



The Career Forum

Jos Akkermans, Editor & Rowena Blokker, Associate Editor

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Dear Career Division members,

Welcome to the Winter edition of our Careers Division Newsletter. As you may have noticed during the past few months – either during the conference or because of my e-mails requesting input – I will be your new newsletter editor from now on. Before we move on, I would like to thank Yan Shen for her fantastic work on the newsletter during the past few years, and for making the transition so easy for me by providing me with all kinds of useful tips and tricks. Yan has put a lot of effort into creating the newsletters, and I truly believe she did a great job on it. My thanks also goes out to Lang Wang, associate editor of the newsletter with Yan. Thank you both for your hard work and I do hope that we can come close to delivering such excellent work as you two did!

In addition, I would also like to introduce the new associate editor of the newsletter, who will be helping me out with the layout and look. Rowena Blokker is a PhD student at VU Amsterdam, the Netherlands, and has recently joined our Career Division as well. We are looking forward to creating a great

and informative newsletter that will hopefully provide you all with valuable information.

On to the current version of the newsletter: the Winter edition. It is already December again, and that means that the deadline for the upcoming AOM conference in Atlanta, Georgia, is fast approaching. Our division chair, chair elect, program chair, and PDW chair have all written a contribution to this newsletter where they look forward to yet another fantastic conference. Of course, your input is needed again in order to achieve this goal! To obtain some additional inspiration, this newsletter also features some calls for special issues and papers, conferences related to CAR, and recent publications. Please enjoy the newsletter and do not hesitate to contact me if you have any suggestions and ideas for future issues!

All the best,

Jos
Career Forum Editor



NEWS FROM THE CAREERS DIVISION

Letter from our Division Chair Corinne Post

Dear Careers (CAR) Division Members and Friends,



It is an honor and a pleasure to serve as Careers Division Chair this coming year, 2016-2017. I look forward to working with all of you and have the feeling that we will make this year a very good one, and perhaps even accomplish a few new things for our division. Below, are what I see as the main goals for CAR in 2016-17 based on our last 5-year review as well as on observations and recommendations from CARs Executive Committee and members:

- Enhance the quality and quantity of conference submissions;
- Provide year-round “value” to our members;
- Ensure CAR’s financial stability;
- Align our membership with AOM membership trends.

The Careers Executive Committee (EC) – as usual – will be putting much energy to enhancing our division. Special thanks and a warm welcome to **Jamie Ladge**, PDW Chair; **Scott Seibert**, Program Chair, **Bert Schreurs**, Division Chair-elect; and **Tania Casado**, Outgoing Division Chair.

Denise Jepsen, Treasurer, and **Bert Schreurs** will be working on fundraising. **Rick Cotton** is recruiting AOM members to our division, while **Ariane Ollier Malaterre**, **Andreas Hirschi** and **Belinda Allen** are brainstorming efforts to keep CAR members engaged. Exploring opportunities to collaborate with CASS are **Tania Casado** and **Bob Ford**.

Because it’s not OK when AOM members confuse us with placement services ;-) **Wendy Murphy** and **Akram Al Ariss** are thinking of ways for getting the word out a bit more clearly about what our division stands for.

Serving our communication needs this year are **Belinda Allen**, list-serv manager, **Jos Akkermans**, newsletter editor, and **Augusto Nishimura**, webmaster, with **Holly Ferraro** who supports our Teaching Community page. Last but not least, huge shout-out to **Lauren Keating** and **Emma Parry** for agreeing to plan our Atlanta division socials at the conference in August 2017!

As you can see, the EC is committed to putting together an exceptional program in Atlanta and a rewarding year leading up to it. If **YOU** are interested in getting more involved in the Careers Division, please let me know - **we are always searching for volunteers** (coripost@optonline.net). Additionally, Tania Casado is overseeing our next elections and I would like to remind everyone that we always encourage nominations and self-nominations. The window for nominating is not open yet, which means there is plenty of time for enquiring about what it takes to serve on the Careers Division EC. Please contact me or anyone on the EC for a realistic job preview!

Thank you all for your efforts (submitting your work, reviewing submissions) and for otherwise participating in the division’s activities. I look forward to a great year ahead.

Corinne Post

SPONSORING OPPORTUNITY FOR YOUR INSTITUTION!



Is your school, university, or institution looking to improve its profile? The Careers Division has a perfect opportunity, by contributing to sponsoring the 2017 social and professional development events. Financial support, which typically ranges from \$500 to \$2,000, for social and professional CAREERS division events have been core to ensuring high quality events reflecting our membership.

The best people to ask deans for support are their own academic staff, so we appeal to members of the Careers Division to request financial support from your schools. Receiving even relatively small amounts is useful and really adds up to support our division’s program. Please contact the treasurer, denise.jepsen@mq.edu.au for more information, including sample request letters and list of sponsoring benefits.

Corinne Post
Division Chair

Denise Jepsen
Treasurer

Letter from our Division Chair-Elect

Dear colleagues and friends,

Time flies. I can't believe that 2016 is almost history. This may be a good time to look back, and forward, too.



I will remember 2016 as a year that brought challenges, opportunities, and successes, and as the year in which I did not get much sleep. Being a Program Chair, to me, has been a labor of love, periodic frustrations, and without doubt a lesson in the value of humility. In retrospect, I appreciate both the highs and the lows associated with the role as they brought their own insight and clarity, and allowed me to live the Program Chair experience to the fullest. There is one feeling that prevails, and that is a feeling of immense gratitude. I'm obliged to all of you who helped to make Anaheim 2016 a success: presenters, reviewers, emergency reviewers, associate editors, award judges, session chairs, and discussants. My heartfelt thanks to all of you for your invaluable contributions to our division! Special thanks go to the panelists of the Plenary Session on work-family balance – Caroline Gatrell,

Brett Goldblatt, Jeffrey Greenhaus, Beth Livingston, Gary Powell, Laura Radcliffe – and to Kim Eddleston for moderating the session. I truly enjoyed the conference and I hope you did too. It was a great pleasure to serve as Program Chair.

Looking ahead, I'm convinced that our division is in great hands: Corinne Post, our Division Chair, has launched a number of new promising initiatives (on membership, fundraising, PR, amongst others) designed to make our division even more attractive than it already is. Her efforts are paying off as different committees have been formed and are currently looking into these issues. In addition, the preparations for AOM 2017 are in full swing. Scott Seibert (Program Chair) and Jamy Ladge (PDW Chair) are diligently preparing the scholarly and PDW program, and will find themselves increasingly busy as the submissions start to come in. It is a tremendous honor to be part of such an amazing team and to be able to continue serving the Careers division. Looking forward to another exciting year!

Bert Schreurs
Division Chair-elect

Letter from our Program Chair

Dear Careers Division Members and Friends,

Winter is coming . . . and we are gearing up for 77th Annual AOM Meeting held in Atlanta, Georgia, USA from August 4-8. As always, we want the Careers Division program to be a source of knowledge and inspiration for your teaching and research during the rest of the year. We also want the Careers division to be a welcoming home or second home for everyone interested in people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. We are open to qualitative, quantitative and mixed methods of research. I hope you will consider contributing to the continued success of the Careers Division by doing two things:



Submit your papers and symposia proposals to the Careers Division. The submission portal is open now until **January 10, 2017 at 5:00 PM (NY Time)**. Submissions are welcome on any topic within our domain, including individual career development and career strategies; the career implications of all forms of diversity and demographic changes; issues unique to all career stages, from

entry, advancement, unemployment and underemployment, to retirement and post-retirement; career systems and labor market structures; and culture and comparative aspects of careers.

In addition, we encourage contributions related to the 2017 AOM theme, "[At the Interface.](#)" This theme should be particularly productive for the Careers Division since we consider boundaries and interfaces in many aspects of what we study. The concept of career in itself can be conceptualized as the interface of the individual and the organization while career stages and career progress can be viewed as interfaces separating old and new roles, responsibilities and identities. Major interfaces are faced upon organizational entry, between the core and periphery, among diverse identities, and upon exit from the organization. The rise of the "gig economy" raises new issues for careers researchers, as some individuals occupy the internal \ external boundary more or less permanently. The 'interface' theme prompts careers researchers to think more deeply about the way occupying these boundaries at different points in one's career creates room for communication, influence, identity formation, innovation, and rejuvenation that

might not otherwise take place for individuals and organizations. How can individuals manage their careers to better accommodate and take advantage of these organizational and societal interfaces and how can organizations attract, develop, and retain talent in such a fluid organizational ecosystem? We encourage submitters of scholarly paper and symposia to consider, yet not be bound by, this year's conference theme.

We also encourage authors to consider including a few example discussion questions, in the discussion section of the paper that could be asked of audience members, should the paper be accepted for presentation. So please prepare to submit your papers and symposia by January 10 to:

<http://aom.org/annualmeeting/callforsubmissions/>

A second thing you can do to assure a great meeting is **sign up to review for the Careers division**. Reviewing is a way to give back to AOM and its members as well as a way to hone your own skills as a

scholar. Regardless of your career stage (beginning PhD candidate, seasoned faculty member, or emeritus professor), your input is highly valued and NEEDED. So, please do sign up to review for our division. Reviews will be assigned by January 18th and are due back by February 16th. But signing up is something you can do right now at:

<http://aom.org/annualmeeting/review/>

Looking forward to your submissions, to your reviews, and to seeing you in August 2017!

THANK YOU!!

Scott Seibert

Program Chair, CAREERS division, Academy of Management

Professor and Henry B. Tippie Research Fellow

Tippie College of Business | University of Iowa

Letter from our Division PDW Chair

Dear Colleagues,

As we begin a new academic year, I wanted to ask you each to support the Careers Division of the Academy of Management by considering submitting a PDW proposal. This year I am proud to be serving as the PDW chair of the division and my goal is to ensure that we offer an excellent set of workshops for the 2017 program in Atlanta. Whether you are a new doctoral student, in the beginning stages of your first academic job or a senior faculty member, we welcome all ideas from individuals at all career stages and we encourage submissions that cross multiple AOM divisions and interest groups. Keep in mind the theme of this year's meeting is **"At the Interface"** referring to the "common boundary or interconnection between systems, concepts of human beings" (Random House Dictionary, 2016)



Professional Development Workshops (PDWs) that may be relevant to this theme may include:

- 1) Ways of bridging the gap between scholarship and practice and / or scholarship and teaching
- 2) Connecting and marketing our research to the "real world" through various media and social networking channels
- 3) Developing and deploying cross-cultural relationships in our research and teaching
- 4) Making connections across disciplines to expand our work through interdisciplinary research

There are just a handful of suggestions. If you have ideas, please talk to your colleagues or network with acquaintances about putting something together. I'm happy to support you in any way I can so feel free to reach out to me at j.ladge@neu.edu. Over the years, I have cultivated many great friendships and scholarly partnerships through the development of and participation in the PDW program which is why I am thrilled to be leading this charge.

Some of you may be asking: What makes a great PDW? Please consult [the following resource](#) which has been provided by the Academy of Management team. This link provides thoughtful insights into how to prepare a compelling proposal and program.

See you in Atlanta!

Sincerely,

Jamie

Jamie Ladge, Ph.D.

Associate Professor, Management & Organizational

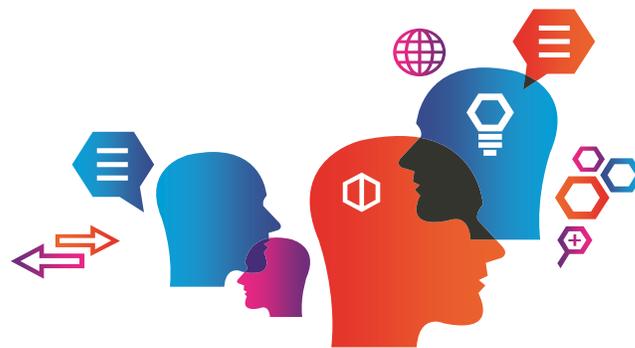
Development

D'Amore-McKim School of Business

Northeastern University

NEWS FROM OUR MEMBERS

Publications



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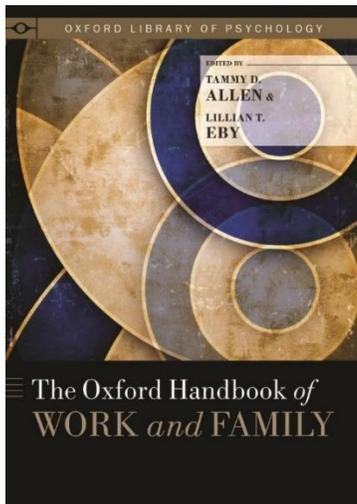
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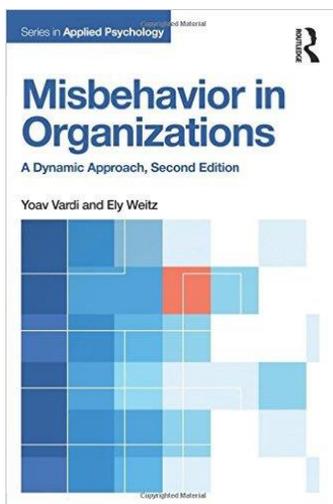
The Oxford Handbook of Work and Family
Edited by Tammy D. Allen and Lillian T. Eby
June 2016 • 9780199337538
528 pp. • Hardcover • \$175.00

The Oxford Handbook of Work and Family examines contemporary work-family issues from a variety of important viewpoints. By thoroughly examining where the field has been and where it is heading, this important volume offers razor-sharp reviews of long-standing topics and fresh ideas to move work-family research and practice in new and necessary directions.

In providing comprehensive, interdisciplinary, cross-cultural, and cross-national perspectives, Tammy D. Allen and Lillian T. Eby have assembled a world-class team of scholars and practitioners to offer readers cutting-edge information on this rapidly growing area of scientific inquiry. The *Handbook* also includes reviews of historically under-studied groups and highlights the important role that technology plays in shaping the work-family interface, the potential contribution of neuroscience to better understanding work-family issues, the ways in which work-family scholarship and practice can be enhanced through theoretical perspectives, and the use of social media to translate important research findings to the public.

The Oxford Handbook of Work and Family is a roadmap for moving work-family scholarship forward, while also providing rich descriptive accounts of how major organizations have been able to turn research findings into effective evidence-based policies and practices to help adults better manage both work and family responsibilities.

More information about the book can be found at www.oup.com/us, Amazon.com, bn.com, or your local bookstore.



Last April, Routledge published the revised edition of my book on OMB. The book takes a new approach by linking together workplace misbehavior and organizational careers (ch. 3 in particular). Vardi, Y., & Weitz, E. (2016). *Misbehavior in organizations: A dynamic approach*. NY: Routledge. I believe this approach adds to a more balanced view of careers.

Best,
Yoav Vardi, Ph.D.

The **Research Handbook of Expatriates** (Edward Elgar, 978-1784718176), edited by **Yvonne McNulty**, SIM University, Singapore, and **Jan Selmer**, Aarhus University, Denmark, is a comprehensive and carefully designed collection of contributions that provides a nuanced and up-to-date discussion of expatriates, including important insights into emerging and new areas of research warranting future consideration. The *Handbook* reviews the history of the literature in relation to expatriates, from the development of the expatriate construct through the current state of research on business expatriates. Drawing upon a range of perspectives from the field's most distinguished academics including contributions from outstanding early career and doctoral researchers, chapter themes include self-initiated expatriates, LGBTI assignees, global families, millennials, inpatriates, global talent management, and expatriates' safety and security, as well as expatriates in the military, missionary, sports, academic and non-profit/NGO fields. The *Handbook* concludes with commentaries about methodological issues in expatriate studies, doing research with practitioners, conducting case study research, and publishing advice for doctoral candidates.

CAREERS DIVISION AWARDS

AOM 2016 – Anaheim, CA

Best International Paper Award

The paper with the best overall rigor and contribution to research and practice regarding careers played out within an international/cross-cultural context. This award was sponsored by Emerald|Insight. The winning paper is “Digital Work: New Opportunities or Lost Wages” by Michael Dunn (U. of North Carolina, Chapel Hill.)



Winners of Michael Driver Best Applied Paper Award
Raymond Loi, Angela J. Xu, Cheri W. C. Chow (U of Macau) and
Man Lung Jonathan Kwok (Hong Kong Polytechnic U.)



Winner of Best International Paper Award
Michael Dunn (U. of North Carolina, Chapel Hill.)

Michael Driver Best Applied Paper Award

The applied paper with the best overall rigor and likely contribution to careers research and practice. This award was sponsored by Reed Center for Careers & Diversity. The winner is the paper: “Managers' Work-to-Family Enrichment: The Role of Customer Misbehavior and Work Meaningfulness” by Raymond Loi, Angela J. Xu, Cheri W. C. Chow (U of Macau) and Man Lung Jonathan Kwok (Hong Kong Polytechnic U.)



Winners of Best Overall Paper Award
Thomas Shardlow and Peter M. Madsen (Brigham Young U.)

Best Overall Paper Award

The paper with the best overall rigor and likely contribution to careers theory, research, and/or practice. This award was sponsored by Emerald|Insight. The winning paper is “The Downside of Aiming High: The Relationship between Career Aspirations Difficulty and Depression” by Thomas Shardlow and Peter M. Madsen (Brigham Young U.)

Arnon Reichers Best Student Paper Award

The best student paper or a paper from a dissertation within 3 years of degree, preferably single-authored. This award was sponsored by Reed Center for Careers & Diversity. The winner is the paper: "Boundaryless Careers: The Undesigned Solution to the Gender Salary Gap Closure," by Igor Bartolec, Myriam N. Bechtoldt, and Erich W. Barthel (Frankfurt School of Finance & Management.)



Winners of Arnon Reichers Best Student Paper Award
Igor Bartolec, Myriam N. Bechtoldt, and Erich W. Barthel
(Frankfurt School of Finance & Management.)



Winners of Best Symposium Award
Received by Stefan T. Mol (U. of Amsterdam)

Best Symposium Award

Was awarded to symposium organizers Jos Akkermans, Stefan T. Mol (U. of Amsterdam) and Matthijs Bal (U. of Bath) for "Not My Breach! Innovative Ways to Study Psychological Contract Breach and Effects on Meaningfulness."

Everett Cherrington Hughes Award for Careers Scholarship

Recognizes scholarship that has made a significant contribution to the task of linking careers theory with the broader field of organization studies. It is the Careers Division's premier award, a way of honoring those who have worked to build bridges between careers and other areas of organizational enquiry.

The aim of this award is to acknowledge the work of scholars who have forged, rather than severed, connections between careers and other fields of social inquiry. The award carries, with the permission of his family, the name of Everett Cherrington Hughes. It does so to commemorate his seminal role in establishing careers as an object of scholarly study, but more particularly because it rewards the kind of contribution his work embodied. Past recipients of the award are: Edgar Schein, Tim Hall, Lotte Bailyn, Michael Arthur, Jeffrey Greenhaus, Barbara Lawrence, Kathy Kram, and John Van Mannen. This year's winner is **Denise Rousseau** (Carnegie Mellon U.)

Christine Bataille wins JMS Best Paper Award

Congratulations to Christine Bataille and her co-authors for being awarded the very distinguished Journal of Management Studies' 2015 Best Paper Award for Research on Next Generation Retirement! Read the paper "Going Off Script: How Managers Make Sense of the Ending of Their Careers" here: bit.ly/JMS-BestPaper15



The award winning article captures, "...a sensemaking perspective that orients our attention towards the subjective meanings people attach to the factors that trigger the retirement decision, rather than simply the factors themselves. Accordingly, we see the retirement decision-making process as bounded by situational constraints and rooted in identity work. Based on interviews with 48 retired Canadian executives and managers, we use thematic narrative analysis to identify six types of end-of-career narratives. Drawing on these narratives, we present a model of identity work that distinguishes between retirement decision-making factors that are perceived as identity opportunities and those that are perceived as identity threats."



7th INTERNATIONAL DOCTORAL CONSORTIUM, JUNE 2017

Stefanie Ruel, Athabasca University, Chair of IDC 7

We are very excited to announce that the seventh International Doctoral Consortium (IDC 7) on Management and Organizational studies will take place for the very first time at Jyväskylä University School of Business and Economics (JSBE). IDC 7 will run from June 12-14th, 2017, in Jyväskylä, Finland. The consortium is generally critical, broadly qualitative, highly developmental, very supportive, and intimate with a maximum of 50 students in attendance. IDC, run and developed by doctoral students, is international and involves leading faculty scholars from around the globe.

This event has grown considerably in the past six years. IDC was originally founded by two Canadian business schools — Canada's York University PhD program and Sobey Business School, Saint-Mary's University. It is now co-sponsored by thirteen universities or university departments: Athabasca University, Faculty of Business (Alberta, Canada); BIMTECH, PhD Business (Uttar Pradesh, India); EPABE FGV School of Administration (Rio de Janeiro, Brazil); Indian Institute of Technology Kanpur (Kalyanpur, India); Jyväskylä University School of Business and Economics (Jyväskylä, Finland); Health Management Science, Oulu University (Oulu, Finland); Queen Mary, University of London (UK); Sobey Business School, St Mary's University (Nova Scotia, Canada); UFRGS – The Federal University of Rio Grande do Sul (Porto Alegre, Brazil); University of Eastern Finland (Finland); University of the Free State (South Africa); UMass, Boston (USA); and, York University, School of HRM (Ontario, Canada).

Last year, our consortium welcomed 34 students and 17 faculty members from 20 schools, 13 countries and 5 continents. A full and robust agenda was offered that allowed students to engage with a wide range of topics in areas such as management, human resources, configuration and philosophy of organization, and organization studies. This broadly critical consortium had as keynote speakers Dr. Karen Ashcraft, professor of Organizational Communication at the University of Colorado Boulder, and Dr. Peter Simonson, associate professor at the University of Colorado Boulder. Drs Ashcraft and Simonson presented their talk, "Gendering Academic Production: Figures, Formations, and Flows". In addition, a round of exciting social activities was offered ensuring that attendees experienced the international networking opportunities of IDC, and the charm of Halifax, Nova Scotia, Canada.

For IDC 7, we are happy to announce that we will welcome two keynote speakers; Dr. Hugh Willmott and Professor Barbara Czarniawska. Dr. Willmott is a research professor in organizational studies at Cardiff Business School. His research interests are focused on developing a critical, interdisciplinary, and questioning analysis of diverse aspects of management including organization studies, industrial sociology, accounting, and information systems. Professor Czarniawska is the Torsten & Ragnar Söderberg Senior Professor of Management Studies at Gothenburg Research Institute, School of Business, Economics and Law at the University of Gothenburg. Professor Czarniawska embraces a constructivist perspective, with a focus on action nets and management overflows in her organizational studies. Her methodological interests include fieldwork techniques and narrative approaches. She is the recipient of the Lily and Sven Thuréus Technical-Economic Award for internationally renowned research in organization theory.

During the three-day consortium, students will be exposed to a wide variety of faculty workshops. They are also given the opportunity to present, discuss and debate topics and methods key to the study of management. Through a variety of presentation sessions and informal conversations, all doctoral students will have a chance to discuss various research ideas and receive feedback from international faculty and students. Additional rich dialog is anticipated during the social activities that we are planning.

We are looking forward to seeing you at the International Doctoral Consortium in June 2017 in Finland, the first time that the consortium leaves Halifax, Nova Scotia! Abstracts and registration are due by March 15th, 2017. We also offer four bursaries (approximately \$400 CAD) for those that wish to apply. Please check out our website for further information at <https://www.jyu.fi/jsbe/en/idc2017>

Also, the European Business Ethics Network (EBEN) annual conference will occur following IDC7, at Jyväskylä University School of Business and Economics. For those interested in presenting their work at this conference, please visit their website at <https://www.jyu.fi/jsbe/ebenac2017>

Nähdään Suomi!

Stefanie Ruel,
IDC 7 Chair,
Athabasca University, Doctoral Candidate

DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)



WHO ARE WE?

The D&ITC was established in 2010 by AOM President Susan Jackson and the AOM Board of Governors, with a charge to ensure that the Academy fully supports and leverages its diverse members and contributes to their professional development. Thus, **the D&ITC's mission is to provide learning and outreach opportunities that foster a more diverse and inclusive AOM community.**

In a nutshell, the D&ITC is an action committee that reports directly to the AOM Board of Governors, and focuses on diversity and inclusion issues within the AOM and the Academy in general (in contrast, for example, to Divisions like GDO, HR, and CAR that focus on understanding diversity and inclusion issues within work organizations through typical academic pursuits such as teaching and research).

We work toward the fulfilment of our mission through a number of initiatives. For example, our Professional Development Workshop (PDW) program provides opportunities, through interactive workshops and other suitable activities, that facilitate efforts to develop a more inclusive AOM. The 2015 and 2016 D&ITC PDW Programs included sessions such as 'Effective member interactions across cultures', 'Fostering an Inclusive Environment: Empowering Individuals to Build Meaningful Relationships', 'Challenges and Coping Mechanisms of International PhD Students in the United States', and 'Diversity and Inclusion in Career Transitions: Crossing the Academia-Industry Gap'. Constants in the D&ITC annual programs are our informative 'Diversity and Inclusion in the Academy: A Town Hall Meeting', our social 'Connections Café' and the always fun 'Late night with Dr Q'.

Further, in 2015 we introduced (in conjunction with the Practice Theme Committee) '**THE BEST PRACTICE IN DIVERSITY AND INCLUSION AWARD.**' The 2015 (inaugural) winner of this award was the HR Division's Ambassadors Program. The call for the 2017 Best Practice in Diversity and Inclusion Award is out now (see <http://divtest.aom.org/ditc/call-for-best-practice-in-diversity-and-inclusion-award/>).

We encourage you to sign up to our [listserv](http://aom.org/Networking/ListServs.aspx) (<http://aom.org/Networking/ListServs.aspx>) and to check our website (<http://ditc.aom.org>) for opportunities to become more involved, support a more inclusive AOM, browse our past D&ITC PDW programs and, in due time, attend the interesting and informative sessions in the forthcoming 2017 D&ITC PDW program.

We look forward to seeing you at the AOM Meeting in Atlanta!

Isabel Metz, Past Chair (2016-2017) & **Christina Sue-Chan**, Chair (2016-2017)
Diversity & Inclusion Theme Committee

CALL FOR PROPOSALS

Special review issue in *Journal of Vocational Behavior*

The editor and associate editors of the *Journal of Vocational Behavior* (JVB) are announcing a call for proposals for review articles to be published in a special review issue.

JVB publishes articles on work decisions and choice and career development across the life span, and has an impact factor of 2.76 (see scope below). Scholarly reviews of the theoretical and empirical status of various constructs and theories within the field of vocational psychology and organizational psychology are welcome.

Proposals will be evaluated on:

- The scope of the review including definition of the constructs, major topics, span of time for review
- Relevance of the topic to an individual's vocational behavior
- Implications for future research
- Viability of the project and timeline

Proposals should be no more than 5 pages and include:

1. Rationale for the review
2. Summary of relevant theories/frameworks that will guide the review
3. Summary of the constructs that will be covered
4. Inclusive dates of review (e.g., from 2000)
5. If available, other relevant reviews and meta analyses of the topic

Deadline for proposals: March 1, 2017. Full paper submission will be due October 1, 2017. All manuscripts will go through peer review. Please send to nadya@Uwm.edu with JVB Review Proposal in the subject line by midnight, US Central time zone on March 17, 2017. All proposals will be reviewed by the editorial team.

For questions, contact:

Nadya A. Fouad, Ph.D.

Editor-in-Chief

nadya@uwm.edu

ALSO: Do you have an idea for a special issue? Please submit a proposal. More information [here](#).

> [View JVB Aims and Scope](#)

> [View JVB Guide for Authors](#)

CALL FOR PROPOSALS

2018 Review Issue, *Work, Aging and Retirement*

Mo Wang, University of Florida, Editor

The editorial team of *Work, Aging and Retirement* is pleased to announce a call for proposals for the 2018 review issue.

Submissions to the review issue can take two forms:

- (1) papers that summarize or integrate existing literature on a topic, and
- (2) papers that provide conceptual and theoretical development on an important issue.

In either case, papers should also provide direction for future research. Papers can cover a range of topics related to age in the workplace and retirement. For a *non-exhaustive* sampling of specific topic areas appropriate for this journal, please see http://www.oxfordjournals.org/our_journals/workar/about.html

Proposals should be submitted between January 1 and January 31, 2017 via the journal's online submission portal at <http://mc.manuscriptcentral.com/workar>. Please be sure to select "Review Issue" as the submission type. Also, note that review issue proposals may NOT be submitted before January 1, 2017.

Proposals must be double-spaced and have no more than six pages of text, not including references, tables, figures, and appendices. **Complete papers should not be submitted and will not be considered for review.** Proposals will be reviewed by the editorial team, which will make a decision about proposals by February 28, 2017. For those proposals that are accepted, the complete paper will be due by August 31, 2017.

Submitted proposals will be evaluated using the following criteria. Therefore, one aspect of a successful proposal is to clearly address each of these issues:

- **Relevance.** The proposed review/conceptual paper should thoroughly address a key area related to age at work.
- **Organization, Structure, and Coherence.** The proposal should follow a logical structure and be well organized.
- **Guidance for Future Research.** The proposal should address implications for Future research on the topic.
- **Viability.** The proposed review/conceptual paper should be an achievable project given the tight review schedule. This means that it is important for you to communicate how you will accomplish writing the full paper within the timeline (see schedule below). For instance, if you have already done a literature review, or have a draft of the paper, please say so in the proposal.
- **Cross-disciplinarity:** Although not a requirement, papers that integrate issues from multiple disciplines are especially preferred.

IMPORTANT: It is essential for authors to strictly adhere to the following timeline. We will not be able to consider late submissions unless for extraordinary circumstances. If you have questions, please contact the editor at mo.wang@warrington.ufl.edu.

The schedule is as follows:

January 1 – January 31, 2017: Proposals submitted to the journal online portal. Please be sure to select "review issue" as the type of manuscript.

February 28, 2017: Final decisions about proposals sent to authors. Authors of accepted proposals invited to submit complete papers.

August 31, 2017: Full draft of paper due – please submit to the journal submission portal. Once papers are received, they will be sent out for comments from two *ad hoc* reviewers.

October 31, 2017: Feedback to authors on full paper.

April 30, 2018: Final revised paper submitted to the journal. (Note that some papers may require more than one revision, and this may push back the final acceptance date of the paper. This might necessitate that the paper be included in a regular issue of the journal rather than in the review issue.)

CALL FOR PAPERS

Special Research Forum, *Academy of Management Journal*

NEW WAYS OF SEEING:

Using Novel Theory and Meaningful Cross-disciplinary Collaborations to Advance Management Research

Jason D. Shaw (Incoming Editor)

Pratima (Tima) Bansal and **Marc Gruber** (Incoming Deputy Editors)

This Special Research Forum (SRF) encourages “new ways of seeing.” This theme challenges our community of researchers, and beyond, to consider fresh, novel, and different theoretical positions, assumptions, and frameworks for their topics of interest. In addition, new ways of seeing provides an impetus to engage in meaningful, ground-breaking partnerships with researchers in other disciplines—using, building, or extending conceptual frameworks, research designs, and analytic techniques rooted in disciplines outside of the management domain to advance our understanding of management issues.

We frequently attempt to tackle new problems or study new phenomena, but the theories and frameworks we use are often grounded in thinking from decades ago; the designs we adopt are those bounded by our areas of interest; and the analytic approaches are the latest incremental improvements on our past gold standards. By applying the same theories, logics, and assumptions, we risk “looking for our keys under the lamp post.”

This SRF invites manuscripts that focus on new ways of seeing organizational issues. This SRF focuses on *theory*—the development, extension, or adoption of new frameworks, perspectives, and lenses applied to management and organizational issues. We encourage authors to consider new, alternative frameworks for addressing management topics rather than reformulating commonly used approaches. In line with *AMJ*'s mission, the call is broad and open to all topics, levels of analysis, and research designs. Submitters should articulate how their manuscript offers a contribution consistent with “new ways of seeing.” We hope that this call for new and alternative theory will also spur endeavors that incorporate outcomes beyond those commonly observed in our literature (e.g., short-term, performance-related outcomes). Some examples of broad, interrelated areas below that may be good candidates for new ways of seeing are identified below.

- *Sustainable development*. Sustainable development “meets the needs of present generations without compromising the needs for future generations.” (WCED, 1987). The notion implies new ways of conceptualizing the purpose and outcomes of organizations, but current approaches to

research in this area often apply existing theories and methods to sustainability-related topics (e.g., climate change, biodiversity, poverty). Advancing our knowledge of these issues requires theorizing beyond common performance-related outcomes, to other issues that will ensure the livelihood of future generations, including carbon cycles, supply chains, energy use, and consumption patterns.

- *Pay disparities and other forms of inequality*. Current approaches to the study of these issues are mired in decades-old debates about tradeoffs between effort or motivation and fairness. The extant literature cannot yet disentangle the limits, forms, and conditions under which these differences play out in organizations, forms and facets of disparities and inequalities that hold the most influence on outcomes, and the points at which inequalities become inequitable. Existing studies tend to focus on rather narrow forms of disparities and an even more limited set of outcomes, typically performance. New ways of seeing disparities may include developing or bringing to bear theories of power, status, public policy, culture, and governance.
- *Individual and organizational well-being*. Current approaches seem linked inextricably to long-standing theories of stress, health, and vitality, focused on global perceptions of wellness, or rooted in an organizational interventionist approach. New ways of seeing well-being could include the development or adoption of perspectives outside of management, occupational psychology, and the like, and might include theory and insights from biology, life sciences, engineering, or other unique perspectives.

These categories are simply example areas where new ways of seeing are needed. Many other possibilities and topics would also be good fits for this SRF. The boundaries of the SRF are not dictated by the theoretical or empirical approach, but by adopting or developing unique theoretical lenses that will result in major leaps forward in our understanding. Although we encourage novelty in theorizing and methods, we will uphold *Academy of Management Journal* standards of logical and empirical rigor.

TIMELINE AND SUBMISSION

Submissions must be submitted between December 1 and December 31, 2017. Contributors should follow the directions for manuscript submission described in “Information for Contributors” in the front of each issue of *AMJ* and on *AMJ*'s Contributor Information Page. For queries about submission, contact *AMJ*'s Managing Editor, Michael Malgrande, at mmalgrande@aom.org.

CALL FOR PAPERS

EGOS Colloquium, Sub-theme 21: Migration and the Meaning of Inclusion

To upload your short paper, please log in to the Member Area.

Convenors:

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This sub-theme continues the conversation started in a previous sub-theme (EGOS Colloquium 2015) on migration, work, and organizations. We focus on a 'grand challenge' that has emerged as one of the crucial unresolved problems of our time – the peaceful and productive co-existence of migrants and other members of organizations and societies (e.g., Roder & Muhlau, 2014). Our increasingly global workplace continues to face daily challenges to integrate growing numbers of migrants seeking meaningful work in host societies. Organizations here include workplaces, not-for-profit organizations, activist organizations, as well as political and other democratic bodies. Migrants are professionals, entrepreneurs, factory-workers, front-line service workers, and refugees.

Few issues are as contentious as migration in politics and policy circles, yet within organization studies migration has been dealt with in far less emotive tones, cloaked in the rhetoric and practice of 'diversity' and 'inclusion' (Dietz et al., 2015). Yet the ethical and practical tensions surrounding legitimate self-expression at work (Roberts, 2005; Roberts et al., 2014), social interaction and inclusion (Ayub & Jehn, 2006), as well as equal treatment and opportunity, pose real dilemmas for organizations seeking to do 'Good'. For example, if the Good Organization is seeking 'to produce profit, efficiency, and competitiveness', we address the equally important aspirations of becoming 'inclusive' and valued places to work where diversity can be the foundation for innovation, creativity, and building and sustaining positive work relationships (Zikic, 2015). We hope to provide a site for conversation and trigger critical evaluation of existing struggles to be 'good' towards increasingly diverse talent (ibid.). How can organizational actors balance sustained competitive advantage on the one hand while seeking to create meaningful jobs, and healthy and inclusive workplaces on the other? How are micro-foundations, such as individual identities, impacted by organizational contexts, such as organizational identities, diversity management practices, and the quality of jobs for migrant workers (Yu et al., 2015; Zikic & Richardson 2015)?

We seek to continue to galvanize organizational scholars in examining the antecedents, processes, and outcomes of migration for individuals, organizations, and societies. We welcome interdisciplinary approaches to these issues, as well as discipline-based work from such fields as management, sociology, psychology,

political science, and philosophy. All methods of inquiry as well as theoretical papers are encouraged.

Questions that might be addressed by papers in this sub-theme, by no means exhaustive, include:

- What constitutes Good vs. Bad Organizations in the host societies? What are the characteristics (e.g. size, sector, location, demographic diversity, leadership) predicting Goodness in inclusiveness?
- What organizational practices and processes characterize Good Organizations with respect to migrant inclusion (Nishii, 2012)?
- Decomposing inclusiveness: meanings, antecedents and outcomes.
- How can political processes contribute to or jeopardize integration (Østergaard-Nielsen, 2003)?
- What role does civil society play in dealing with the grand challenge of social and economic integration? How do social movement organizations and NGOs condition the process of integration for refugees and economic migrants (Bloemraad et al., 2010)?
- What is the role of immigrant communities, including diaspora networks in supporting and/or demanding inclusion (Yu, 2014)? What are the relational and social capital foundations of Good Organizations (Sanders et al., 2002) as well as 'Good Societies'?
- How do changes in institutions such as education, workplace discrimination and equal opportunity laws, and welfare-to-work impact inclusion?
- What is the role of organizations that bridge and mediate the migration process, such as recruiters, credentialing organizations, legal firms, and hosting and sending country governments?
- What are the lived experiences of migrant workers, and how are they reflected in the meaning they attach to inclusion (Yu, 2016)? How do migrants navigate the labor market, and what are career and work outcomes for individuals and groups?
- Bridging the micro-macro divide: how do societal and institutional processes impact the Good Organization and migrants themselves?

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Convenors

Kyoung-Hee Yu is a Senior Lecturer at UNSW Business School, Australia. Kyoung-Hee's research examines the impact of institutional and organisational changes on work and employment. Her recent research has examined the influence of commitments to social causes – such as environmental or social justice – on the employment relationship. Kyoung-Hee's research also addresses the impact of international migration on the careers of individual migrants as well as implications for diversity and inclusion in organisations. Kyoung-Hee serves as book review editor and editorial board member of 'Organization Studies', and has been an active member of EGOS since 2006.

Jelena Zikic is an Associate Professor and Graduate Program Director at York University, School of Human Resource Management, Canada. Her program or research centers on career transitions of diverse populations (e.g., unemployed, entrepreneurs, baby boomers, migrants) stress and coping. Currently, she is studying labour market integration of foreign professionals and cross-cultural mentoring relationships. Her work appeared in journals such as 'Journal of Organizational Behavior', 'Human Relations', 'International Journal of HRM', 'Human Resource Management Journal', 'Journal of Managerial Psychology', and 'Journal of Occupational and Organizational Psychology', among others. She has been an active member and convening at EGOS since 2001.

CALL FOR PAPERS

EGOS Colloquium, Sub-theme 60: Sustainable careers: A new paradigm for the contemporary world of work?

Dear all,

We want to invite you to submit your short paper to this year's **EGOS Colloquium, subtheme 60: Sustainable careers: A new paradigm for the contemporary world of work?** (Copenhagen 6-8 July 2017). Within this subtheme we aim to address pertinent questions and research related to the many challenges associated with the sustainability of careers in the contemporary career era.

Deadline for submitting your short paper is **9 January** 2017. More info on:

http://www.egosnet.org/jart/prj3/egos/main.jart?rel=de&reserve-mode=active&content-id=1442567999321&subtheme_id=1442568081077

Best wishes,

Ans De Vos, Marijke Verbruggen and Monika Hamori

Convenors

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Careers form a complex mosaic of objective experiences and subjective evaluations. They unfold over time within an increasingly complex environment. Organizations play an important role in the sustainability of careers through providing different work experiences, opportunities for development and support for work-life balance. These practices might not only contribute to the sustainability of individual careers, but also to the continuity of the organization. In this way, the sustainable career differs from career concepts such as protean (Hall, 2002), boundaryless (Arthur & Rousseau, 1996) and customized careers (Valcour et al., 2007), which are somewhat uncoupled from organizational career management, whereas the sustainable career might particularly serve the concerns of both employees and employers. Yet, many questions remain to be answered as regards the potential mutually beneficial outcomes of sustainable career management.

The rich variety of careers implies that individuals may encounter both 'positive spirals' wherein career episodes over time become enriched, and 'negative spirals' wherein career episodes are characterized by demotivating and/or unrewarding experiences. The complexity of our world today entails many opportunities for individuals to make choices in line with their inner drives, yet there is also an ample list of factors that might put careers 'at risk'. Moreover, what might appear to be a 'successful' or 'satisfying' career in the short run does not always remain so in the long run.

This sub-theme addresses the drivers that contribute to the sustainability of careers at multiple levels. Sustainable careers refer to sequences of work experiences which are characterized by the development, conservation and renewal of individuals' career-related resources over time (Van der Heijden & De Vos, 2015). There are challenges pertaining to the sustainability of careers for individuals in all key stages of the career life cycle: career starters,

mid-career employees with carer responsibilities and older adults (Greenhaus & Kossek, 2014). Furthermore, as workers have moved away from an expectation of life-time employment towards a need to protect their employability, it is important to increase our knowledge of elements that contribute to sustainable careers for all workers, and to further our understanding of the factors at different levels that affect this sustainability (De Vos & Gielens, 2015).

Against this backdrop, we invite papers which address pertinent questions with respect to the sustainability of contemporary careers. We are especially interested in three questions:

- How can organizations facilitate the sustainability of individuals' careers? How can they be "good" with respect to the careers of their employees, and how can such an approach be beneficial for the individual and the organization?
- What factors distinguish sustainable careers from less sustainable ones, recognizing the complexity of the current career context and applying a time perspective?
- What is the role of the individual career actor, which individual factors affect the sustainability of careers at different career stages and in different organizational settings?

Papers can have a theoretical, methodological or empirical focus or combine them. Examples include, but certainly are not limited to conceptual papers on the notion of sustainable careers, its dimensions, antecedents and boundary conditions, methodological papers on how the sustainability of careers can be researched, and empirical papers answering questions related to sustainable careers. We particularly welcome papers addressing sustainable careers from the organizational perspective, consistent with the colloquium theme of "the good organization".

Through the paper presentations and discussions, the debate set up in this sub-theme should result in new insights related to what sustainability of careers entails both from an organizational and individual viewpoint, how the complexity of the current career context provides both opportunities and obstacles for both parties pertaining to the sustainability of careers and how individuals can be engaged in their own career development across career stages and organizational settings, in view of sustainability. The theme of sustainable careers is complex and contains many tensions, the outcomes of the debate within this sub-theme will provide answers to the challenges above both in terms of avenues for future research and actions for stakeholders involved.

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Convenors

Ans De Vos holds a Chair on Sustainable Careers and is Professor of HRM and Organizational Behaviour at Antwerp Management School and University of Antwerp, Belgium. Her research focuses on careers, psychological contracts and employability, and she has published in 'Journal of Organizational Behavior', 'Journal of Vocational Behavior', 'European Journal of Work and Organizational Psychology', among others. She is co-editor of the "Handbook of Research on Sustainable Careers" (EE Publishing).

Monika Hamori is Professor of HRM at IE Business School, Spain. Her research focuses on topexecutive career paths and career success. Her articles were published in 'Organization Science', the 'Academy of Management Annals', 'Human Resource Management' and the 'Harvard Business Review', among others.

Marijke Verbruggen is Associate Professor of HRM at the KU Leuven, Belgium. Her research focuses on career path and transitions, employability, underemployment, work-life balance and person-environment fit. Her articles were published in 'Journal of Vocational Behavior', 'Group and Organization Management' and 'Journal of Occupational Health Psychology', among others.

The Career Forum

The Career Forum is a publication by and for the members of the Careers Division of the Academy of Management and it is produced twice a year.

About Careers Division

The Careers Division of the Academy of Management addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life.

Major topics include: individual career development; career management strategies; career planning; relationships

between human resource systems and careers; life cycle interactions with work; race, culture, and gender effects on careers; labor force diversity; internal labor structures and functions; cross-cultural careers; and effects of demographic and social changes on work.



NEXT ISSUE:

Issues: two times a year

Fall/Winter Issue

Spring/Summer issue

If you have suggestions of things you would like to see included in **The Careers Forum** or changes that you would like made, please send those along as well.

Submissions for news, announcements, and abstracts are accepted on a continuing basis at: j.akkemans@vu.nl.



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the Academy of
Management*