. (2001). Self-Directed Search Form R Internet Version 2.0 [On-line]. Available at: <http://www.self-directed-search.com>.

Reardon, R., & PAR Staff. (1998). Self-Directed Search Form R Internet version interpretive report [Computer program]. Odessa, FL: Psychological Assessment Resources, Inc.

An Internet-based computer program for administering the SDS on-line and producing a 12-15 page Interpretive Report for customers.

Reardon, R., & PAR Staff. (1996). Self-Directed Search Form R computer version (Windows™ Version 4) [Computer program]. Odessa, FL: Psychological Assessment Resources, Inc.

A computer program for administering the SDS and MVS and producing a 4 page counselor Professional Summary and a 12-15 page client Interpretive Report.

Reardon, R., & PAR Staff. (1996). Self-Directed Search® Form R interpretive report (Windows™ Version 4) [Computer program]. Odessa, FL: Psychological Assessment Resources, Inc.

A computer program for administrator entry of test data and the production of 12-15 page Interpretive Reports, including lists of occupations, fields of study, and leisure activities.

Reardon, R., & PAR Staff. (1994). Interpretive report for the Self-Directed Search: Career Explorer. [Computer program] Odessa, FL: Psychological Assessment Resources, Inc.

A 6-page report summarizing and interpreting the results of the SDS interest inventory for middle/junior high school students and their teachers or parents.

Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (1994, 1996). Career Thoughts Inventory (CTI). [Psychological Test] Odessa, FL: Psychological Assessment Resources, Inc.

A self-scoring inventory of negative thoughts that can interfere with effective career problem solving and decision making. Reviewed: R. Feller & J. Daly, A Counselor's Guide to Career Assessment Instruments, 2001.

Reardon, R., & PAR Staff. (1994). Professional and interpretive reports for the Self-Directed Search: Computer Version 4.0 (Form R). [Computer program] Odessa, FL: Psychological Assessment Resources, Inc.

Includes a 4-page Professional Summary for the counselor and a 12-page Interpretive Report for the client summarizing and interpreting the results of the SDS inventory for high school students, college students, and adults.

Reardon, R. (1985). Professional and interpretive reports for the Self-Directed Search: Computer Version 3.0 (Form R). [Computer program] Odessa, FL: Psychological Assessment Resources, Inc.

Includes a 2-page Professional Summary for the counselor and a 10-page Interpretive Report for the client summarizing and interpreting the results of the SDS inventory for high school students, college students, and adults.

TEST MANUALS:

Reardon, R., & Ona, N. (1996; 2000). Self-Directed Search® Form R computer version (SDS-R:CV) user's guide [Windows™ Version 4; 4.1]. Odessa, FL: Psychological Assessment Resources, Inc.

Reardon, R., & Ona, N. (1996) Self-Directed Search® Form R interpretive report (SDS-R:IR) user's guide [Windows™ Version 4]. Odessa, FL: Psychological Assessment Resources, Inc.

Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (1996). Career Thoughts Inventory (CTI) professional manual. Odessa, FL: PAR, Inc.

Reardon, R., & Ona, N. (1994). Program manual: Self-Directed Search Form R software system. Odessa, FL: Psychological Assessment Resources, Inc.

Reardon, R., & Ona, N. (1994). Program manual: The SDS Career Explorer interpretive report. Odessa, FL: Psychological Assessment Resources, Inc.

JOURNAL, SPECIAL ISSUE:

Sampson, J., & Reardon, R. (Eds.). (1990). Evaluating computer-assisted career guidance systems. *Journal of Career Development*, *17*, 79-149.

JOURNAL ARTICLE, CONTRACTED:

Sampson, J., & Reardon, R. (1990). Current developments in computer-assisted career guidance in the United States. *Journal of Learning & Evaluation*, *4*, 10-33. [article published in Japanese; also published in *British Journal of Guidance and Counselling*]

BOOK CHAPTERS (published, in-press, accepted):

Bertoch, S. C., Reardon, R. C., Richer, C., Lumsden, J. A., & Ruff, E. A. (2011). Career information-seeking behavior: Rediscovering an effective career intervention (Monograph No. 55, pp. 89-95). In P. A. Gore & L. P. Carter (Eds.), *Students in transition: Research and practice in career development*. Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience and Students in Transition.

Bullock, E., Reardon, R., & Lenz, J. (2007). Making good academic and career decisions. In G. Kramer (Ed.), *Fostering student success in the campus community* (pp. 193-213). San Francisco: Jossey-Bass.

Reardon, R. C., & Cummings, S. (2008). Career resource centers. In F. Leong (Ed.), *Encyclopedia of counseling* (pp. 1496-1498). Thousand Oaks, CA: SAGE.

Lenz, J. G., & Reardon, R. C. (2008). The Self-Directed Search (SDS). In F. Leong (Ed.), *Encyclopedia of counseling* (pp. 1619-1621). Thousand Oaks, CA: SAGE.

Peterson, G. W., Sampson, J. P., Jr., Reardon, R. C., & Lenz, J. G. (2008). Cognitive information processing model. In F. Leong (Ed.), *Encyclopedia of counseling* (pp. 1504-1509). Thousand Oaks, CA: SAGE.

Reardon, R. C., & Hartley, S. (2007). Program evaluation of e-portfolios. In J. Garis and J. Dalton (Eds.), *Emerging student e-Portfolios: Opportunities for student affairs* (pp. 83-97). A New Directions for Student Services Sourcebook. San Francisco: Jossey-Bass.

Reardon, R. C., & Lenz, J. G. (2006). Self-Directed Search. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development* (pp. 717-719). Thousand Oaks, CA: SAGE.

Peterson, G. W., Sampson, J. P., Jr., Reardon, R. C., & Lenz, J. G. (2006). Cognitive information processing in career development and counseling. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development* (pp. 174-179). Thousand Oaks, CA: SAGE.

Reardon, R. (2005). Career information resource assignment. In C. Minor & M. Pope (Eds.), *Experiential Activities for Teaching Career Courses and Leading Career Groups, Vol II* (pp. 109-111). Tulsa, OK: National Career Development Association.

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(*) Indicates peer review of proposal

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- Co-Originator and Co-Director (with J. Sampson), An International Teleconference on Technology and Career Development. Center for Professional Development and Public Service, Florida State University; June 28-30, 1989; \$35,000, estimated.
- Co-Principal Investigator (with J. Sampson), Career Guidance Program Support. Brevard Community College, January, 1989 - April, 1989; \$6,600.
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- Co-Principal Investigator (with J. Sampson), Center for Career Development Project Support. Tallahassee Community College, April, 1988 - June, 1988; \$5,300.
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- *Proposal Author, Alumni Career Information Network. Florida Department of Education; March, 1983 - June, 1983; \$4,000.

- *Principal Investigator, After Hours CHOICES Outreach Program. Florida Department of Education; November, 1982 - June, 1983; \$3,300.
- Co-Principal Investigator (with J. Sampson), A SIGI Community Outreach Project. Tallahassee Community College; October, 1980 - September, 1982; \$10,000.
- Co-Principal Investigator (with J. Sampson), A Methodology for Enhancing SIGI to Meet the Career Guidance Needs of Transition Adults. Brevard Community College (subcontract from the Kellogg Foundation); October, 1980 - September, 1981; \$25,550; renewed, October 27, 1981 - May 31, 1982; \$22,750.
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- Lenz, J. G., Brown, S., Nassar-McMillan, S., Reardon, R., Sampson, J., & Niles, S. (June 2009). *Examining cognitive career theories: Current status, future trends, & implications for the development and implementation of guidance services*. IAEVG International Conference, University of Jyväskylä, Jyväskylä, Finland.
- Saunders, D., Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (July 2008). *What's New with CIP? A 20-Year Perspective of Cognitive Information Processing (CIP) theory*. National Career Development Association, Washington, DC.
- Bullock, E. E., Reardon, R. C., & Lenz, J. L. (July 2008). *Holland's RIASEC theory in a postmodern world: Is it relevant?* National Career Development Association Conference, Washington, DC.
- Makela, J. P., Rooney, G., & Reardon, R. (July 7, 2007). *Collaborating to implement tailored learning outcomes*. National Career Development Association, Seattle, WA.
- Reardon, R., Ruff, E., & Cummings, S. (June 1, 2007). *Creating a database on RIASEC theory and applications*. Society for Vocational Psychology 8th Biennial Conference, Akron, OH.
- Bullock, E., & Reardon, R. (May 31, 2007). *What's Up with Profile Elevation on the SDS?* Society for Vocational Psychology 8th Biennial Conference, Akron, OH.
- Lumsden, J., Lenz, J. G., Ford, C., & Reardon, R. (2007, April). *E-portfolios: Using campus partnerships to promote student learning and career development*. NASPA/ACPA Joint Meeting, Orlando, FL.
- Wright, L., Railey, M., & Reardon, R. (2007, March). *Self-efficacy, vocational interests, and ability self-estimates in career assessment*. American Counseling Association Convention, Detroit, MI.
- Shy, J., Sampson, J., Hartley, S., & Reardon, R. (2006, July). *The influence of item response on Self-Directed Search scores*. National Career Development Association, Chicago.
- Reardon, R., Leierer, S., & Lee, D. (2006, July). *Drilling through 26 years of grades in a career course: What did we find?* National Career Development Association, Chicago.

- Lenz, J., & Reardon, R. (2006). *Delivering cost-efficient career services. 2006 Careers Conference*. Center on Education and Work, University of Wisconsin, Madison, Wisconsin.
- Reardon, R., Bullock, E., Meyer, K., & Gottfredson, L. (2005, June). *A RIASEC Look at the 2000 Census: Are Jobs Really Changing?* National Career Development Association, Orlando, FL.
- Reardon, R., Vernick, S., & Power, S. (2005, June). *Job satisfaction: What really makes us enjoy our work may surprise you!* National Career Development Association, Orlando, FL.
- Bullock, E., Meyer, K., Reardon, R., & Peterson, G. (July, 2004). *Interpreting the SDS in light of Profile Elevation, Communication Apprehension, Personality, and Career Thoughts*. National Career Development Association, San Francisco, CA.
- Lumsden, J., Meyer, K., & Reardon, R. (July, 2004). *Evaluation of an Online Career Portfolio: How Technology Promotes Career Development*. National Career Development Association, San Francisco, CA.
- Lenz, J. & Reardon, R. (April, 2004). *Cost-Efficient Career Counseling*. Australian Association of Career Counsellors, Coolangatta, Goldcoast, Australia.
- Reardon, R. (chair), Smart, J., Bullock, E., Minvielle, M., & Djadali, Y. (June, 2003). *Holland's Theory and Higher Education: Implications for Academic and Career Advising*. National Career Development Association, Denver.
- Osborn, D., & Reardon, R. (June, 2003). *Using the Self-Directed Search: Career Explorer in a Middle School Guidance Program*. National Career Development Association, Denver.
- Reardon, R., Heiser, L., Osborn, D., Reed, C., & Vernick, S. (July, 2002). *Holland's Theory in Practice: Four Reports from Practitioner's in the Field*. Careers Across America Conference (NDCA), Chicago, IL.
- Lumsden, J., Lenz, J., & Reardon, R. (March, 2002). *Online Career Portfolios: Connecting Scholarship and Practice*. American College Personnel Association, Long Beach, CA.
- Reardon, R., Reed, C., & Vernick, S. (August, 2001). *A Holland Perspective on U.S. Employment from 1960-1990*. American Psychological Association, San Francisco.
- Reardon, R., Reed, C., & Vernick, S. (July, 2001). *Career Course Evaluation: A Summary of Three Studies*. National Career Development Association, Tucson, AZ.
- Lumsden, J., Lenz, J., & Reardon, R. (July, 2001). *Online Career Portfolio: Using Technology to Promote Career Development*. National Career Development Association, Tucson, AZ.
- Reardon, R., & Folsom, B. (March, 2001). *The Effects of Career Courses on Learners and Colleges*. American College Personnel Association, Boston.
- Reardon, R., & Lenz, J. (June, 2000). Using the Self-Directed Search in Career Counseling: A Comprehensive Approach. [Professional Development Institute] National Career Development Association, Pittsburgh, PA.
- Lumsden, J., Reardon, R., Lenz, J., & Sampson, J. (June 2000). A Comparison study of Holland's Self-Directed Search Internet, Personal Computer (PC), and Paper Versions. National Career Development Association, Pittsburgh, PA.
- Lenz, J., & Reardon, R. (April, 2000). Teaching a University Career Course: Twenty-five Years of Experience. American College Personnel Association, Washington, D.C.

- Vernick, S., Reardon, R., & Lenz, J. (November, 1999). How Career Thoughts Link Mental Health and Career Counseling. Florida Counseling Association, Tampa, FL.
- Peterson, G., Sampson, J., Lenz, J., & Reardon, R. (July, 1999). Improving Career Services Through Readiness Assessment: A Cognitive Information Processing Approach. National Career Development Association, Portland, OR.
- Peterson, G., Sampson, J., Lenz, J., & Reardon, R. (May, 1999). Three Contexts of Career Problem Solving and Decision Making: A Cognitive Information Processing Perspective. Fourth Biennial Vocational Society Conference (A Section of the Counseling Psychology Division of the American Psychological Association). Milwaukee, WI.
- Reardon, R., & Lenz, J. (July, 1998). Counseling with the Self-Directed Search: A Cognitive Approach. National Career Development Association, Chicago.
- Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (January, 1997). Assessing and Enhancing Readiness for Effective Career-Decision Making. National Career Development Association, Daytona Beach, FL.
- Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (August, 1996). The Development and Validation of the Career Thoughts Inventory. American Psychological Association, Toronto, Canada.
- Reardon, R., & Lenz, J. (September, 1995). Selecting and Using an Interest Inventory. Florida's Conference on Improving Education, Orlando.
- Reardon, R., & Lenz, J. (July, 1995). Counseling with the Self-Directed Search. National Career Development Association, San Francisco.
- Wilde, C., & Reardon, R. (July, 1995). Coalition for Careers: A Self-Directed Life and Career Choice Model. National Career Development Association, San Francisco.
- Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (July, 1995). Strategies for Identifying, Challenging, and Altering Negative Career Thoughts. National Career Development Association, San Francisco.
- Wilde, C., Garis, J., Dickinson, L., & Reardon, R. (December, 1994). The Coalition for Careers: Enhancing Career Opportunities for All Florida State University Students. Southern College Placement Association, Atlanta, Georgia.
- Reardon, R., & Powell, A. (September, 1994). Development and Use of the SDS Career Explorer. Florida's Conference on Improving Education, Kissimmee, Florida.
- Costello, J., Wilde, C., Leach, R., Garis, J., Reardon, R., & Seabrooks, J. (June, 1994). The Coalition for Careers: Enhancing Career Opportunities for All FSU Students. Florida Co-op and Placement Association, Clearwater, Florida.
- Sampson, J., Peterson, G., Lenz, R., Reardon, R., & Saunders, D. (April, 1994). Identifying and Reframing Dysfunctional Thinking in Career Choice. American Counseling Association, Minneapolis, Minnesota.
- Lenz, J., Saunders, D., & Reardon, R. (March, 1994). Improving Career Services: A Student and Academic Affairs Collaboration. American College Personnel Association, Indianapolis, Indiana.
- Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (January, 1994). Identifying and Reframing Dysfunctional Thinking and Career Choice. National Career Development Association, Albuquerque, New Mexico.

- Sampson, J., Peterson, G., Lenz, J., Reardon, R., & Saunders, D. (January, 1994). A cognitive approach to career development and service; Professional Development Institute, National Career Development Association, Albuquerque.
- Sampson, J., Reardon, R., Ollis, H., Wilde, C., & Norris, D. (1993). Evaluating the Features and Costs of Computer-Assisted Career Guidance Systems, Association for Computer-Based Systems for Career Information Conference, Nashville, Tennessee.
- Sampson, J., Peterson, G., Reardon, R., & Lenz, J. (March, 1993). A cognitive approach to career counseling; Professional Development Workshop, American Counseling Association, Atlanta.
- Reardon, R., & Lenz, J. (September, 1992). A Cognitive Approach to Career Services: Translating Concepts Into Practice, Second Conference of Vocational and Occupational Counseling, San Jose, Costa Rica.
- Reardon, R. (March, 1992). A Differential Feature-Cost Analysis of Nine Computer-Assisted Career Guidance Systems, American Association of Counseling and Development Conference, Baltimore, Maryland.
- Lenz, J., Sampson, J., & Reardon, R. (January, 1992). Career Counseling: A Cognitive Approach Using the Pyramid and CASVE Cycle. National Career Development Association Conference, San Antonio, Texas.
- Reardon, R., Lenz, J., & Holland, J. (April, 1991). Career Counseling with the Self-Directed Search: Computer Version. American Association for Counseling and Development, Reno, Nevada.
- Lenz, J., & Reardon, R. (March, 1991). New Strategies for Using Computer-Based Career Guidance Systems. American College Personnel Association, Atlanta, Georgia.
- Sampson, J., & Reardon, R. (January, 1990). Improving the Use of Technology in Career Development, National Career Development Association Conference. Scottsdale, Arizona.
- Reardon, R., et al. (November, 1989). The First FSU Forum: Woman's Presence in Educational Administration. Southern Association of College Student Affairs, Tampa.
- Reardon, R., et al. (August, 1987). Changing Sex Roles: The Dilemma at Work and at Home. American Psychological Association. New York.
- Reardon, R., et al. (April, 1987). Computer-Based Career Guidance: A National Review of System Use. American Association for Counseling and Development. New Orleans.
- Sampson, J., Reardon, R., Lenz, J., Peterson, G., & Shahnasarian, M. (April, 1987). Career Counseling and Computer Interaction. British Psychological Society, University of Sussex, Brighton, England.
- Reardon, R. (February, 1987). Futuristic Career Centers: A NeoParsonian View. Career Planning for Our Changing Times Conference, Daytona Beach.
- Reardon, R., et al. (April, 1985). Family and Workplace, A New Arena for Career Interventions. American Association for Counseling and Development, New York.
- Reardon, R., et al. (August, 1984). Recent Developments in a Theory of Careers. American Psychological Association, Toronto.
- Reardon, R., et al. (March, 1984). Computers and Career Interventions: Retrospect and Prospect. American Personnel & Guidance Association, Houston.

- Reardon, R., & Sampson, J. (May, 1983). Computer Technology and Career Development. 1983 ACES Flagship Conference, Orlando.
- Reardon, R., Domkowski, D., & Mand, B. (March, 1983). Counselors Help Athletes Work and Win. American Personnel and Guidance Association, Washington, D.C.
- Reardon, R. (September, 1982). Using Holland's Theory and the SDS in Career Counseling. CAREER KOKUA User Conference and Career Education Conference, Honolulu, Hawaii.
- Reardon, R., et al. (March, 1982). Career Education at the College Level. American Personnel and Guidance Association, Detroit.
- Reardon, R., et al. (March, 1982). Supervising Career Interns: 8 Years and 100 Students Later. American Personnel & Guidance Association, Detroit.
- Reardon, R., et al. (February, 1982). Using Microcomputers in Career Development Services. Guidance, Assessment and Technology Conference, co-sponsored by CAEL, ETS and Tandy Corp., Sarasota.
- Reardon, R., et al. (January, 1982). Joining SIGI to Other Career Resources. Third SIGI National Conference, Sarasota.
- Reardon, R., et al. (November, 1981). Microcomputerized Career Development Services. Florida Personnel and Guidance Association, Orlando.
- Reardon, R., et al. (April, 1980). Computer Assisted Career Education. Florida Career Education Conference, Orlando.
- Reardon, R., et al. (April, 1980). New Blueprints for Integrating Career Development Services to College Students. American College Personnel Association, Boston.
- Reardon, R., et al. (March, 1980). Self-Directed Career Planning for Persons with Disabilities. American Personnel and Guidance Association, Atlanta.
- Reardon, R. (January, 1980). Approaches of Career Development to Handicapped Individuals. National Planning Conference on Occupational Information for Handicapped Individuals, San Antonio.
- Reardon, R. (November, 1979). A Library System for Managing Career Information. AACJC Regional Career Education Conference, Orlando.
- Reardon, R., et al. (April, 1979). What's New in Career Centers? American Personnel and Guidance Association, Las Vegas, Nevada.
- Reardon, R., et al. (February, 1979). A Self-Directed Career Planning Program for the Handicapped. National Conference on Career Education for Exceptional Individuals, St. Louis.
- Reardon, R. (August, 1978). Operating a Career Resource Center: Impact on Accessibility. Florida Vocational Association, Orlando.
- Reardon, R., et al. (March, 1978). A Self-Directed Career Planning Program for the Visually Disabled. American Personnel and Guidance Association, Washington, D.C.
- Reardon, R. (November, 1977). Media Demonstration of Curricular/Career Programs. Alabama Personnel and Guidance Association, Birmingham, Alabama.

- Reardon, R. (June, 1977). Developing a Career Resource Center: Who, What, When, How, Where. Florida College Placement Association, Daytona Beach, Florida.
- Reardon, R. (November, 1976). The Counselor Educator in Career Education: The Career Development Specialist. Commissioner's National Conference on Career Education, Houston, Texas.
- Reardon, R. (April, 1976). Career Options for Career Counselors. American Personnel and Guidance Association, Chicago.
- Reardon, R., et al. (May, 1973). Developing a Career Resource Center for College Students. American Personnel and Guidance Association, Atlanta.
- Reardon, R., et al. (April, 1973). CCIS: A Module-Based Career Development Program. American College Personnel Association, Cleveland.
- Reardon, R. (November, 1972). (A) A Module for a Career Counseling Information System, and (B) The Agony and the Ecstasy--Developing an Instructional Module for Occupational Specialists. Florida Personnel and Guidance Association, Tampa.
- Reardon, R. (October, 1972). CCIS: A Pilot, Career Guidance Program at FSU and served as a panel member at the Ninth Invitational Conference for Systems Under Development in Career Education and Vocational Guidance, Baylor University, Waco.
- Reardon, R., & Chick, J. (November, 1970). Innovations in Vocational Guidance. Pre-Florida Personnel and Guidance Association Workshop, Miami Beach.
- CONSULTATION, PRESENTATIONS, WORKSHOPS:**
- Reardon, R. C., & Lenz, J. G. (2011, April). *Intervening with the Self-Directed Search: Enhancing career practice*. Atlanta, Georgia Career Development Association Seminar.
- Lenz, J. L., & Reardon, R. C. (December 2009). *Designing successful career programs*. Career Education of Victoria, Australia, Biennial Conference, Deakin University.
- Reardon, R. (November 2008). *Teaching college career courses*. China Second International Forum on Career Planning, Shanghai, China.
- Reardon, R., & Lenz, J. (November 2008). *Use career theories to design career services for universities and students*. Preconference Workshop: China Second International Forum on Career Planning, Shanghai, China.
- Reviewer/Consultant. *SuccessHawk: The Virtual Career Center*. Kirkland, WA, May-July, 2008.
- Lenz, J., & Reardon, R. (July 11-12, 2006). *Using concepts from CIP to effectively meet students' career needs*. Counseling Center, University of Illinois—Urbana/Champaign.
- Lenz, J., & Reardon, R. (October 29, 2004). *Career counselling with the SDS: A comprehensive approach*. Educational Testing Institute of Iceland, Reykjavik, Iceland.
- Lenz, J., & Reardon, R. (October 14, 2004). *Using the Career Thoughts Inventory*. Mid-Atlantic Career Counseling Association, Lancaster, PA.
- Lenz, J., & Reardon, R. (October 14, 2004). *Cognitive information processing theory*. Mid-Atlantic Career Counseling Association, Lancaster, PA.

- Examiner. (October 2004). Doctoral thesis reviewer, School of Psychology, University of New South Wales, Sydney, Australia.
- Reardon, R., & Lenz, J. (June 18, 2004). *Career counseling with the Self-Directed Search*. Midwest Association of Colleges and Employers (MACE), Webster University, St. Louis, MO.
- Lenz, J., & Reardon, R. (May 7, 2004). *Career counseling using the Self-Directed Search (SDS) & Career Thoughts Inventory (CTI)*. Georgia Career Development Association, Mercer University, GA.
- Reardon, R., & Lenz, J. (October 3, 2003). *Workshop on the Self-Directed Search*. Friends University, Wichita, KS.
- Reardon, R., & Lenz, J. (June, 2003). *Cost-effective career counseling using the SDS and CTI*. National Career Development Association, Denver.
- Co-Presenter (with J. Lenz), *Career counseling with Holland-based materials*, Psychological Assessment Resources, San Francisco, September 2002; Boston, May 2002; Atlanta, September 2001; Chicago, May 2001; San Francisco, September 2000; Philadelphia, May 2000; San Diego, September 1999; Chicago, April 1999; San Francisco, October 1998; Philadelphia, September 1998; Atlanta, May 1998; San Francisco, October 1997; New York, September 1997; Chicago, May 1997; Alexandria, VA, March 1997; Tampa, October 1996; San Francisco, September 1996; New York, May 1996; Dallas, February 1996; Philadelphia, May 1995; Philadelphia, May 1994; Tampa, March 1994; San Francisco, October 1993; New Orleans, May 1993; Orlando, February 1993.
- Reardon, R., & Lumsden, J. (July, 2002). *Counseling with the Self-Directed Search and Career Thoughts Inventory: A case study*. National Career Development Association, Chicago.
- Co-Trainer (with G. Peterson, J. Sampson, J. Garis, & J. Lenz), *Facilitating career development: Internal Revenue Service personnel*, Florida State University, Tallahassee, FL, November 5-9, December 10-14, 2001.
- Co-Presenter (with J. Lenz), *Career counseling with Holland-based materials*, Florida Community College @ Jacksonville, South Campus, Jacksonville, FL, April 27, 2001.
- Co-Presenter (with J. Lenz), Career counseling with Holland-based materials, Gallaudet University, Washington, DC, April 3, 2000.
- Co-Presenter (with J. Lenz), Cost-effective career counseling, Southwest Association of Colleges and Employers, Albuquerque, June 9, 1999.
- Co-Presenter (with J. Lenz), Career counseling with the Self-Directed Search and Holland-based materials, Oklahoma Workforce Training Institute, Oklahoma City, October 27-27, 1998.
- Co-Consultant (with J. Lenz), A suggested list of basic resources and related support materials for a career resource center, Oklahoma Workforce Training Institute, Norman, Oklahoma, September 17, 1998.
- Co-Presenter (with J. Lenz), Career counseling with the Self-Directed Search and Holland-based materials, Career Stop (West Central Texas Council of Governments), Abilene, August 17, 1998.
- Co-Presenter (with S. Leierer, J. Sampson, J. Lenz, & G. Peterson), Using readiness assessments to enhance client outcomes in vocational rehabilitation services, Ninth Annual Rehabilitation Seminar, LSU Medical College, School of Allied Health, Department of Rehabilitation Counseling, New Orleans, August, 1997.

Co-Presenter (with J. Lenz), Career counseling with the Self-Directed Search, Inner Harbour Hospital, Rockmart, GA, June 13, 1997.

Co-Presenter (with J. Lenz), Career counseling with the Self-Directed Search, Miami-Dade Community College, Miami, Florida, May 30, 1997.

Co-Presenter (with J. Lenz), Career counseling with the Self-Directed Search, Inner Harbour Hospital, Douglasville, GA, June 14, 1996.

Co-Presenter (with J. Lenz), Career counseling with Holland-based materials, North Penn High School, Philadelphia, May, 1996.

Co-Presenter (with J. Lenz), Career assessment: A day with the experts (Self-Directed Search), Professional Development Institute sponsored by NCDA and AAC, Pittsburgh, April, 1996.

Co-Consultant (with J. Sampson), Moderated and facilitated a symposium on Career information delivery systems and national initiatives, sponsored by NOICC, U. S. Department of Labor, & ACSCI, Washington, D.C., June, 1995.

Member, Research and Development Advisory Board, Psychological Assessment Resources, Tampa Florida, 1994-1996.

Consultant, RIASEC International Ltd., Baltimore, MD, 1994-Present.

Co-presenter (with J. Lenz), Career counseling with Holland-based materials, Fort Valley State College, Fort Valley, GA, November 1993.

Consultant, Careerware, ISM Information Systems Management Corp., Tallahassee, March 1992.

Consultant, Career information and counselor education, NOICC, Washington, DC, March 1990.

Presenter, Using the Self-Directed Search: Computer Version and other Holland-based materials, Florida Community College, Jacksonville, February, 1988; Miami-Dade Community College, Miami, March, 1988; St. Petersburg Community College, St. Petersburg, October, 1988; Florida Bureau of Career Development, Tallahassee, March, 1989; Palm Beach Community College, West Palm Beach, October, 1989.

Consultant, Using career information in counseling, Texas SOICC, Austin, November, 1987; San Antonio, January, 1988.

Consultant, Toward a comprehensive career guidance plan, Alabama Council on Vocational Education, March, 1987.

Consultant/Reviewer, to SAGE Publishers of *Images of Careers* (2002 & 2005) for A. Bruckner; to **ERIC/CACVE** for five ERIC Digests (1999); to **Prentice-Hall** for Career Information (1982) by R. Frederickson; for Theories of Career Development (1982) by S. Osipow; for Making Vocational Choices (1984) by John Holland; Microcomputers in Vocational Education (1984) by Rodenstein; to **Brooks/Cole** for Career Counseling (1981; 1993, 1996) by V. Zunker; for Promoting Career Development (1982) by Srebalus, Marinelli and Messing; for Using Assessment Results in Career Counseling (1982, 1996) by Zunker; to **ERIC/CAPS** (1984) for Implementing Computer Assisted Career Guidance and Computer Applications for the Adult Learner, by Sampson, et al; and to **Prentice-Hall** (1989) for Career Intervention by A. Spokane; to **Brooks/Cole** (1995, 1996) for Virtual Job Experience, by J. Krumboltz et al.

- Consultant, Programs for dual-career families, Catalyst, New York City, June, 1984.
- Consultant, Use of labor market information in career counseling, North Texas State University ICDM Project, Denton, July, 1984.
- Consultant, Use of instructional resources in career development, MGT Corporation, New Orleans, March—July, 1983.
- Consultant, Use of microcomputers in assessment, Consulting Psychologists Press, Stanford University, Palo Alto, May, 1982.
- Consultant, Development of a career planning course, Bell & Howell Education Group, DeVry Institute of Technology, Phoenix, Arizona, December 16-18, 1982.
- Consultant, Guidance Team Training Project Technical Assistance, National Center for Research in Vocational Education, Ohio State University, Columbus, April, 1980 - September, 1981.
- Consultant, Career Information Center, St. Louis Community College/Meremac, St. Louis, February, 1979.
- Consultant, Career planning services project, United Cerebral Palsy of Florida, Inc., Tallahassee, March - September, 1979.
- Referee, Office of Career Education 1978-79 project proposals in the community college area, USOE Washington, DC, February 20-24, 1978.
- Evaluator, Developing a career resource center, Gadsden State College, Gadsden, Alabama, May, 1978.
- Consultant, Field training of data collectors for competency based counselor certification program materials, Georgia State Department of Education, Atlanta, October 17, 1977.
- Consultant, Developing a career resource center, California Polytechnic State University, San Luis Obispo, California, March, 1976.
- Consultant, Career education in post-secondary institutions, USOE, Washington, DC, November 22-23, 1976.
- Consultant, Developing a career resource center for College of Arts and Sciences, University of Kentucky, September, 1975.
- Consultant, Advising programs and training, Guilford College, Greensboro, N.C., August, 1974.
- Leader, Academic advising workshop for faculty and staff, Palmer College, Columbia, South Carolina, 1973.

SERVICE

PROFESSION:

- Member, Publications Development Council, National Career Development Association (NCDA); member, 2003-2007; Chair, 2007-2012
- Member, Eminent Career Award Selection Committee, NCDA, 2003-2008; Chair, 2007-2008
- Chair, Exhibits Committee 1997 NCDA Conference, 1996-1997
- Editorial Board, Journal of Career Development, 1986-1996

Preservice/Inservice Training Committee, National Vocational Guidance Association, 1981-1985
Florida Department of Education Statewide Career Education Advisory Council, 1976-1984

NCDA BOOK/MONOGRAPHS (ACQUISITION AND/OR CONTENT EDITOR):

- Epstein, S., & Lenz, J. L. (2008). *How to develop and manage career resources*. Broken Arrow, OK: NCDA.
- Gelardin, S., & others. (2009). *Career and caregiving: Empowering the shadow workforce of family caregivers*. Broken Arrow, OK: NCDA.
- Hoover, M., Lenz, J., & Garis, J. (2013, in press). *Employer relations: An essential part of postsecondary career services*.
- Hoyt, K. (2005). *Career education: History and future*. Tulsa, OK: NCDA.
- Makela, J. P. (2009). *A case study approach to ethics in career development: Exploring shades of gray*. Broken Arrow, OK: National Career Development Association.
- Makela, J. P., & Rooney, G. (2012). *Learning outcomes assessment step-by-step: Enhancing evidence-based practice in career services*. Broken Arrow, OK: NCDA.
- Osborn, D., Dikel, M., & Sampson, J. P., Jr. (2011). *Career planning and the Internet* (3rd ed.). Broken Arrow, OK: NCDA.
- Osborn, D. (2008). *Teaching graduate career courses: Creating opportunities for learning, personal growth, and professional development*. Broken Arrow, OK: NCDA.
- Pyle, K. R. (2007). *Group career counseling: Practices and principles*. Broken Arrow, OK: NCDA.
- Reardon, R. (in hiatus). *A festschrift in honor of Frank Parsons, 1854-1908*. Broken Arrow, OK: National Career Development Association.
- Sampson, J. P., Jr. (2008). *Designing and implementing career programs: A handbook for effective practice*. Broken Arrow, OK: NCDA.
- Shahnasarian, M. (2006). *Decision time: A guide to career enhancement* (3rd ed.). Broken Arrow, OK: NCDA.
- Stein-McCormick, C., Osborn, D., Hayden, S., & Van Hoose, D. (2013). *Career development for transitioning veterans*. Broken Arrow, OK: NCDA.

JOURNAL EDITOR (MANUSCRIPT ACQUISITION AND CONTENT):

James P. Sampson, Jr., Special Issue Editor. (Summer, 2010). Strategies for career assessment: Alternative possibilities for practice. *Career Planning & Adult Development Journal*, 25(4).

Special issue included 14 articles with contributions from 32 different authors; focused on practitioners and innovative practice, with a concentration on what is novel regarding assessment with respect to quality, innovation, and social justice.

CONFERENCE DEVELOPMENT:

Reardon, R., & Lenz, J. (September 28-29, 2001). Innovations in Career Services Conference: Reunion II. Career Center and Turnbull Conference Center. Tallahassee: Florida State University.

Reardon, R., Lenz, J., & Garis, J. (October 28-29, 1994). Innovations in Career Services: CCIS and Beyond. Career Center and Center for Professional Development and Public Service. Tallahassee: Florida State University.

Sampson, J., & Reardon, R. (June 28-30, 1989). 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. Tallahassee: Florida State University.

COLLOQUIUM DEVELOPMENT:

Originator/Manager (1994-2007). Organized and conducted 25 colloquia as part of the career counseling specialty in Psychological Services in Education Program and Career Center inservice program, featuring national or international leaders and local experts in the career counseling field; average attendance of 25 students, faculty and staff.

Ad Hoc Project Leader (2010-present) for the Harold F. Cottingham Colloquium for Professional Counselors and Psychologists, inaugural meeting October 24, 2011; FSU College of Education.

FUNDRAISING:

Developer/Responsible Person (October, 1994-Present). Career Advisor Scholarship Campaign. Florida State University Foundation; as of 03/18/13, six scholarship funds with \$442,631 endowment from 168 contributors making 418 gifts; \$157,078 awarded through 107 scholarships to 69 different students since 1995.

Proposal Author (2003) for Harold F. Cottingham Memorial Fund established in 2010 by gifts from Dr. Peter Scanlon and other alumni; member of original ad hoc steering committee.

COMMITTEES (selected):University:

Professorial Excellence Committee, 1999
 Computer Assisted Academic Advising, 1982-1983, 1985
 Academic Support Services, 1982-1985; Chair, 1985
 University Academic Advisement Committee, 1971-1972
 Student Affairs Study/Search Committee, 1977-1978
 Blue Ribbon Committee on Counseling, 1978-1982, 1984-1985
 College of Business Career Placement Center (Chair), 1982
 Graduate Policy Ad Hoc Review Committee, 1984-1985
 Academic Advisor for Undeclared Majors, Division of Basic Studies, Florida State University, 1966-1975
 Faculty Senate Member, College of Education, 1971-1972.

College of Education:

Professorial Excellence Committee, 1999
 Promotion and Tenure, 1981, 1982, 1985, 1986, 1987 (co-chair), 1988
 Ad Hoc Divisional Task Force on Career Development Specialist Program Proposal, 1973-1974

Conferences and Seminars, 1982-1983, 1983-1984
Ad Hoc Committee on Center for Studies in Vocational Education, 1984
Nominated Dr. Peter Scanlon for COE Distinguished Alumni Award (Business), 2010

Department of Educational Psychology and Learning Systems:

Doctoral Preliminary Exams, 1982-1983, 1984-2006; 2007
Masters Career Counseling Specialty Coordinator, 1993-2007
Coordinator SDS, 3340 Instructors, 1995-2007
Ph.D. Career Development Specialty (ad hoc), 1982-1983
Admissions Committee, 1970-1972, 1975-1976, 1977-1978
Program Committee, 1973-1974, 1974-1975, 1976-1977
Professional Development (Evaluation) Committee, 1978-1980; 2007

Career Center

Budget and Staffing Committee, 1995-07
Services Committee, 1995-98
Technology and Equipment Committee, 1995-96
Library, 1996-07
New Programs Committee, 2000-05
Portfolio Committee, 1998-2007

Division of Student Affairs:

Committee on Optimizing Organizational Performance, 2003-2005
Placement Director Search (Chair), 1981, 1982
Student Affairs Research Committee, 1983-1984, 1990-1995, 1999-2000

PRESENTATIONS & CONSULTATIONS (*PRO BONO*):

Lenz, J., Reardon, R., Peterson, G., & Sampson, J. (2012, February 10). *Career Decisions in a Challenging World: The Cognitive Information Processing Approach*. Gainesville, FL, Florida Career Development Association, Professional Development Institute.

Lenz, J. L., & Reardon, R. C. (October 22, 2009). *Using assessments in research*. Counselor education program, North Carolina State University, Raleigh, NC.

Reardon, R. C. (August 4, 2009). *Remembering some moments with John Holland, 1968-2008*. Society for Vocational Psychology Conversation Hour, APA Convention, Toronto, Canada.

Reardon, R. C. (October, 2007). *Initial reflections on some noteworthy life/career transitions*. A Celebration of the Life Work of Robert Charles Reardon, Florida State University, Tallahassee, October 25-27, 2007.

Reardon, R. C., & Lenz, J. G. (September, 2007). *Translating theory to practice: An effective model for preparing career-counselors-in-training*. IAEVG-SVP-NCDA pre-conference Symposium, University of Padova, Padova, Italy.

Sampson, J. P., Jr., & Reardon, R. C. (June 1, 2007). *A cognitive information processing (CIP) approach to career services: Using the Career Thoughts Inventory (CTI)*. Society for Vocational Psychology 8th Biennial Conference, Akron, OH.

- Lenz, J., & Reardon, R. (December 1, 2006). *A cognitive information processing (CIP) approach to career development and services*. Career Practitioners Association of New Zealand. Auckland, New Zealand.
- Lenz, J., & Reardon, R. (November 30, 2006). *Cost-efficient career services in a tertiary environment*. Career Practitioners Association of New Zealand. Auckland, New Zealand.
- Symposium Chair (June 2, 2005). *Connecting research to practice through innovative programs*. Society for Vocational Psychology, University of British Columbia, Vancouver, BC, Canada
- Lenz, J., & Reardon, R. (October 28, 2004). *Providing cost-efficient career services*. Division of Career Counselling, University of Iceland, Reykjavik, Iceland.
- Lenz, J. G., & Reardon, R. C. (August 2004). *Exploring a nexus between career development and career management: A career development perspective*. Academy of Management Theme Session; "From Career Development to Career Management: A Multidisciplinary Perspective;" Kerr Inkson, chair; Michael B. Arthur, Yehuda Baruch, & Douglas T. Hall, discussants; New Orleans.
- Reardon, R. (June 2004). *Some personal thinking about CIP*. Roundtable program presented at the National Career Development Association Conference, San Francisco.
- Reardon, R., Watts, T., Herr, E., & Sampson, J. (January 1997). Ethical concerns related to career service delivery on the internet. National Career Development Association, Daytona Beach, FL.
- Co-presenter, Using the Self-Directed Search, University of Costa Rica, October, 1992.
- Presenter, Using the Self-Directed Search, CHOICES Conference, Orlando, Tampa, 1991; Clearwater, October, 1989; St. Petersburg, October, 1988; Sarasota, October, 1987; Tampa, October, 1986; October, 1985.
- Co-presenter, Exploring with Related, CHOICES conference, Sarasota, October, 1987.
- Co-presenter, Helping counselors explore uses of computers in career guidance, Florida Career Education Workshop, Tampa, April, 1985.
- Presenter, Postsecondary career education, Florida Career Education Workshop, Tallahassee, March, 1984.
- Presenter, Counseling with computers and research on computerized career guidance (with Dr. Jim Sampson), CHOICES Users Conference, Florida Department of Education, St. Petersburg, October, 1982.
- Presenter/Actor, CHOICES training film, Florida Department of Education, Tallahassee, October, 1981.
- Presenter, Diagnostic uses of the SDS, CHOICES Users Workshop, Florida Department of Education, Ocala, October 29-20, 1980.
- Leader, Teacher education center workshop on developing a career resource center for occupational specialists, Orange County Schools, April, 1980.
- Consultant, Use of A/V Media in career development, St. Petersburg Community College, Clearwater, March, 1976.

Panel presenter, Let your university work for you, staff career development conference sponsored by Florida State University and Standard Oil -- Kentucky, Tallahassee, October, 1975.

Consultant, Faculty advising and career planning at Southern Regional Education Board sponsored consortium faculty workshop, New Orleans, August, 1975.

Leader, Self-Directed Search workshop, Northeast Florida Cooperative Education Consortium, St. John's River Junior College, April, 1975.

Leader, Developing career guidance programs workshop, Valdosta State College, Valdosta, Georgia, February 20, 1974.

Presenter, Multimedia materials development workshop for Southeastern College Placement Council, Savannah, Georgia, 1973.

Leader, Communication skills workshop for secondary level teaching personnel, Bay County Schools, Florida, 1973.

Leader, Career education workshop for pupil personnel services staff, Polk County Schools, Florida, 1973.

Leader, Accountability for occupational specialists, Florida Department of Education, Orlando, 1972-1973.