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**James Rounds**

Educational Psychology Psychology

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**Education**

1981 Ph.D. University of Minnesota-Twin Cities, Psychology

1971 B.A. University of Minnesota-Twin Cities, Magna Cum Laude, Psychology

**Areas of Specialization**

Vocational interest and value development in adolescence and adulthood

Applied psychological measurement (interests, values, personality traits, ability)

Person-Environment theory and assessment

**Professional Experience**

Chair and Director of Training, Counseling Psychology, Department of Educational Psychology, University of Illinois at Urbana-Champaign, 1993-1998, 1999-2002, 2018-present

Professor, Department of Kinesiology and Community Health, University of Illinois at Urbana-Champaign, 2012-present

Professor, Department of Educational Psychology and Psychology, University of Illinois at Urbana-Champaign, 1996-present

Guest Professor, School for Management and Human Resource Development, Shenyang Normal University, China, 2004-2006

Associate Professor, Department of Psychology, University of Illinois at Urbana-Champaign, 1994-1995

Associate Professor, Department of Educational Psychology, University of Illinois at Urbana-Champaign, 1987-1995

Staff Psychologist, Psychological Clinic, UIUC, 1987-present

Research and Clinical Associate, Department of Psychology, Roswell Park Cancer Institute, 1983-1992

Fellow, Quantitative Analysis Laboratory, State University of New York at Buffalo, 1983-1987

Staff Affiliate, Student Counseling Center, SUNYAB, 1983-1987

Research Fellow, Department of Psychology, University of Minnesota, January 1982

Assistant Professor, Department of Counseling and Educational Psychology, State University of New York at Buffalo, 1981-1987

**Awards and Honors**

2011 Fellow, Association for Psychological Science

1999-2003 Senior Research Scientist, Strong Research Advisory Board, Consulting Psychologists Press

1998 Distinguished UIUC College Senior Scholar

1997 John L. Holland Award for Outstanding Achievement in Career and Personality Research, American Psychological Association, Division 17

1997 Outstanding Research Award in Counseling, American Educational Research Association, Division E

1983-1986 Spencer Fellow, National Academy of Education

1982 Richard M. Elliott Outstanding Dissertation Award, Department of Psychology, University of Minnesota

**Professional Memberships and Activities**

Licensed Psychologist, State of New York

Association for Psychological Science (Fellow)

Society of Vocational Psychology

Society for Personality and Social Psychology

Editorial Board: *Journal of Counseling Psychology* (1991-1993, 2002-2005)

*Journal of Career Assessment* (1991-2000)

Ad-hoc reviewer: *American Educational Research Journal*, *Applied Psychological Measurement,* *Educational and Psychological Measurement, International Journal of Educational and Vocational Guidance, Journal of Applied Psychology, Journal of Behavioral Medicine, Journal of Counseling Psychology, Journal of Pacific Rim Psychology, Journal of Personality and Social Psychology, Journal of Occupational Psychology, Journal of Vocational Behavior, Military Psychology, Psychological Methods, Psychology and Aging, Swiss Journal of Psychology,* Social Sciences and Humanities Research Council of Canada, *The Counseling Psychologist*, Wayne F. Placek Award

**Recent Grants and Contracts**

2020 **O\*NET®** **Data Collection Program Review**. Office of Management and Budget Clearance Package. Contract with RTI, Research Triangle Park in North Carolina.

2018**-**2019  **O\*NET® Interest Profiler Manual.** Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2018 **O\*NET® Interest Profiler Short Form Paper-and-Pencil Version: Evaluation of Self-Scoring and Psychometric Characteristics**. Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2018 **O\*NET®** **Data Collection Program Review**. Office of Management and Budget Clearance Package. Contract with RTI, Research Triangle Park in North Carolina.

2016-2019 **ASVAB Career Exploration Program Expert Panel**. Department of Defense (DoD), Office of People Analytics, Defense Personnel Assessment Center.

2016-2019 **U.S. Army Research Institute for Behavioral and Social Sciences (ARI)**. Contract with Drasgow Consulting Group.

2016 **Examining the Fit between Cybersecurity Education and Contemporary Workforce Demands**. PI (Masooda Bashir) Co-PI (James Rounds & Nasir Memon). NSF: Secure and Trustworthy Cyberspace (SaTC). $300,000 for 2 years. Not Funded.

2016 **Examining the Efficacy of Emoji Anchors for the O\*NET Interest Profiler Short Form**. Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2016 **Development of an O\*NET Mini Interest Profiler (Mini-IP) for Mobile Devices: Psychometric Characteristics**. Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2015-2018 Research Grants Council, General Research Fund (GRF1; awarded but not funded). **Development of indigenous interest items in Hong Kong, Taiwan, and Mainland China**. Co-I (PI Hsin-Ya Liao). Total cost: HK$ 756,340.

2015-2019 National Science Foundation (Not Funded). University of Illinois at Urbana-Champaign (Illinois) **ADVANCE**. Total costs: $3,978,973. Collaborator.

2012-2015 Icelandic Research Fund. **The development of personality, interests and life-goals in emerging adulthood**. (2/12/2012-2/12/2014). Co-PI (PI Sif Einarsdóttir). Total funds: kr. 1.517.000.

2013 **Development of Occupational Interest Profiles (OIPs) for New and Emerging Occupations**.  Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2012 **Development of Occupational Value Profiles (OVPs) for New and Emerging Occupations**.  Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2009-2010 **Development of Interest Profiler for the O\*NET**. Contract with US Department of Labor/Employment and Training Administration (USDOL/ETA), National Center for Occupational Information Network (O\*NET).

2005 **Assignment and Review of Occupational Interest Profiles for Computer Associates jobs**. Contract with Computer Associates.

2004-2005 **Massage therapy: An examination of the contextual model. American Massage Therapy Association Foundation**, Principal Investigators (James Rounds, James Hannum, Chris Moyer) $20,000.

2003-2005 **Development of a Web-based Icelandic Interest Inventory. Icelandic Center for Research (Rannis),** Principal Investigators (Sif Einarsdóttir, James Rounds, Manfred Lemke) $49,000.

2000 **Response Rate Estimation for O\*NET Data Collection**. Contract with Center for Employment Security Education and Research, National O\*NET Consortium, U.S. Department of Labor.

2000 **Occupational Space**. Contract with Consulting Psychologists Press.

2000 **Everyday Racism. Bureau of Educational Research**, College of Education, UIUC, PI ($5,300).

2000 **Everyday Racism**. UIUC Campus Research Board, PI ($5,300).

1999 **Everyday Racism**. UIUC Campus Research Board, PI ($7,570).

1999 **Internet Access to U.S. Department of Labor Assessment Guides**. Contract with Center for Employment Security Education and Research, National O\*NET Consortium, U.S. Department of Labor.

1999 **American Learning Exchange Skill Information Via O\*NET**. Contract with Center for Employment Security Education and Research, National O\*NET Consortium, U.S. Department of Labor.

1999 **Computerized Interest Profiler: Reliability, Validity, and Comparability**. Contract with Center for Employment Security Education and Research, National O\*NET Consortium, U.S. Department of Labor.

1998 **Interest Profiler: Reliability, Validity, and Self-Scoring**. Contract with Southern Assessment Research and Development Center, U.S. Department of Labor.

1997 **Development of Occupational Interest Profiles for the O\*NET**. Contract with Southern Assessment Research and Development Center, U.S. Department of Labor.

**Publications**

Einarsdóttir,S., & Rounds, J. (2021). Gender differences in interests in Iceland: Pervasive, persistent and powerful. *Nordic Journal of Transitions, Careers and Guidance.*

Hanna, A., Briley, D. A., Einarsdóttir, S., Hoff, K. A., & Rounds, J. (Accepted). Fit gets better: A longitudinal study of changes in interest fit in educational and work environments. *European of Personality*.

Hoff, K. A., Chu, C., Einarsdóttir, S., Briley, D. A., Hanna, A., & Rounds, J. (2021). Adolescent vocational interests predict early career success: Two 12-year longitudinal studies. *Applied Psychology: An International Review.*

Jones, K. S., Newman, D. A., Su, R., & Rounds, J. (2021). Vocational interests and adverse impact: How attraction and selection on vocational interests relate to adverse impact potential. *Journal of Applied Psychology*.

Nye, C. D., Prasad, J. J., & Rounds, J. (2021). The effects of vocational interest fit on motivation, satisfaction, and performance: Test of a mediated model. *Journal of Vocational Behavior.*

Wiegand, J. P., Drasgow, F., & Rounds, J. (2021) Misfit matters: A re-examination of interest fit and job satisfaction. *Journal of Vocational Behavior*, *125*, 103524. <https://doi.org/10.1016/j.jvb.2020.103524>

Hanna, A., & Rounds, J. (2020). How accurate are interest inventories? A quantitative review of career choice hit rates. *Psychological Bulletin*, *146*(9), 765–796. [https://doi.org/10.1037/bul0000269](https://psycnet.apa.org/doi/10.1037/bul0000269)

Hoff, K. A., Einarsdóttir, S., Chu, C., Briley, D. A., & Rounds, J. (2020). Personality changes predict early career outcomes: Discovery and replication in 12-year longitudinal studies. *Psychological Science*, 32(1), 64–79. [https://doi.org/10.1177/0956797620957998](https://doi.org/10.1177%2F0956797620957998)

Hoff, K. A., Song, Q. C., Einarsdóttir,S., Briley,D. A., & Rounds, J. (2020). Developmental structure of personality and interests: A 4-wave, 8-year longitudinal study. *Journal of Personality and Social Psychology*. *118*(5),1044-1064. doi: 10.1037/pspp0000228. <https://doi.org/10.1037/pspp0000228>

Hoff, K. A., Wee, C., Song, C., Phan, W. M. J., & Rounds, J. (2020). Meta-analysis of interests and job satisfaction: Challenging a commonly held belief. *Journal of Vocational Behavior*, *123*, doi:[10.1016/j.jvb.2020.103503](https://www.researchgate.net/deref/http%3A%2F%2Fdx.doi.org%2F10.1016%2Fj.jvb.2020.103503?_sg%5B0%5D=aUsB2cWoNQTOjK0T_tZ3c0G1iKEHDeDbDnOYX5NVGHVRrjdwxZvs_cVaY5J0UGOrgUPTA4lYaegWRBko_MMEb7Lb1g.l4C2etgZAwCr11VfHol9Nhg54cHlJDsClZdnbzotNRSF1DEaoTubeIo7DhVcaMPM6UU5I2mZvbsOiYbiB4XWQw)

Jones, K. S., Newman, D. A., Su, R., & Rounds, J. (2020). Black-White differences in vocational interests: Meta-Analysis and boundary conditions. *Journal of Business and Psychology*. Advance online publication. [https://doi.org/10.1007/s10869-020-09693-5](https://psycnet.apa.org/doi/10.1007/s10869-020-09693-5)

Kirkendall, C. D., Nye, C., Rounds, J., Drasgow, F., Chernyshenko, O., & Stark, S. (2020). Adaptive vocational interest diagnostic:Informing and improving the job assignment process, *Military Psychology*, 32:1, 91-100, DOI:10.1080/08995605.2019.1652480

Leuty, M., & Rounds, J. (2020). Work values: Understanding and assessing motivation to work. In D. R. Strauser (Ed.), *Career Development, Employment, and Disability: From Theory to Practice* (2nd ed.). New York: Springer Publishing Company, Inc.

Napolitano, C., Hoff, K. A., Wee, C. J. M., Tu, N., & Rounds, J. (2020). Great expectations: Adolescents' intentional self-regulation predicts career aspiration and expectation consistency. *Journal of Vocational Behavior*, *120*, [103423]. https://doi.org/10.1016/j.jvb.2020.103423

Rounds, J., & Leuty, M. (2020). Nature, importance, and assessment of needs and values.In S. D. Brown & R. W. Lent (Eds*.), Career Development and Counseling: Putting Theory and Research to Work* (3rd ed.). Hoboken, New Jersey: John Wiley & Sons, Inc.

Stoll, G., Einarsdóttir, S., Song, Q. C., Ondish, P., & Rounds, J. (2020). The roles of personality traits and vocational interests in explaining what people want out of life. *Journal of Research in Personalit*y, *86*. [103939]. https://doi.org/10.1016/j.jrp.2020.103939

Stoll, G., Rieger, S., Nagengast, B., Trautwein, U., & Rounds, J. (2020). Stability and change in vocational interests after graduation from high school: A six-wave longitudinal study. *Journal of Personality and Social Psychology*. Advance online publication.  [https://doi.org/10.1037/pspp0000359](https://psycnet.apa.org/doi/10.1037/pspp0000359)

Su, R., & Rounds, J. (2020). Vocational interests. In D. R. Strauser (Ed.), *Career Development, Employment, and Disability: From Theory to Practice* (2nd ed.). New York: Springer Publishing Company, Inc.

Wee, C., Wetzel, E., & Rounds, J. (2020). Deciphering the general factor of interests: Response style or attitude? Unpublished.

Einarsdóttir,S., & Rounds, J. (2019). Bendill – Icelandic Interest Inventory. In K. B. Stoltz and S. R. Barclay (Eds.), *A Comprehensive Guide to Career Assessment (7th ed.)*. National Career Development Association (NCDA).

Nye, C. D. & Rounds, J. (Eds.). (2019). *Vocational Interests: Rethinking Their Role in Understanding Workplace Behavior and Practice*. SIOP Organizational Frontiers Series. New York: Taylor & Francis/Routledge.

Hoff, K. A., Perlus, J. G., & Rounds, J. (2019). Vocational interests: Revisiting assumptions about their development and what they predict. In J. A. Athanasou & H. N. Perera (Eds.), *International Handbook of Career Guidance* (2nd ed. pp. 673-692). Cham, Switzerland: Springer. https://doi.org/10.1007/978-3-030-25153-6\_31

Hanna, A., Gregory, C., Lewis, P., & Rounds, J. (2019). International career assessment using the Occupational Information Network (O\*NET). In J. A. Athanasou & H. N. Perera (Eds.), *International Handbook of Career Guidance* (2nd ed. pp. 581-612). Cham, Switzerland: Springer. https://doi.org/10.1007/978-3-030-25153-6\_27

Su, R., Stoll, G., & Rounds, J. (2019). The nature of interests: Toward a unifying theory of trait-situation interest dynamics. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests: Rethinking Their Role in Understanding Workplace Behavior and Practice* (pp. 11-38). SIOP Organizational Frontiers Series. New York: Taylor & Francis/Routledge.

Phan, W. M. J., Amrhein, R., & Rounds, J., & Lewis, P. (2019). Contextualizing interest scales with Emojis: Implications for measurement and validity. *Journal of Career Assessment, 27,* 114-133*.* <https://doi.org/10.1177/1069072717748647>

Su, R., Tay, L., Liao, H-Y, Zhang, Q., & Rounds, J. (2019). Toward a dimensional model of vocational interests. *Journal of Applied Psychology*, *104*(*5*), 690-714. doi: 10.1037/apl0000373.

Nye, C. D., Perlus, J. C., & Rounds, J. (2018). Do ornithologists flock together? Examining the homogeneity of interests in occupations. *Journal of Vocational Behavior*. *107*, 195-208.

Phan, W. M. J., & Rounds, J. (2018).  Examining the duality of Holland's RIASEC types: Implications for measurement and congruence. *Journal of Vocational Behavior*. *106*, 22-36. <https://doi.org/10.1016/j.jvb.2017.11.011>

Hoff, K. A., Briley, D. A., Wee, C. J. M., & Rounds, J. (2018). Normative changes in interests from adolescence to adulthood: A meta-analysis of longitudinal studies. *Psychological Bulletin*, *144(4)*, 426-451. [http://dx.doi.org/10.1037/bul0000140](http://psycnet.apa.org/doi/10.1037/bul0000140)

DeCeanne, A., Lewis, P., & Rounds, J. (2017). Vocational interests and employment: A snapshot of the U.S. workforce. Unpublished manuscript.

Song, C. Q., & Rounds, J. (2017). The predictive power of values for work outcomes. Unpublished manuscript.

Nye, C. D., Su, R., Rounds, J., & Drasgow, F. (2017). Interest congruence and performance: Revisiting recent meta-analytic findings. *Journal of Vocational Behavior*, *98*, 138-151.

Liao, H-Y., Hong, Y-Y., & Rounds, J. (2016). Perception of subtle racism: The role of group status and legitimized ideologies. *The Counseling Psychologist*, *44,* 237-266. doi: 10.1177/0011000015625329

Su, R., & Rounds, J. (2015). All STEM fields are not created equal: People and things interests explain gender disparities across STEM fields. *Frontiers in Psychology*. *6*:189. doi: 10.3389/fpsyg.2015.00189

Su, R., Murdock, C. D., & Rounds, J. (2015). Person-Environment fit. In P. J. Hartung, M. L. Savickas, & W. B. Walsh (Eds.), *APA Handbook of Career Interventions* (pp. 81-98*)*. Washington, DC: American Psychological Association.

Murdock, C., & Rounds, J. (2014). Work values: Understanding and assessing motivation to work. In D. R. Strauser (Ed.), *Career Development, Employment, and Disability: From Theory to Practice* (pp. 193-206). New York: Springer Publishing Company, Inc.

Rounds, J., & Su, R. (2014). The nature and power of interests. *Current Directions in Psychological Science, 23,* 98-103*.*

Rounds, J. & Armstrong, P. I. (2014). Integrating values and interests for career counseling. In M. Pope, L. Y. Flores, & P. J. Rottinghaus, (Eds.), *The role of values in careers* (pp. 101-113). Greensboro, NC: Information Age Publishing.

Su, R., & Rounds, J. (2014). Vocational interests. In D. R. Strauser (Ed.), *Career Development, Employment, and Disability: From Theory to Practice* (pp. 207-222). New York: Springer Publishing Company, Inc.

Einarsdóttir, S., Eyjólfsdóttir, K. O., & Rounds, J. (2013). Development of indigenous Basic Interest Scales: Re-structuring the Icelandic interest space. *Journal of Vocational Behavior, 82,* 105-115.

Rounds, J., & Jin, J. (2013). Nature, importance, and assessment of needs and values.In S. D. Brown & R. W. Lent (Eds*.), Career Development and Counseling: Putting Theory and Research to Work* (2nd ed., pp. 417-448). Hoboken, New Jersey: John Wiley & Sons, Inc.

Jin, J., & Rounds, J. (2012). Stability and change in work values: A meta-analysis of longitudinal studies. *Journal of Vocational Behavior*, *80*, 326-339. <http://dx.doi.org/10.1016/j.jvb.2011.10.007>

Nye, C. D., Su, R., Rounds, J., & Drasgow, F. (2012). Vocational interests and performance: A quantitative summary of 60 years of research. *Perspectives on Psychological Science*, *7(4),* 384-403. DOI: 10.1177/1745691612449021

Tay, L., Su, R., & Rounds, J. (2011). People-Things and Data-Ideas: Bipolar dimensions? *Journal of Counseling Psychology, 58*, 424-440. doi: [10.1037/a0023488](http://psycnet.apa.org/doi/10.1037/a0023488)

Armstrong, P. I., Su, R., & Rounds, J. (2011). Vocational interests: The road less traveled. In T. Chamorro-Premuzic, S. von Strumm, & A. Furnham, (Eds.), *Handbook of Individual Differences* (pp. 608-631). Oxford: Wiley-Blackwell.

Armstrong, P. I., Fouad, N. A., Rounds, J., & Hubert, L. (2010). Quantifying and interpreting group differences in interest profiles. *Journal of Career Assessment*, *18*, 115-132.

Armstrong, P. I., & Rounds, J. (2010). Integrating individual differences in career assessment: The atlas model and Strong Ring. *Career Development Quarterly*, *59*, 143-153.

Einarsdóttir, S., Rounds, J., & Su, R. (2010). Holland in Iceland Revisited: An emic approach to evaluating US vocational interest models. *Journal of Counseling Psychology*, *57*, 361-367.

Su, R., Rounds, J., & Armstrong, P. I. (2009). Men and things, women and people: A meta-analysis of gender and interests. *Psychological Bulletin*, *135*, 859-884.

Einarsdóttir, S. & Rounds, J. (2009). Gender bias and construct validity in vocational interest measurement: Differential item functioning in the Strong Interest Inventory. *Journal of Vocational Behavior*, *74*, 295-307.

Moyer, C. A. & Rounds, J. (2009). The Attitudes Toward Massage scale: Reliability, validity, and associated findings. *Journal of Bodywork and Movement Therapies*, 13, 22–33.

Tay, L., Drasgow, F., Rounds, J., & Williams, B. (2009). Fitting measurement models to vocational interest data: Are dominance models ideal? *Journal of Applied Psychology*, 94, 1287-1304.

Armstrong, P. I., Allison, W., & Rounds, J. (2008). Development and initial validation of brief public domain RIASEC marker scales. *Journal of Vocational Behavior, 73,* 287-299.

Armstrong, P. I., Day, S. X, McVay, J. P., & Rounds, J. (2008). Holland’s RIASEC model as an integrative framework for individual differences.  *Journal of Counseling Psychology, 55,* 1-18*.*

Armstrong, P. I., & Rounds, J., (2008). Linking leisure interests to the RIASEC world-of-work map. *Journal of Career Development*, *35,* 5-22.

Armstrong, P. I., & Rounds, J., (2008). Vocational psychology and individual differences. In S. Brown & R. Lent (Eds*.), Handbook of Counseling Psychology* (4th ed., pp. 375-391). New York: Wiley.

Armstrong, P. I., Rounds, J., & Hubert, L. (2008). Re-conceptualizing the past: Historical data in vocational interest research. *Journal of Vocational Behavior*, *72,* 284-297

Liao, H-Y., Armstrong, P. I., & Rounds, J. (2008). Development and initial validation of public domain Basic Interest Markers [Monograph]*.*  *Journal of Vocational Behavior,* 73, 159-183.

Deng, C-P, Armstrong, P. I., & Rounds, J. (2007). The fit of Holland’s RIASEC model to US occupations. *Journal of Vocational Behavior*, *71*, 1-21.

Sif Einarsdóttir og James Rounds (2007). *Bendill: Rafræn áhugakönnun, þróun og notkun*. Háskólaútgáfan: Reykjavík. [A web-based Icelandic Interest Inventory: Technical manual and handbook for users. Iceland University Press: Reykjavík.]

Low, K. S. D., Radhakrishnan, P., Schneider, K. T., & Rounds, J. (2007). The experiences of bystanders of workplace ethnic harassment. *Journal of Applied Social Psychology*, *37*(*10*), 2261-2297.

Low, K. S. D., & Rounds, J. (2007). Interest change and continuity from early adolescence to middle adulthood. *International Journal of Educational and Vocational Guidance, 7,* 23-36*.*

Low, K. S. D., & Rounds, J. (2006). Vocational interests: Bridging person and environment. In D. L. Segal & J. Thomas (Eds.), *Comprehensive handbook of personality and psychopathology*, Volume I: Personality and everyday functioning (pp. 251-267). NY: Wiley.

Low, K. S. D., Yoon, M., Roberts, B. W., & Rounds, J. (2005). The stability of vocational interests from early adolescence to middle adulthood: A quantitative review of longitudinal studies. *Psychological Bulletin*, *131*, 713-737.

Liao, H-Y, Rounds, J., & Klein, A. G. (2005). A test of Cramer’s (1999) help-seeking model and acculturation effects with Asian/Asian American college students. *Journal of Counseling Psychology*, *52*, 400-411.

Mount, M. K., Barrick, M. R., Scullen, S. E., & Rounds, J. (2005). Higher order dimensions of the big five personality traits and the big six vocational interest types. *Personnel Psychology*, *58(2)*, 447-478.

Rounds, J., & Armstrong, P. I. (2005). Assessment of needs and values.In S. D. Brown & R. W. Lent (Eds*.), Career Development and Counseling: Putting Theory and Research to Work* (pp. 305-329). Hoboken, New Jersey: John Wiley & Sons, Inc.

Armstrong, P. I., Smith, T. J., Donnay, D. A., & Rounds, J. (2004). The Strong Ring: A basic interest model of occupational structure. *Journal of Counseling Psychology*, *51*, 299–313.

Moyer, C. A., Rounds, J., & Hannum, J. W. (2004). A meta-analysis of massage therapy research. *Psychological Bulletin*, 130, 3-18.

Armstrong, P. I., Hubert, L., & Rounds, J. (2003). Circular Unidimensional Scaling: A new look at group differences in interest structure. *Journal of Counseling Psychology*, *50*, 297-308.

Liu, C., & Rounds, J. (2003). Evaluating the structure of vocational interests in China. *Acta Psychologica Sinica, 35*, 411-418.

Einarsdóttir, S., Rounds, J., Ægisdóttir, S., & Gerstein, L. H. (2002). The structure of vocational interests in Iceland: Examining Holland´s and Gati´s RIASEC models. *European Journal of Psychological Assessment*, 18, 85-95.

Shivy, V.A., Rounds, J. & Jones, L.E. (2002).  La Struttura delle percezioni profesionali. *Giornale di Psicologia dell'Orientamento*, 3, 45-56.

##### Rounds, J., & McKenna, M. C. (2001). Review of the Student Styles Questionnaire. In J. T. Kapes, M. M. Mastie & E. A. Whitfield (Eds.), A counselors's guide to *career assessment instruments* (4th ed.). Alexandria, VA: National Career Development Association.

Baker, J. G., Rounds, J. B., & Zevon, M. A. (2000). A comparison of graded response and Rasch partial credit models with subjective well-being. *Journal of Educational and Behavioral Statistics*, *25*, 253-270.

Bolt, D. M., & Rounds, J. (2000). Advances in psychometric theory and methods. In S. Brown & R. Lent (Eds*.), Handbook of Counseling Psychology* (3rd ed.) (pp. 140-176). New York: Wiley.

Chan, K., Rounds, J., & Drasgow, F. (2000). Investigating the relationship between vocational interests and motivation to lead. *Journal of Vocational Behavior*, *57*, 226-245.

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Rounds, J., McKenna, M.C., Hubert, L, & Day, S. X (2000). Tinsley on Holland: A misshapen argument. *Journal of Vocational Behavior*, *56*, 205-215.

McKenna, M. C., Zevon, M., Corn, B., & Rounds, J. (1999). Psychosocial factors and the development of breast cancer: A meta-analysis. *Health Psychology*, *18*, 520-531.

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Shivy, V. A., Rounds, J., & Jones, L. E. (1999). Applying vocational interest models to naturally occurring occupational perceptions. *Journal of Counseling Psychology*, *46*, 1-12. (Translated into Italian and reproduce in the journal, *Giornale di Psicologia dell'Orientamento*.)

Day, S. X, & Rounds, J. (1998). The universality of vocational interest structure among racial/ethnic minorities. *American Psychologist*, *53*, 728-736.

Day, S. X, Rounds, J., & Swaney, K. (1998). The structure of vocational interests for diverse racial-ethnic groups. *Psychological Science*, *9*, 40-44.

Tracey, T. J., & Rounds, J. (1998). Inference and attribution errors in test interpretation. In J. W. Lichtenberg & R. K. Goodyear (Eds.), *Scientist-practitioner perspectives on test interpretation* (pp.113-131). Boston: Allyn & Bacon.

Anderson, M. Z., Tracey, T. J., & Rounds, J. (1997). Examining the invariance of Holland's vocational interest model across gender. *Journal of Vocational Behavior*. *50*, 349-364.

Day, S. X, & Rounds, J. (1997). "A little more than kin, and less than kind": Basic interests in vocational research and career counseling.  *The Career Guidance Quarterly*, 45, 207-220.

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**Recent Abstracts and Presentations**

Sutu, A, Hoff, K., Einarsdóttir, S, Rounds, J, & Damian, R. (2021, February). *Life goal development and occupational outcomes: A 12-year, multi-sample longitudinal study*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Virtual.

Nye, C. D., Rounds, J., Kirkendall, C., Drasgow. F., Chernyshenko, O. S., Stark, S. (2019, October). *Predicting performance in military occupations with vocational interests.* Paper presented at the annual meeting of the International Military Testing Association, Tallinn, Estonia.

Nye, C. D., Prasad, J. J., & Rounds, J. (2019, May). *The validity and incremental validity of interest fit: A mediated model of academic performance*. Paper presented at the 19th annual conference of the European Association of Work and Organizational Psychology, Turin, Italy.

Su, R., Tay, L., Liao, H-Y, Zhang, Q., & Rounds, J. (2019, April). Toward a dimensional model of vocational interests. In B. Wille (Chair), *Theoretical advances in vocational interest research: Moving beyond Holland Theory*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Nye, C. D., Rounds, J., Walker, R., Morris, M. L., Page, R. C., & Swaney, K. (2019, April). Exploring the basic interest structure of vocational interests. In B. Wille (Chair), *Theoretical advances in vocational interest research: Moving beyond Holland Theory*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Hoff, K. A., Einarsdóttir, S., Chu, C., Briley, D. A., & Rounds, J. (2019, April). Forecasting career success: The twelve-year predictive validity of interests, personality, and intelligence. In M. E. Beier & M. H. J. Kim (Chair), *What do you do? Determinants of job choice and career trajectories*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Kirkendall, C., Nye, C. D., Rounds, J., Drasgow. F., Chernyshenko, O. S., Stark, S. (2018). *Development of the Adaptive Vocational Interest Diagnostic (AVID)*. Presented at the 60th annual meeting of the International Military Testing Association, Kingston, ON, Canada

Hoff, K., Wee, C., Song, C. Q., Phan, J., & Rounds, J. (2018, August). Meta-analysis of vocational interest fit and job satisfaction: Challenging a common belief. In R. Klinger (Chair), *Managing and sustaining talent across different occupational contexts.* Paper presented at the 78th annual meeting of the Academy of Management. Chicago, IL.

Wiegand, J., Drasgow, F., & Rounds, J. (2018, August). Not all misfit is equal: A re-examination of interest fit and job satisfaction. In G. Combs (Chair), *Gender, diversity, and demographics in the workplace*. Paper presented at the 78th annual meeting of the Academy of Management. Chicago, IL.

Nye, C. D., Rounds, J., Swaney, K., Page, R., & Morris, M. (2018, July). Identifying a comprehensive set of narrow vocational interest dimensions. In B. Wille & C. Nye, (Convenors*), The nature and power of interests revisited: New findings on interest structure, development and validity.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Rounds, J., & Phan, J. (2018, July). Convergent validity of RIASEC interest inventories. In B. Wille & C. Nye, (Convenors*), The nature and power of interests revisited: New findings on interest structure, development and validity.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Hoff, K. A., Briley, D., Wee, C., & Rounds, J. (2018, July). Vocational interest development from adolescence to adulthood: A meta-analysis of longitudinal studies. In J. Rounds (Convenor*), Continuity and Change in Interests.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Stoll, G., Rieger, S., Nagengast, B., Trautwein, U.,& Rounds, J. (2018, July). Normative development and gender differences in young adult’s vocational interests: Results from a 10‐ year longitudinal study. In J. Rounds (Convenor*), Continuity and Change in Interests.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Einarsdóttir, S., Hoff, K., Song, Q., Briley, D. A., & Rounds, J. (2018, July). Interest and personality codevelopment during adolescence and young adulthood in Iceland. In J. Rounds (Convenor*), Continuity and Change in Interests.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Nye, C. D., Prasad, J. J., & Rounds, J. (2018, July). Vocational interests, motivation, and academic performance: Testing a mediated model. In J. Rounds (Convenor*), Continuity and Change in Interests.* Symposium conducted at the 19th edition of the European Conference on Personality. Zadar, Croatia.

Chu, C., Phan, W. M. J., & Rounds, J. (2018, June). *Idealized-actual job discrepancy: A moderating factor in predicting affective job outcomes*. Poster presented at the 13th Society of Vocational Psychology Biennial Conference, Scottsdale, AZ.

Rodriguez, G., Phan, W. M. J., & Rounds, J. (2018, June). *Entrepreneurial Interest scale: Initial development and validation*. Poster presented at the 13th Society of Vocational Psychology Biennial Conference, Scottsdale, AZ.

Tu, N., Phan, W. M. J., & Rounds, J. (2018, June). *Examining the incremental validity of career fit on work outcomes*. Poster presented at the 13th Society of Vocational Psychology Biennial Conference, Scottsdale, AZ.

Hoff, K. A., Briley, D., Wee, C., & Rounds, J. (2017, August). Vocational interest development from adolescence to adulthood: A meta-analysis on the impact of age and gender. In J. Rounds (Chair*), Continuity and Change in Interests Across Time, Measures and Countries.* Symposium conducted at the 125th annual meeting of the American Psychological Association. Washington, D.C.

Stoll, G., Rieger, S., Nagengast, B., Trautwein, U.,& Rounds, J. (2017, August). Is there normative development in young adult’s vocational interests? Results from a 10 year longitudinal study. In J. Rounds (Chair*), Continuity and Change in Interests Across Time, Measures and Countries.* Symposium conducted at the 125th annual meeting of the American Psychological Association. Washington, D.C.

Einarsdóttir, S., Song, Q., Briley, D. A., & Rounds, J. (2017, August). Longitudinal Development of Interests and Personality Traits in Emerging Adulthood. In J. Rounds (Chair*), Continuity and Change in Interests Across Time, Measures and Countries.* Symposium conducted at the 125th annual meeting of the American Psychological Association. Washington, D.C.

Phan, W. M. J., Amrhein, R., Cho, S., & Rounds, J. (2017, August). Examining the density distribution of vocational interests: Implications for conceptualizing interests as traits. In J. Rounds (Chair*), Continuity and Change in Interests Across Time, Measures and Countries.* Symposium conducted at the 125th annual meeting of the American Psychological Association. Washington, D.C.

Liao, H-Y., Ni, J., & Rounds, J. (August, 2017). *Linking interest and personality- Use of basic interests as an integrative framework.*Poster presented at the annual convention of the American Psychological Association, Washington D.C.

Nye, C. D., Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (2017, October). *Developing a vocational interest measure for soldier selection and classification*. Presented at the 59th International Military Testing Association meeting, Bern, Switzerland.

Phan, W. M. J., Xiong, Y., & Rounds, J. (2017, April). *Revisiting cross cultural benchmarks of Holland’s structural model*. Poster presented at the biennial meeting of the International Conference of Psychological Science, Vienna.

Hoff, K. A., Briley, D., Wee, C., & Rounds, J. (2017, April). Vocational interest development from adolescence to adulthood: A meta-analysis on the impact of age and gender. In J. Rounds (Chair*), Continuity and Change in interests,* Symposium conducted at the biennial meeting of the International Conference of Psychological Science, Vienna.

Stoll, G., Rieger, S., Nagengast, B., Trautwein, U.,& Rounds, J. (2017, April). Is there normative development in young adult’s vocational interests? Results from a 10 year longitudinal study. In J. Rounds (Chair*), Continuity and Change in interests,* Symposium conducted at the biennial meeting of the International Conference of Psychological Science, Vienna.

Einarsdóttir, S., Song, Q., Briley, D. A., & Rounds, J. (2017, April). Longitudinal development of interests and personality traits in emerging adulthood. In J. Rounds (Chair*), Continuity and Change in interests,* Symposium conducted at the biennial meeting of the International Conference of Psychological Science, Vienna.

Phan, W. M. J., Amrhein, R., Cho, S., & Rounds, J. (2017, April). Examining the density distribution of vocational interests: Implications for conceptualizing interests as traits. In J. Rounds (Chair*), Continuity and Change in interests,* Symposium conducted at the biennial meeting of the International Conference of Psychological Science, Vienna.

Nye, C. D., Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (2016, November). *Using vocational interest measures for soldier selection and classification*. Paper presented at the 58th Annual International Military Testing Association Conference, New Delhi, India.

Perlus, J. G., Hoff, K. A., Rounds, J., Nye, C., & Elizondo, F. (2016, May). *Homogeneity of interests within occupations*. Poster presented at the annual meeting of the Association of Psychological Science, Chicago: IL.

Song, C. Q., Wee, C. J., Earl, K., Rounds, J. (2016, April). *Revisiting interest congruence and job satisfaction: Fourth time’s the charm.* In C. D. Nye (Chair), Advancing the Validity of Vocational Interests in the Workplace. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Wiegand, J.P., Drasgow, F., & Rounds, J. (2016, April). *RIASEC incongruence asymmetries differentially predict job satisfaction*. In A. Vanderstukken (Chair), When Fit and Misfit Lead to Counterintuitive Results. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.

Su, R. & Rounds, J. (2016, April). *Nature of interests*. In C. D. Nye (Chair), Rethinking the Study of Vocational Interests at Work. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Nye, C., Drasgow, F., Rounds, J., Stark, S., & Chernyshenko, O. (2015, September). *Vocational interest dimensions for soldier selection and classification*. Paper presented at the 57th Annual International Military Testing Association Conference, Stockholm, Sweden.

Rounds, J. (2015, July). *Vocational interests: Revisiting received knowledge*. Invited paper presented at Lead Graduate School 3rd Annual Summer Series on Personality Psychology, Eberhard Karls Universität Tübingen, Germany.

Bashir, M., Lambert A., Wee, J. M. C., Memon, N. & Rounds, J. (June 2015). *Exploring the vocational interests of cybersecurity competition participants*. Paper presentation at Colloquium for Information Systems Security Education (CISSE), Las Vegas.

Wee, C. & Rounds, J. (2015, May). The general factor of interests: Response set or dispositional attitude? In R. Su (Chair*), New Directions in Interest Assessment: Methodological Issues, Debates, and Solutions,* Symposium conducted at the annual meeting of the Association for Psychological Science, New York.

Rounds, J. (2015, March). *Assessing interests, values, and personality traits to facilitate career choice*. Workshop presented at the University of Madras, Chennai, India.

Phan, W. M. J. & Rounds, J. (2015, April). *Investigating the black box of vocational interests using affect*. Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia.

Rounds, J. (2015, January). *Interests-engagement-performance*. Keynote address at the International Conference on Enriching Employee Engagement in Organizations-Role of Psychology, University of Madras, Chennai, India.

Phan, W. M. J**.,**Fu, R. F., Feng, X. Y. & Rounds, J. B. (2014, July) Does your organization fit your career aspirations? The Person-career aspiration fit of the professional. In, Chan, K. Y. (Chair) *Professionalism in the 21st century: Implications for Applied Psychologists working for Professional fields*. Symposium conducted at the meeting of International Congress of Applied Psychology, Paris, France.

Earl, K., Nye, C. D., Su, R., Rounds, J., & Drasgow, F. (2014, May). The relationship between interests and performance: An updated meta-analysis. In R. Su (Chair*), Interests: New Frontier for Personnel Selection*. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu.

Su, R., Roberts, B., & Rounds, J. (2014, May). The power of interests in predicting educational and career success. In R. Su (Chair*), Interests: New Frontier for Personnel Selection*. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu.

Phan, W. M. J. & Rounds, J. (2014, May). Interest congruence and job satisfaction: Methodological issues and potential solutions. In R. Su (Chair*), Interests: New Frontier for Personnel Selection*. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Honolulu.

Rounds, J. (2013, April). *Rethinking interests: Snap-shots*. In J. W. Stuster (Chair), *New directions in assessing performance potential of individual and groups*. Invited paper at the National Research Council, Washington, DC.

Liao, H.-Y., Jin, J., Su, R., Hu, C., & Rounds, J. (2013, April). *A factor analytic model of basic interests across cultures*. In S.-M. A. Leung (Chair), *Career assessment and development of Chinese students: Individual, contextual, and cultural factors.* Symposium presented at the Annual Meeting of the American Educational Research Association, San Francisco

Liao, H.-Y., Jin, J., Rounds, J., Tay, L., & Su, R. (August, 2012). *Finding the big factors in interest: A factor analytic model of basic interests*. Poster presented at the annual meeting of the American Psychological Association, Orlando, FL.

Rounds, J. (2011, November). *Vocational interest assessment: Taking an emic approach*. Keynote address at the International Conference on Career Counseling in Educational Settings, National Taiwan Normal University, Taipei, Taiwan.

Einarsdóttir, S., & Rounds, J. (2011, September). *Development of Indigenous Basic Interest Scales: Re-structuring the Icelandic Interest Space*. Paper presented at the IAEVG-SVP-NCDA conference, University of Padova, Italy.

Lee, E. S., & Rounds, J. (2011, August). *Development of a RIASEC-based occupational classification*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.

McClair, V., & Rounds, J. (2011, August*). Career counseling and career courses: Process, impact, and outcomes*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.

Einarsdóttir, S., & Rounds, J. (2011, August). *Development of ecologically valid indigenous Basic Interests Scales*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.

Einarsdóttir, S., Ásgeirsdóttir, I. M., & Rounds, J. (2011, August). *Icelandic vocational interests: Evidence for indigenous Basic Interest Scale* *development*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.

Su, R., & Rounds, J. (2010, April). *Gender differences in basic interests: A meta-analysis*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Jin, J., & Rounds, J. (2010, June). *Stability and change in values: A meta-analysis of longitudinal studies*. Poster presented at the annual meeting of the American Psychological Association, San Diego, CA.

Jones, K. S., Newman, D. A., Su, R., & Rounds, J. (2010, April). *Implications of vocational interests for adverse impact*. In D. A. Newman & J. S. Lyon (Co-Chairs), Recruitment and adverse impact: Vocational interests, advertisements and job acceptance. Symposium conducted at the 25th Annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Einarsdóttir, S., Guo, J., & Rounds, J. (2009, August). *Personality and interest model to account for life-goals and aspirations***.** Poster presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Einarsdóttir, S., Thorsteinnsson, B. S., Rounds, J., & Su, R. (2009, August). *RIASEC models in Iceland with imported and indigenous inventories*. Poster presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Armstrong, P. I., & Rounds, J. (2009, June). *Integrating interests and values for career assessment*. Invited presentation at the Society for Vocational Psychology, St. Louis, MO.

Jin, J., & Rounds, J. (2009, June). *Stability and change in values: A meta-analysis of longitudinal studies*. Poster presented at the Society for Vocational Behavior, St. Louis, MO.

Su, R., Liao, H. Y., Armstrong, P. I., Lewis, P., Rivkin, D., & Rounds, J. (2009, June). *Development of second generation occupational values profiles for O\*NET*. Poster presented at the Society for Vocational Behavior, St. Louis, MO.

Su, R., Einarsdóttir, S., & Rounds, J. (2009, May). *Emic approach to evaluating US vocational interest models in Iceland*. Poster presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.

Armstrong, P. I., & Rounds, J. (2009, April). Profile similarity measures in career counseling.In S-E. Kim (Chair), *Application of Multivariate Statistics to Identifying Within Person Patterns on a Test Battery.* Symposium conducted at the annual meeting of the American Educational Research Association. San Diego, CA.

Guo, J., Einarsdóttir, S., & Rounds, J. (2009, April). *Understanding major life goals of Icelandic high school students: Contributions of interests and personality*. Paper presented at the annual meeting of the American Educational Research Association. San Diego, CA.

Su, R., Rounds, J., & Armstrong, P. I. (2009, April). *Men prefer things and women prefer people: A meta-analysis*. Paper presented at the annual meeting of the American Educational Research Association. San Diego, CA.

Allison, W., Armstrong, P. I., & Rounds, J. (2008, August). *Development of Brief Alternate Forms RIASEC Scales.* Poster presented at the annual meeting of the American Psychological Association, Boston, MA.

Sun, J-T., & Rounds, J. (2008, August). *Goals of college students: A study of interests and personality*. Poster presented at the annual meeting of the American Psychological Association, Boston, MA.

Su, R., Rounds, J., Armstrong, P. I. (2008, August). *Sex differences in vocational interests: A meta-analysis*. Poster presented at the annual meeting of the American Psychological Association, Boston, MA.

Su, R., & Rounds, J. (2008, May). *Engineers versus counselors? A meta-analysis of vocational interest sex differences*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Einarsdóttir, S. & Rounds, J. (2008, March). *Developing a theoretically based indigenous interest inventory in Iceland*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.

Moyer, C. A., Rounds, J., & Hannum, J. W. (2008, May). *The non-talking cure: Massage therapy’s psychotherapeutic effects are associated with therapeutic bond*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Tay, L., Williams, B., Drasgow, F, & Rounds, J (2008, April). *Ideal point models for item responding in vocational interest inventories*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology. San Francisco, CA.

Liao, H., Yang, J., Hwang, K., & Rounds, J. (2008, March). *Culture and help-seeking attitude: Comparison between East and West*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.

Rounds, J. (2008, March). *Importing US vocational interest models and measures: Does it work and possibly, Why not?* Invited paper at the Society of Vocational Psychology, Chicago, IL.

Rounds, J. (2007, September). *Importing US vocational interest models and measures: Does it work?* Invited paper at the IAEVG-SVP-NCDA Symposium, University of Padova, Italy.

Einarsdóttir, S. & Rounds, J. (2007, August). *Validity of Holland’s model in the Icelandic world-of-work*. Poster presented at the annual meeting of the American Psychological Association. San Francisco, CA.

Liao, H., Hong, Y., Rounds, J., & Neville. H.A. (2007, January). *How do we perceive subtle racism?* Poster presented at the National Multicultural Conference and Summit, Seattle, WA.

Liao, H., & Rounds, J. (2006, August). *Development of public-domain basic interest scales*: *Scale development and validation*. Poster presented at the annual meeting of the American Psychological Association, New Orleans, LA.

Moyer, C. A., Rounds, J., & Hannum, J. W. (2006, May). *Massage Therapy for Psychological Distress: Communication and Therapeutic Bond within a Contextual Model.* Presentation at the North American Research Conference on Complementary and Integrative Medicine, Edmonton, Alberta, Canada.

Moyer, C. A., Rounds, J., & Hannum, J. W. (2006, May). *A Meta-Analysis of Massage Therapy Research*. Presentation at the North American Research Conference on Complementary and Integrative Medicine, Edmonton, Alberta, Canada.

Qin, X., Rounds, J. & Zhang, H. (2006, August). *Development of a Chinese occupation classification based on vocational interests*. Poster presented at the annual meeting of the American Psychology Association, New Orleans.

Moyer, C. A., Rounds, J, & Hannum, J. W. (2005, September). *Massage therapy for psychological distress: An examination of the contextual model*. Paper presented at the Highlighting Massage Therapy in CAM Research, Albuquerque, New Mexico.

Deng, C-P., Armstrong, P. A., & Rounds, J. (2005, June). *How well does Holland’s RIASEC model represent US occupations?* Poster presented at the Society for Vocational Psychology, Vancouver, Canada.

Liao, H., Moyer, C.A., & Rounds, J. (2005, June). *Development of public-domain basic interest scales*. *Development of public-domain basic interest scales*: *Scale development and validation*. Poster presented at the Society for Vocational Psychology, Vancouver, Canada.

##### Choi, C-C., Chiu, C-Y., & Rounds, J. (2004, August). *Cultural values in contexts: Implications for behavioral intentions*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, Hawaii.

Choi, C.–C., Chiu, C-Y. & Rounds, J. (2004, August). *Cultural values in context*. Poster presented at the annual meeting of Asian American Psychological Association, Honolulu, Hawaii.

Rounds, J. (2004, May). *Importing US vocational interest models and measures: Does it work?* Keynote address at the founding of School for Management and Human Resource Development, Shenyang Normal University, China.

Rounds, J. (2004, May). *A circumplex framework for integrating personality, interests, and ability requirements*. Invited presentation at the Institute of Psychology, Chinese Academy of Sciences, Beijing, China.

##### Mount, M. K., Barrick, M. R., Scullen, S. E., & Rounds, J. (2004, April). *Higher order dimensions of personality traits and vocational interests*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Armstrong, P. I., Day, S. X, & Rounds, J. (2003, August). *A circumplex framework for integrating personality, interests and abilities.* Paper presented at the annual meeting of American Psychological Association, Toronto, Canada.

Einarsdóttir, S. & Rounds, J. (2003, September). *Structural equivalence of vocational interests across gender: Differential item functioning in the SII*. Poster at the annual convention of the British Educational Research Association, Edinburgh, England.

Einarsdóttir, S., & Rounds, J. *Þvermenningarlegt gildi Áhugakönnunar*

###### *Strong: Virka atriðin eins á Íslandi og í Bandaríkjunum?* [Cross-cultural

validity of the Strong Interest Inventory: Differential item functioning across Icelandic and US culture.]. Rannsóknir í Félagsvísindum, Háskóli Íslands,febrúar 2003. [Presented at the IV Conference on Social Science Research at the University of Iceland, February 2003.

Rounds, J. (2003, October). *Exporting US vocational interest models and measures: Does it work?* Invited address at the Iceland University of Education, Reykjavik, Iceland.

Armstrong, P. I., Hubert, L., & Rounds, J. (2002, April). *A circumplex model of work-relevant abilities*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.

Choi, C-C., Rounds, J. B., & Barrett, T. (2002, April). *Hallucination experiences among Taiwan and U. S. college students*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.

Sif Einarsdóttir & Rounds, J *Stuðla áhugakannanir að hefðbundnu*

*starfsvalikarla og kvenna? Athugun ákynbundinni skekkju í Áhugakönnun Strong*. [Does the use of interest inventories encourage traditional vocational choices for men and women?] Erindi flutt á á vegum Rannsóknarstofu í Kvennafræðum, mars 2002. [Icelandic Gender Study Association, March 2002].

Einarsdóttir, S., & Rounds, J. (2002, March). *Structural Equivalence of Vocational Interests Across Culture: Differential Item Functioning in the Strong Interest Inventory*. Paper presented at the annual meeting of the Nordic Educational Research Association Congress, Tallin, Estonia.

Liao, H., Chung, C., Reid, L., & Rounds, J. (2002, August). *Asian Americans’ experience of racism.* Paper presented at annual meeting of American Psychological Association, Chicago..

Low, K. S. D., Reid, L., & Rounds, J. (2002, July). *We don't see things as they are, we see them as we are: Differences in the Attribution of Racism*. Paper presented at the 4th biennial meeting of Society for the Psychological Study of Social Issues, Toronto, Canada.

Low, K. S. D., Reid, L., & Rounds, J. (2002, August). *The role of personality in the attributions of racism*. Paper presented at the annual meeting of American Psychological Association, Chicago.

Reid, L.D. & Rounds, J. (2002, June). *The fire this time: Young adults' experiences with racism*. Paper presented at the 4th biennial meeting of the Society for Psychological Study of Social Issues, Toronto, Canada.

Armstrong, P. I., Smith, T. J., & Rounds, J. (2001, August). *New structures: Strong Occupational Classification and Strong Ring*. In D. Donnay (Chair), *Revising the Strong Interest Inventory: Implications for interest measurement.* Symposium conducted at the annual meeting of the American Psychological Association, San Francisco.

Armstrong, P. I., Smith, T. J., & Rounds, J. (2001, April). *The Strong ring: A spatial model of Strong Interest Inventory Occupations*. In R. G. Cinamon (Chair), *Career development: Assessment and diverse populations*. Symposium conducted at the annual meeting of the American Educational Research Association, Seattle, WA.

Einarsdóttir, S., & Rounds, J. (2001, August). *Structural equivalence of vocational interest across gender: Differential item functioning in the SII*. Paper presented at the annual meeting of the American Psychological Association, San Francisco.

Liao, H., & Rounds, J. (2001, April). *Likelihood of seeking counseling help: A model for Asian college students*. Paper presented at the annual meeting of the American Educational Research Association, Seattle, WA.

Liao, H., & Rounds, J. (2001, August). *Likelihood of seeking counseling help: A model for Asian college students.*  Paper presented at the annual meeting of Asian American Psychological Association. San Francisco.

Reid, L.D. & Rounds, J. (2001, October). *Racism, experience, and perception*. Invited talk. Department of Psychology, Purdue University, West Lafayette, IN

Reid, L.D. & Rounds, J. (2001, June). *The experience and perception of racism*. In A. Ormerod (Chair)*, Understanding experiences of racism: Different methods and contexts* . Symposium conducted at the 13th Annual Meeting of the American Psychological Society, Toronto, Canada.

Rounds, J., & McVay, J. (2001, July). *Using distance methods to obtain dimensional representations with applications to Holland's work environments*. Invited presentation at the International meeting of the Psychometric Society, Osaka, Japan.

Rounds, J. (2001, August*). Structure of vocational interests*. In Ones (Chair), *Debate on the structure of vocational interests*. Symposium conducted at the annual meeting of the American Psychological Association, San Francisco.

Yoon, M., & Rounds, J. (2001, August). *The stability of vocational interests: A meta-analysis*. Paper presented at the annual meeting of the American Psychological Association, San Francisco.

Smith, T. J., Armstrong, P. I., & Rounds, J. (2001, April). *A cluster-based classification of Strong Interest Inventory occupations*. . In R. G. Cinamon (Chair), *Career development: Assessment and diverse populations*. Symposium conducted at the annual meeting of the American Educational Research Association, Seattle.

Smith, T.J., Rounds, J., & Armstrong, P. I. (2000, October). *The structure of occupations: Data considerations*. Paper presented at the annual meeting of the Midwestern Educational Research Association (MWERA), Chicago, IL.

Einarsdóttir, S., Rounds, J., Ægisdóttir, S., & Gerstein, L. H. (2000, July). *The*

*structure of vocational interests in Iceland: Examining Holland´s and Gati´s*

*RIASEC models*. Paper presented at the XXVII International Congress of Psychology, Stockholm Sweden.

Rounds, J. (2000, June). Public school teachers reactions to racial climate questions. In M. Aber (Chair), *Addressing racial inequalities in public schools using social climate research*. Symposium presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Minneapolis.

Rounds, J. (2000, March). *Describing, evaluating, and developing vocational interest structures*. Colloquium presented at Department of Human and Organizational Development, Vanderbilt University.

Rounds, J. (1998, July). Describing, evaluating, and creating vocational interest structures. In D. Prediger (Chair), *Shared interest, ability, and work task dimensions: Re-shapers of career assessment*. Symposium conducted at the National Career Development Association Global Conference, Chicago.

Smith, T., Rounds, J., Hubert, L., Lewis, P., & Rivkin, D. (1998, June).  *An assessment of statistical and judgment methods for occupational classification*. Paper presented at the joint annual meeting of the Psychometric Society and the Classification Society of North America, University of Illinois, Urbana: IL.

Rounds, J. (1997, August). Basic interest structures. In J. Rounds (Chair), *Mapping vocational interest structures*. Symposium presented at the annual meeting of the American Psychological Association, Chicago.

McKenna, M. C., Rounds, J., Corn, B., & Zevon, M. (1997, August).  *Psychosocial factors and the development of breast cancer.*  Paper presented at the annual meeting of the American Psychological Association, Chicago.

Rounds, J. (1997, May). Mapping vocational interest structures. In M. L. Savickas & A. R. Spokane (Chairs), *Vocational interests: Their meaning, measurement and use in counseling.* Symposium conducted at Lehigh University.

Day, S. X, Rounds, J., Tracey, T. J., & Swaney, K. (1996, August).  *The structure of vocational interests for diverse groups in the United States*. Paper presented at the annual meeting of the American Psychological Association, Toronto.

Rounds, J., & Tracey, T. J. (1996, June).  *Cross-cultural structural equivalence of vocational interest models and measures*. Paper presented at the annual meeting of the Psychometric Society, Banff, Alberta, Canada.

Rounds, J. (1996, April).  *Mapping vocational interest structures*. Invited colloquium at College of Education, University of Iowa, Iowa City.

Malone, J., Rounds, J., & Tracey, T. J. (1995, August).  *Coping with mutiple sclerosis: The role of negative affectivity*. Paper presented at the annual meeting of the American Psychological Association, New York.

Schneider, P. L., Ryan, J. M., Tracey, T. J., & Rounds, J. (1995, August). *The relationship between Holland's RIASEC types and the interpersonal circle*. Paper presented at the annual meeting of the American Psychological Association, New York.

Tracey, T. J. G., & Rounds, J. (1995, August).  *An examination of the spherical structure of vocational interests*. Paper presented at the annual meeting of the American Psychological Association, New York.

Tracey, T. J. G., & Rounds, J. (1995, August). *The arbitrary nature of Holland’s RIASEC types*. Paper presented at the annual meeting of the American Psychological Association, New York.

Rounds, J. B. (1994, August). Evaluating Holland's and Gati's vocational interest models in a cross-cultural context. In M. L. Savickas (Chair), *Examination of the circumplex structure of vocational interests*. Symposium conducted at the annual meeting of the American Psychological Association, Los Angeles.

Tracey, T. J., & Rounds, J. (1994, August). *Validity of Holland’s RIASEC types and the lost dimension: A spherical representation of vocational interests*. Paper presented at the annual meeting of the American Psychological Association, Los Angeles.

Rounds, J., & Tracey, T. J. (1993, June). *Prediger's dimensional representation of Holland's RIASEC circumplex*. Paper presented at the annual meeting of the American Psychological Society, Chicago.

Tracey, T. J., & Rounds, J. (1993, August).  *An examination of the structure of Roe's eight interest fields*. Paper presented at the annual meeting of the American Psychological Association, Toronto.

**Recent Technical Reports**

Rounds, J., Hoff, K. & Lewis, P. (Eds.). (March 2021). *Interest Profiler manual*. Prepared for U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of National Programs, Tools, & Technical Assistance Washington, DC. Raleigh, NC: National Center for O\*NET Development.

Nye, C. D., Rounds, J., Kirkendall, C. D., Drasgow, F., Chernyshenko, O. S., & Stark, S. (2019). *Adaptive Vocational Interest Diagnostic: Development and Initial Validation*. (Technical Report 1378). Ft. Belvoir, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Rottinghaus, P. & Rounds, J. (2019, February). *Initial research on the revision of the Find Your Interests inventory for ASVAB CEP: Final report*. Seaside, CA: ASVAB Career Exploration Program, Defense Personnel Assessment Center, Office of People Analytics.

Rounds, J., Hoff, K., Chu, C., Lewis, P., & Gregory, C. (2018). *O\*NET® Interest Profiler Short Form Paper-and-Pencil Version: Evaluation of Self-Scoring and Psychometric Characteristics*. Raleigh, NC: National Center for O\*NET Development. Retrieved from: <http://www.onetcenter.org/reports/>

Rottinghaus, P. J., & Rounds, J. (2017). Evaluation and research agenda. *Recommendations Report of the ASVAB Career Exploration Program Expert Panel*. Alexandria, VA: Human Resources Research Organization.

Rounds, J., Phan, W. M. J., Amrhein, R, & Lewis, P. (2016, March). *Examining the Efficacy of Emoji Anchors for the O\*NET Interest Profiler Short Form*. Prepared for U.S. Department of Labor Employment and Training Administration, Office of Workforce Investment, Division of National Programs, Tools, & Technical Assistance Washington, DC. Raleigh, NC: National Center for O\*NET Development.

http://www.onetcenter.org/reports/IP\_Emoji.html

Rounds, J., Wee, C. J., Cao, M., Song, C., & Lewis, P. (2016, March). *Development of an O\*NET® Mini Interest Profiler (Mini-IP) for Mobile Devices: Psychometric Characteristics*. Prepared for U.S. Department of Labor Employment and Training Administration, Office of Workforce Investment, Division of National Programs, Tools, & Technical Assistance Washington, DC. Raleigh, NC: National Center for O\*NET Development.

http://www.onetcenter.org/reports/Mini-IP.html

Rounds, J., Su, R., Rivkin, D., & Lewis. P. (2013). *Occupational Interest Profiles for New and Emerging Occupations in the O\*NET System: Summary.*  Raleigh, NC: National Center for O\*NET Development.

<http://www.onetcenter.org/reports/OIP> NewEmerging.html

Rounds, J., Su, R.,Rivkin, D., & Lewis. P. (2012). *Occupational Value Profiles for New and Emerging Occupations in the O\*NET System: Summary.*  Raleigh, NC: National Center for O\*NET Development.

<http://www.onetcenter.org/reports/OVP> NewEmerging.html

Rounds, J., Su, R., Lewis, P., & Rivkin, D. (2010). *O\*NET Interest Profiler short form psychometric characteristics: Summary*. Raleigh, NC: National Center for O\*NET Development. <http://www.onetcenter.org/reports/IPSF_Psychometric.html>

Rounds, J., Armstrong, P. I., Liao, H-Y, Lewis, P., & Rivkin, D. (2008). *Second generation occupational interest profiles for the O\*NET system.* Raleigh, NC: National Center for O\*NET Development. <http://www.onetcenter.org/reports/SecondOIP_Summary.html>

Rounds, J., Armstrong, P. I., Liao, H-Y, Lewis, P., & Rivkin, D. (2008). *Second generation occupational value profiles for the O\*NET system.* Raleigh, NC: National Center for O\*NET Development. <http://www.onetcenter.org/reports/SecondOVP_Summary.html>

Campbell, J. P., McCoy, R. A., McPhail, S. M., Pearlman, K., Peterson, N., Rounds, J., & Ingerick, M. (2007). *U.S. Army Classification Research Panel: Conclusions and Recommendations on Classification Research Strategies.* (Study Report 2007-05). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences. [http://handle.dtic.mil/100.2/ADA469725](javascript:open_win('http://handle.dtic.mil/100.2/ADA469725'))

Rounds, J., Armstrong, P. I., & Smith, T. J. (2000). *Comparison of Current SII Occupational Scales to ACT and SOC Classification Systems: Recommendations for Occupational Sampling*. University of Illinois, Urbana-Champaign, IL: Department of Educational Psychology, Personality-Interests-Abilities Laboratory.

Rounds, J., Armstrong, P. I., & Smith, T. J. (2000). *The Strong Ring: A Spatial Model of the Strong Interest Inventory Occupations*. University of Illinois, Urbana-Champaign, IL: Department of Educational Psychology, Personality-Interests-Abilities Laboratory.

Rounds, J., Smith, T. J., & Armstrong, P. I. (2000). *Strong Occupational Classification System*. University of Illinois, Urbana-Champaign, IL: Department of Educational Psychology, Personality-Interests-Abilities Laboratory.

Rounds, J., Armstrong, P. I., Ho, R. M., & Lewis, P. (2000). *Survey Response Rate Estimation for the O\*NET Data Collection*. Raleigh, NC: National Center for O\*NET Development.

Rounds, J., Smith, T., Hubert, L., Lewis, P., & Rivkin, D. (1999). *Development of Occupational Interest Profiles (OIPs) for the O\*NET part 1: Report*. Raleigh, NC: National Center for O\*NET Development. <http://www.onetcenter.org/reports/OIP.html>

Rounds, J., Smith, T., Hubert, L., Lewis, P., Rivkin, D. (1999). *Development of Occupational Interest Profiles (OIPs) for the O\*NET part 2: Appendices*. Raleigh, NC: National Center for O\*NET Development.

Rounds, J., Mazzeo, S.E., Smith, T.J., Hubert, L., Lewis, P., & Rivkin, D. (1999). *O\*NET Computerized Interest Profiler: Reliability, validity, and comparability*.Raleigh, NC: National Center for O\*NET Development.

<http://www.onetcenter.org/reports/CIP_RVC.html>

Rounds, J., Walker, C. M., Day, S.X., Hubert, L., Lewis, P., & Rivkin, D. (1999). *O\*NET Interest Profiler: Reliability, validity, and self‑scoring*. Raleigh, NC: National Center for O\*NET Development.

<http://www.onetcenter.org/reports/IP_RVS.html>

Lightfoot, M. A., McBride, J. R., Heggestad, E. D., Alley, W. E., Harmon, L. W., & Rounds, J. (March 1999). *Navy Interest Inventory: Approach development*. (HumRRO Final Report FR-WATSD-99-13). Alexandria, VA: Human Resources Research Organization.