

The Career Forum

Volume 32, Issue 1

Katharina Chudzikowski, Editor

Summer 2013

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The Careers Forum

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Dear all,

Welcome to the Summer edition of the Careers Forum! This edition of the newsletter contains information from our Career Division Officers including details on the upcoming 2013 AoM Annual Meeting in Orlando, member news, and important upcoming dates.

We hope you enjoy the newsletter!

All the best,

Katharina

Katharina Chudzikowski
Careers Forum Editor

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1. News from the Careers Division

A. Letter from our Career Division Chair Julia Richardson



Dear Colleagues,

2013 has been a busy year so far for the Careers Division - our membership continues to grow whilst at the same time maintaining our strong sense of collegiality. Kim Eddleston and Monique Valcour have been very busy in their roles as Program Chair and Professional Development Workshop Chair, putting together what promises to be an outstanding collection of papers, symposia and workshops for the AoM in Orlando in August. Given the high caliber of submissions for the meeting I am sure that we will all be hard pressed to select which presentations and events to attend. Peter Heslin, the Divisional Chair Elect has been busy managing the nominations and selection of the 2013 divisional awards for scholarly submissions. Svetlana Khapova has also been busy putting together an excellent list of candidates to fill vacancies in the Executive. Thank you to all those candidates who were willing to have their names put forward for the positions - without you the Division literally could not exist!

In addition to the scholarly and professional development programs I would like to extend an invitation to all our members to attend the Divisional Social Activities - the PDW Social on Saturday evening and the Divisional Social on Monday evening. Both of these events provide an excellent opportunity to catch up with old friends/colleagues and make new ones.

Of course, not everyone will be able to attend the AoM however for those of you who aren't able to come you can keep up with what is happening in the Division via our recently upgraded website: <http://www.cardiv.org/> We are looking to add content to the site on regular basis so if you have any news or ideas you would like to share with other members please don't hesitate to contact me at jrichard@yorku.ca. In addition to keeping you up to date with matters in the Division, we will be using the site to highlight calls for papers for special editions of journals as well as conferences and opportunities for workshops/meetings related to careers.

Best Regards for 2013

Julia

Julia Richardson

Careers Division Chair, 2012-2013

B. Letter from our PDW Chair Kim Eddleston:

THIS YEAR AOM 2013 PROGRAM



Dear Careers Division Members,

Thanks to the fantastic submissions of our members, we have a sizzling hot program planned for this year's conference in Orlando, Florida. The weather will surely be hot, but our program will be sizzling with excitement!

Our program begins on Friday, August 9th with a great array of PDWs, many of which aim to help you with your academic career. Our competitive program begins on Sunday, August 12th with a discussion paper session on career path choices. During the following days we have a multitude of paper sessions and symposiums that will surely spark discussion and research ideas. For example, we have sessions on under- and un-employment, career success, generational issues, diversity, mentoring and boundary management, to mention a few.

On Monday our plenary session will be held from 1:15-2:45 in the Dolphin Resort, Salon III. Our plenary, “The Stories Behind Some of Management’s Greatest Theories” will reveal the Eureka moments and inspiration behind some of management’s greatest theories. The panel consists of Jay Barney, Karl Weick, Jeff Greenhaus, Alain Verbeke and Denise Rousseau. Each panelist will explain how they created their theory and also how the development of the concept influenced their career. We also have a special prize for one member of our audience. We hope to see you there!

Finally, we have a fabulous Social planned for Monday night from 6:30-8:00. After our business meeting in the Dolphin Resort (Asia 3 Room from 4:30-6:00), we will head to the Epcot Disney Park where we will be escorted to the Canada Terrace in the World Showcase Promenade. Please be sure to meet us at the business meeting or Epcot gate to easily make our way to the Social (no park ticket required for our Social!)

So start planning your AOM Careers Division schedule. We have plenty of hot sessions that will certainly rival Orlando’s summer heat!

Look forward to seeing you there!

Kim Eddleston
Careers Program Chair

C. Letter from our PDW Chair Monique Valcour

THIS YEAR AOM 2013 PDW PROGRAM



Dear Careers Division Members,

Try to arrive early in Orlando, because we have some excellent professional development workshops planned. There is something here for everyone, regardless of what your focus is, what career stage you’re in, or where in the world you live and work. Whether you want to develop your research, gain publishing insights from leading scholars, or develop strategies for managing your career, we have a PDW for you. We have multiple PDWs that are designed to help you successfully navigate various roles and career stages. For example,

“Composing Your Next Life Stage: Navigating the Transition into Late Adulthood” will facilitate reflection and sharing for development of personal insights and the creation of a future research agenda on this topic. “Where in the World? A Guide to International Academic Sabbaticals” brings together a panel of individuals who will share what they learned while taking sabbaticals in countries around the world and help you plan your own international sabbatical. “Insights for Publishing

Careers Research in Top Journals” convenes an all-star panel of career scholars who will share what they've learned and help you on the path to publishing in top journals. “Does This Make Sense or is it Nonsense? Translating Scholarship to Practice-oriented Outlets” is a must for anyone who would like to disseminate their research through the media or practitioner outlets. “Serving as an Associate Dean for Research/Research Director: Learning from Others” will offer insights to people currently serving, preparing to serve or interested in serving in a research director role. “Commuting to Campus: Strategies for Managing Remote Academic Careers” aims to help those who live at a distance from their campuses develop strategies for thriving in a long-distance commuting role.

We have a very innovative doctoral/early career consortium this year focused on helping individuals who have made a mid-career change from working in industry to an academic role. Anyone interested in this workshop, entitled “Doctoral/Early-Career Faculty Consortium for Mid-life Career Changers from Industry to Academia,” can pre-register online. I would also like to call your attention to a Careers PDW that was selected as an All-Academy Theme PDW. “Define ‘Have It All’: A Candid Discussion of the Pursuit of Balance in Academia” brings together an illustrious panel of outstanding women scholars who will candidly share their personal journeys and facilitate discussion among participants to inspire us and help us achieve professional and personal success.

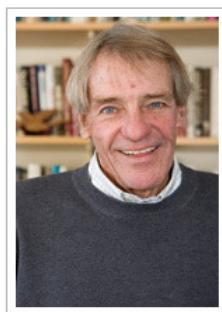
Finally, please plan to join fellow division members at the Careers PDW Social on Saturday evening from 7:00-8:30 p.m. at Il Mulino Restaurant, conveniently located at the Walt Disney World Swan Resort.

This year's Careers PDW program promises to be an enjoyable and enriching experience for all!

Monique Valcour
Careers PDW Chair

2. News for our members

A. Announcement of the Everett Cherrington Hughes Award for 2013



On behalf of the Careers Division, I am delighted to congratulate **Professor John Van Maanen** from the Massachusetts Institute of Technology on being awarded the Division's highest honor, the Everett Cherrington Hughes Award for Careers Scholarship.

The Hughes award recognizes scholarship which 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, and Kathy Kram.

On behalf of the Division, I would like to extend special thanks to the hard work of the Hughes Award Committee, Professor Maury Peiperl (IMD, Switzerland), Professor Monica Higgins (Harvard University, USA) and Professor Denise Rousseau (Carnegie Mellon University, USA).

A formal announcement and presentation of the award will be made at the Divisional Business Meeting at the AoM in Orlando on Monday 12th of August, 4.30pm-6.00pm, WDW Dolphin Resort, Asia 3. Please join us on congratulating Professor Van Maanen on this outstanding achievement.

Julia Richardson
CAR Divisional Chair, 2012-2013

**B. Announcement of an upcoming special issue of the European Management Journal
Volume 31, Issue 5, October 2013, entitled “National context in Work-life Research” by
Ariane Ollier-Malaterre, Monique Valcour, Laura Den Dulk & Ellen Ernst Kossek**

Ollier- Malaterre, A., Valcour M., den Dulk, L. & Kossek, E.E. Theorizing national context to develop comparative work-life research: A review and research agenda.

Trefalt, S., Drnovsek, M., Svetina-Nabergoj, A., & Adlesic, R. Impact of changes in national context on work-life conflict, enrichment and balance: Structuration, social comparison and choice overload as explanatory mechanisms.

Stavrou, E. , & Kassinis, G. Non-standard work arrangements and national context.

den Dulk, L. Groeneveld, S., Ollier- Malaterre, A., & Valcour M. National context in work-life research: A multi-level cross-national analysis of the adoption of work-life policies by employers in Europe.

Berg, P., Kossek, E. E., Baird, M., & Block, R. Cross-national collective bargaining and public policy pathways to work-family policy adoption: A Comparative Case Study of Australia and the United States.

Kim, J. S., & Faerman, S. R. Exploring the relationship between culture and family-friendly programs in the Republic of Korea.

Lobel, S. Predicting organizational responsiveness to poverty: Exploratory models and application to comparison of Brazil and the United States.

C. Special issue call by Akram Al Ariss:

The International Journal of Human Resource Management

Publication details, including instructions for authors and subscription information:

<http://www.tandfonline.com/loi/rijh20>

Special Issue
Human resource management of international migrants

Special issue editors: Dr Akram Al Ariss and Dr Grace Chun Guo

Demographic changes such as ageing populations, decreasing birth rates, and skill shortages have encouraged international migration in most advanced and high potential economies (Carr, Inkson, & Thorn, 2005). In this regard, the significance of international migration to organizations has been increasingly recognized in the management literature (Zikic, Bonache, & Cerdin, 2010). Studies have focused on the problems that migrants face in the context of host country organizations such as discrimination and barriers to their full career development (Joerg, 2010; Cohen, Arnold, & O'Neill, 2011). Regardless of this research attention, human resource management (HRM) of international migrants remains under-researched (Al Ariss & Syed, 2011). For example, we know little about the role of change management, HR leadership, career management, organizational structures, and human resource management in the valuing of migrants' skills and experiences. Such HR issues are important to consider in ensuring better social and organizational opportunities for international migrants (Dickmann & Baruch, 2010).

We are interested in papers that illuminate contemporary and future key HRM developments in the context of international migration. Specifically, the various factors that shape and could improve the situation of international migrants in organizations and societies. These factors include (non-exhaustive list) global and national employment regulations concerning the flows of migration (Healy & Oikelome, 2007); business sectors and corporations in countries of origin/destination and their need for a workforce; migrants' career choices and outcomes (Cooke, 2007; Crowley-Henry, 2012); diversity management of international migrants in terms of religion, ethnicity, gender, and age, among other characteristics. It should also be taken into consideration that migrants' international mobility can be undertaken on a temporary or permanent basis (Andresen *et al.*, 2012), and that migrants can be either skilled or unskilled. Such factors need to be accounted for in tailoring successful organizational HRM policies and practices.

Papers from different geographic regions/ areas are strongly encouraged. Papers could explore transverse research questions from cross-national comparative and interdisciplinary perspectives but the key focus should remain on topics related to management and organizations. Contributions can use different methodologies and are encouraged to bring comparative country perspectives. Papers need to bring strong theoretical contributions and to create a bridge with HRM practices. Research questions include:

- What dimensions of migration are emerging in human resource management? How and with what implications to businesses and to HR practitioners?
- In terms of HRM, what can be learned from cross-national comparisons of migration policies and practices at the societal, organizational, and individual levels? What are the challenges and what are the remedies to address them?

- How can institutions and organizations offer support, in terms of HR practices such as recruitment, selection, and employee retention, for migrants to succeed in their careers?
- What is the role of leaders in organizations, governments, NGOs, and international institutions, in shaping the talent management of migrants? How does this affect local and international HRM practices?
- How can human resource tools such as staffing, development, appraisal, rewards, and communication enable and empower migrants in organizations?
- How do HR leaders understand employee engagement, workplace democracy, and employee participation in the context of their migrant workforce?
- How can strategic HRM contribute to combating discrimination against migrants and to better valuing and managing their human capital?
- What can be learned from expatriation studies with regard to understanding HRM of international migrants?
- What new human resource theoretical frameworks and concepts would be useful in recognizing the complexity of international migration?

Important deadlines:

31 October 2013: Submission of full papers for refereeing.
2014: Journal volume published.

Guest editors:

1. Professor Akram Al Ariss, Université de Toulouse, Toulouse Business School, France
Email: info@akramalariss.com
2. Dr Grace Chun Guo, John F. Welch College of Business, Sacred Heart University , USA.
Email: chun-guog@sacredheart.edu

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- Zikic, J., Bonache, J., & Cerdin, J.-L. 2010. Crossing national boundaries: A typology of qualified immigrants' career orientations. *Journal of Organizational Behavior*, 31(5): 667-686.

3. Mark your Calendar: AoM Meeting, Orlando

A. Announcement of this year Doctoral and Early Career Consortium:

Program Session #: 201 | Submission: 11619 | Sponsor(s): (CAR)

Scheduled: Saturday, Aug 10 2013 8:00AM - 11:00AM at WDW Dolphin Resort in Salon A3

Doctoral/Early-Career Faculty Consortium for Mid-life Career Changers from Industry to Academia

Industry-to-Academia Careers

Organizer: **Kathleen Relihan Buse**; Case Western Reserve U.;

Organizer: **Ruth Sessler Bernstein**; Pacific Lutheran U.;

Organizer: **Martin Gubler**; ETH Zurich;

Panelist: **Julia Richardson**; York U.;

Panelist: **Glen J. Weaver**; Hood College;

Panelist: **Ronald William Eastburn**; U. of South Alabama;

Panelist: **Deborah Anne O'Neil**; Bowling Green State U.;

Panelist: **Ellen Brooks Van Oosten**; Case Western Reserve U.;

Panelist: **Margaret M. Hopkins**; U. of Toledo;

Panelist: **Michael Dickmann**; Cranfield U.;

Panelist: **Linda M Pittenger**; Stevens Institute of Technology;

Panelist: **Torsten Weber**; Bridging People and Ideas;

Panelist: **Jeffrey D. Yergler**; Golden Gate U.;

Individuals who join academia in their mid- or late careers face various institutional barriers and prejudices because they often lack traditional academic credentials such as long publication lists or a strong track record of scholarly presentations at national or global conferences. These men and women have professional expertise and practical insight that, when coupled with their research interests, can make them highly effective academics and bring increased credibility to their academic communities. However, their practical professional background is often undervalued within the academic community, and they have few role models to turn to for career guidance. Therefore, we offer this PDW as an alternative or additional professional development opportunity for doctoral students and early- career faculty whose profiles differ from that of the classic Academy consortium participant. This PDW is designed for people who have significant work experience outside of academia, who made a midlife career change to pursue a doctorate, and/or who envision a career combining industry and academia. We also invite academic gatekeepers, such as chairs, deans, and provosts, to join this conversation about how to make a successful transition from practice to academia and how universities might better capitalize on the valuable experience of such individuals.

Pre-registration is required for this workshop. To register online, please visit

<https://secure.aomonline.org/PDWReg>. The deadline to register online is August 7, 2013.

B. Announcement of a PDW on Serving as an Associate Dean for Research/Research Director by Yehuda Baruch:

Program Session #: 294 | Submission: 11187 | Sponsor(s): (CAR, GDO, RM, OMT, ENT, AAM)
Scheduled: Saturday, Aug 10 2013 11:45AM - 1:45PM at WDW Dolphin Resort in Oceanic 2

Serving as an Associate Dean for Research/Research Director: Learning from Others

Serving as an Associate Dean

Facilitator: **Yehuda Baruch**; Rouen Business School;

Panelist: **David P. Lepak**; Rutgers U.;

Panelist: **Abby Ghobadian**; U. of Reading;

Panelist: **Pawan S. Budhwar**; Aston U.;

Panelist: **Yingchan Edwin Tang**; National Chiao Tung U.;

This professional development workshop is designed for those who currently serve as Associate Dean for Research or are incoming Associate Deans for Research, as well as for those who may wish to serve in this role. Other related roles of interest for this PDW are serving as Director of research center or presidents of research academies. The purpose of the professional development workshop is to discuss key issues that confront Associate Dean for Research and to share experiences with others. The PDW will begin with a plenary session, followed by breakout sessions, which allow for opportunity to learn from and socialize with other Associate Deans for Research. The plenary includes current and past Associate Deans for Research from various institutions (both USA and global) who will highlight the key challenges and issues that Associate Deans for Research face. These include (but not restricted to) the following: Why serving in this role; how to be selected/elected; setting vision; managing the flow; dealing with challenging cases. The breakout sessions will focus on the following topics: (1) People management issues - Faculty Recruiting and careers of faculty; Evaluating and Mentoring Faculty on Research; Low research-performing Faculty; (2) Budget management; (3) Managing Relations across the Business School; and (4) Managing Time and Conflict.

Search Terms: Academic leadership , Research management , Academic career

C. Announcement of a Showcase Symposium on Women on Corporate Boards by Siri Terjesen:

Program Session #: 1357 | Submission: 11362 | Sponsor(s): (GDO, CAR)
Scheduled: Tuesday, Aug 13 2013 9:45AM - 11:15AM at WDW Dolphin Resort in Salon IV

Women on Corporate Boards: New Insights from Global Research

Women on Corporate Boards

Showcase Symposium

Organizer: **Siri Ann Terjesen**; Indiana U., Bloomington;

Women on Corporate Boards: New Insights from Global Research The symposium comprises presentations of seven research projects on the phenomenon of women on corporate boards. The global author team (18 authors from 9 countries and 15 institutions) will share their latest findings. The diversity of topics (i.e., gender quota legislation, director role identities, board composition-firm performance relationship), theories (i.e., welfare state, political systems, institutions, agency, path dependency, social role identity, human capital, social capital, sensemaking), data and methodologies (i.e., interviews with board members, secondary data, UCINET, logistic regression, content analysis), and country environments (i.e., detailed discussion of Australia, France, Germany, Iceland, India, Italy, Norway, Spain, UK, US; mention of 25 other countries) is deliberate, and expected to stimulate a rich debate of findings and discussion of critical future developments in the field. This is the first opportunity that each paper will be presented to a scholarly audience; however all the papers are well developed with interesting analyses of respective data. Additionally, we will provide time in the symposium to invite audience members to share their perspectives on these findings and any findings from their related research.

D. Mark your calendar for the upcoming events at the Annual Meeting, by Isabel Metz:



ACADEMY OF MANAGEMENT
73RD ANNUAL MEETING
DIVERSITY & INCLUSION THEME COMMITTEE
Program

Chair: Bernardo Ferdman, Alliant International U.

PDW Chair: Eddy Ng, Dalhousie U.

Communications Chair: Isabel Metz, U. of Melbourne

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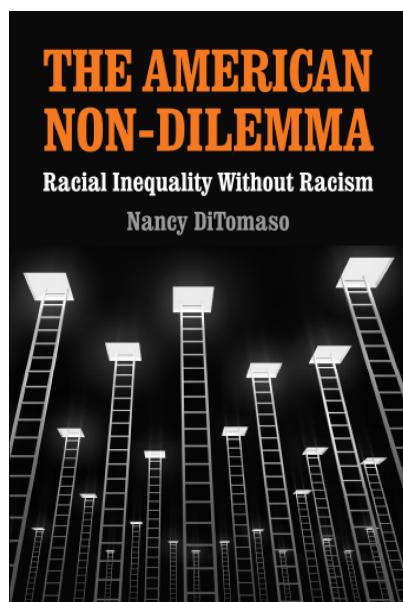
Friday, Aug 9 2013	
10:00AM - 12:30PM WDW Dolphin Resort in Oceanic 7	<p>Hidden in Plain Sight: Strategies for Studying Hard-to-Find, or Invisible Populations <i>Hidden/Invisible Populations</i></p> <p>In this workshop we will explore some of the key methodological issues and strategies related to the study of invisible or hard-to-find populations. The PDW is designed to help participants build a community of international scholars across, and inclusive of, all management disciplines represented at the Academy, who study hard-to-find populations. As a means of seeding discussion, the panel will provide a series of short presentations covering a variety of challenges associated with the study of these populations. This session will offer participants plenty of opportunity for both guided and open engagement with both the panel and other attendees.</p> <p>Roxanne Beard; Ohio Dominican U. Robyn A. Berkley; Southern Illinois U., Edwardsville Nicole Cundiff; U. of Alaska Fairbanks Nicholas Hoffman; Southern Illinois U. Carbondale Donna Maria Blancero; Bentley U. Michelle R. Hebl; Rice U. Amy KlemmVerbos; Central Michigan U.</p>
10:30AM - 12:30PM WDW Dolphin Resort in Europe 2	<p>Eliciting Best Practices of Inclusion within AOM <i>AOM Inclusion Best Practices</i></p> <p>The purpose of this PDW is to engage attendees through an Appreciative Inquiry-inspired exploration of their peak moments of inclusion within AOM. We intend to attract members from each Division/Interest Group (DIG). We intend to advertise with each DIG's PDW Chair and on their distribution lists, newsletters, Facebook, and AOMConnect pages. We particularly want to attract a group diverse in terms of career stage, racioethnicity, nationality, philosophical stance, and discipline. The deliverable from this workshop is to provide the Diversity & Inclusion Theme Committee (DITC) with the collective feedback of the group, with the goal of further increasing members' levels of perceived inclusion within the AOM.</p> <p>J. Goosby Smith; Pepperdine U. Josie Lindsay; Bell & Lindsay, Inc.</p>
3:00PM - 5:00PM WDW Dolphin Resort in Europe 6	<p>Diversity and Inclusion in AOM Divisions: Survey Results, Best Practices, and Action Plan <i>Diversity & Inclusion Survey</i></p> <p>The Diversity and Inclusion Theme Committee will conduct a Diversity and Inclusion</p>

	<p>survey of the AOM membership during the spring in 2013. During this workshop, a representative for the D&ITC will present results for AOM as a whole, as well as for each division. This is a great opportunity for AOM division e-board members to gain information about their members' perceptions of how effectively the division is addressing diversity and inclusion issues. The results presented will generate a cross-division discussion about how each division approaches diversity and inclusion issues, in addition to sharing best practices that have been or need to be implemented to further AOM's diversity and inclusion goals.</p> <p>Restricted to Divisional Officers and by invitation only.</p> <p>Christina L. Stamper; Western Michigan U. Bernardo M. Ferdman; Alliant International U. Patrick F. McKay; Rutgers U. Yvonne Benschop; Radboud U. Nijmegen Isabel Metz; U. of Melbourne Eddy S. Ng; Dalhousie U. Stella M. Nkomo; U. of Pretoria Quinetta Roberson; Villanova U.</p>
Saturday, Aug 10 2013	
3:00PM - 5:00PM WDW Dolphin Resort in Europe 2	<p>Diversity and Inclusion in the Academy: A Town Hall Meeting <i>Diversity & Inclusion in AOM</i></p> <p>At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall, and describe our work on a strategic doing proposal, and a survey of AOM members. Most of the session will focus on participant sharing of inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion. As the Committee prepares to assess the state of diversity and inclusion in the Academy, your input will allow this effort to be aligned with the hopes and aspirations of our diverse members. It will also help work toward developing guidelines and tools for diversity and inclusion practices in AOM. Committee members are Yvonne Benschop, Bernardo Ferdman (Chair), Patrick McKay, Isabel Metz, Eddy Ng (PDW Chair), Stella Nkomo, Quinnetta Roberson, Lynn Shore, and Christina Stamper. D&ITC</p> <p>Connections Cafe to follow - all AOM members invited.</p> <p>Eddy S. Ng; Dalhousie U. Bernardo M. Ferdman; Alliant International U. Yvonne Benschop; Radboud U. Nijmegen Patrick F. McKay; Rutgers U. Isabel Metz; U. of Melbourne Stella M. Nkomo; U. of Pretoria Quinetta Roberson; Villanova U. Christina L. Stamper; Western Michigan U.</p>
4:00PM - 6:30PM WDW Dolphin Resort in Salon A1	<p>Queer in the Academy - 2003 :: 2013 :: 2023 <i>Queer in at the Academy 2023</i></p> <p>Looking ten years down the road, what would LGBTQ-inclusivity at the Academy of Management look like? This session is intended for LGBTQ members and allies at the Academy. We will take stock of the state of the community and its members, and consider the future of the community. Changes within the Academy (and in broad society) over the past decade suggest that the needs of the community are changing: for younger and new members of the Academy as well as for longer-time members. Through facilitated discussion, the purpose of this session is to give Academy members voice as we explore the different inclusion needs of the LGBTQ community. We seek to identify a set of concrete initiatives and leaders for those initiatives to carry forward the interests of LGBTQ (Gay, Lesbian, Bisexual, Transgendered, Queer) members of the Academy.</p>

	<p>Ron Ophir; York U. Gerardo Okhuysen; U. of Utah Jone L. Pearce; U. of California, Irvine S. Gayle Baugh; U. of West Florida Bernardo M. Ferdman; Alliant International U. Angeline Lim; Organisation Solutions Gerardo Okhuysen; U. of Utah Ron Ophir; York U.</p>
5:15PM - 7:15PM WDW Dolphin Resort in Europe 2	<p>Diversity and Inclusion Connections Cafe. <i>Connections Café (Social)</i></p> <p>All AOM members are invited to connect with other members at this social following the D&ITC Townhall. We are also seeking new committee members.</p> <p>Bernardo M. Ferdman; Alliant International U. Eddy S. Ng; Dalhousie U. Yvonne Benschop; Radboud U. Nijmegen Patrick F. McKay; Rutgers U. Isabel Metz; U. of Melbourne Stella M. Nkomo; U. of Pretoria Quinetta Roberson; Villanova U. Christina L. Stamper; Western Michigan U.</p>

4. Book Corner

- A. Nancy DiTomaso would like to announce her new book: **The American Non-Dilemma: Racial Inequality Without Racism**, New York: Russell Sage Foundation, 2013, which focuses on how people get jobs especially over their lifetimes and how this search for jobs that are protected from market competition shapes their outlooks with regard to inequality and civil rights.



The Civil Rights movement of the 1960s seemed to mark a historical turning point in advancing the American dream of equal opportunity for all citizens, regardless of race. Yet 50 years on, racial inequality remains a troubling fact of life in American society and its causes are highly contested. In *The American Non-Dilemma*, sociologist Nancy DiTomaso convincingly argues that America's enduring racial divide is sustained more by whites' preferential treatment of members of their own social networks than by overt racial discrimination. Drawing on research from sociology, political science, history, and psychology, as well as her own interviews with a cross-section of non-Hispanic whites, DiTomaso provides a comprehensive examination of the persistence of racial inequality in the post-Civil Rights era and how it plays out in today's economic and political context.

Taking Gunnar Myrdal's classic work on America's racial divide, *The American Dilemma*, as her departure point, DiTomaso focuses on "the white side of the race line." To do so, she interviewed a sample of working, middle, and upper-class whites about their life histories, political views, and general outlook on racial inequality in America. While the vast majority of whites profess strong support for civil rights and equal opportunity regardless of race, they continue to pursue their own group-based advantage, especially in the labor market where whites tend to favor other whites in securing jobs protected from market competition. This "opportunity hoarding" leads to substantially improved life outcomes for whites due to their greater access to social resources from family, schools, churches, and other institutions with which they are engaged.

DiTomaso also examines how whites understand the persistence of racial inequality in a society where whites are, on average, the advantaged racial group. Most whites see themselves as part of the solution rather than part of the problem with regard to racial inequality. Yet they continue to harbor strong reservations about public policies—such as affirmative action—intended to ameliorate racial inequality. In effect, they accept the principles of civil rights but not the implementation of policies that would bring about greater racial equality. DiTomaso shows that the political engagement of different groups of whites is affected by their views of how civil rights policies impact their ability to provide advantages to family and friends. This tension between civil and labor rights is evident in Republicans' use of anti-civil rights platforms to attract white voters, and in the efforts of Democrats to bridge race and class issues, or civil and labor rights broadly defined. As a result, DiTomaso finds that whites are, at best, uncertain allies in the fight for racial equality.

Weaving together research on both race and class, along with the life experiences of DiTomaso's interview subjects, *The American Non-Dilemma* provides a compelling exploration of how racial inequality is reproduced in today's society, how people come to terms with the issue in their day-to-day experiences, and what these trends may signify in the contemporary political landscape.

For more information please see:

<https://www.russellsage.org/publications/american-non-dilemma>

http://www.amazon.com/American-Non-Dilemma-Racial-Inequality-Without/dp/0871540800/ref=sr_1_1?s=books&ie=UTF8&qid=1359224374&sr=1-1&keywords=DiTomaso

B. Announcement of new book releases by Akram Al Ariss:

- Co-Author: Human Resource Management, Arab World Edition, Pearson (2012)
<http://www.pearsonmiddleeastawe.com/arab-world-titles/human-resource-management>
- Co-editor: Self-initiated Expatriation: individual, organizational, and national perspectives, Routledge (2012)
<http://www.routledge.com/books/details/9780415536455/>

5. Other contributions

A. Announcement - contributions by Ariane Ollier-Malaterre:

Ollier-Malaterre, A., Rothbard, N., & Berg, J. (2013). When worlds collide in cyberspace: How Boundary Work in Online Social Networks Impacts Professional Relationships. *Academy of Management Review*, doi: 10.5465/amr.2011.0235

Ollier-Malaterre, A., McNamara, T., Matz-Costa, C., Pitt-Catsouphes, M., & Valcour, M. (Forthcoming). Looking Up to Regulations, Out at Peers or Down at the Bottom Line: How Institutional Logics Affect the Prevalence of Age-Related HR Practices. *Human Relations*, doi: 10.1177/0018726713478244

B. Announcement - contributions by Beatrice van der Heijden:

Muller, A., De Lange, A., Weigl, M., Oxfart, C., & Van der Heijden, B. (2013). Compensating losses in bridge employment? Examining relations between compensation strategies, health problems, and intention to remain at work. *Journal of Vocational Behavior*, 83, 68-77.

Van der Lee, A.T., Semeijn, J.H., & Van der Heijden, B.I.J.M. (accepted). Multi-source ratings on managerial competencies and their predictive value for managerial and organizational effectiveness. *Human Resource Management*.

Bal, P.M., De Lange, A.H., Zacher, H., & Van der Heijden, B.I.J.M. (accepted). A lifespan perspective on psychological contracts and their relations with organizational commitment. *European Journal of Work and Organizational Psychology*.

Van Selm, M., & Van der Heijden, B.I.J.M. (2013). Communicating employability enhancement throughout the life-span: A national intervention program aimed at combating age-related stereotypes at the workplace. *Educational Gerontology*, 39, 259-272.

C. Announcement - contributions by Yehuda Baruch:

Baruch, Y. Dickmann, M. Altman, Y. & Bournois, F. (2013, in press). Exploring international work: Types and dimensions of global careers. *International Journal of Human Resource Management* doi:10.1080/09585192.2013.781435

Forstenlechner, I. Selim, H. M. Baruch, Y. & Madi, M. (2013, in press). Shifting career paradigms in emerging economies: Career exploration and employability in the private and public sectors. *Human Resource Management*.

Baruch, Y. (2013, in press). Careers in Academe: The Academic Labour Market as an Eco-System. *Career Development International*, 18, 2,

Baruch, Y., Ghobadian, A. & Özbilgin, M. (2013, in press). Open access – the wrong answer to a complex case: A response to the Finch Report. *British Journal of Management*.

D. Presentation of research interest and linking it to practical experience by Chantal Gardner:

Presentation of my research interest

The traditional linear and hierarchical career is becoming less common as we are entering the “boundaryless” world where flexible, non-hierarchical, protean or portfolio careers flourish.

As a consequence, midlife, generally situated between 40 and 50 years old, is no longer the time where the individuals consolidate a career, but a time where they are likely experiencing a career change, whether by choice or because they are forced to it. The issue is that these individuals are often caught by surprise and very few are ready for this change.

My research is set in this context. I intend to study key success factors to ensure employability after the age of 45 in the current market environment. I am particularly interested in the concept of responsibility and agency vs social and personal boundaries. I am currently in the early process and will define a more precise question of research in the coming year.

I am a senior consultant with expertise in career management and career transition. I am the founder of Quadr'up, a consulting firm specialized in mid life career change. I also have solid experience in executive coaching, assessments, and assessment centres. I am certified in MBTI, Insights MDI and Birkman.

My background is supplemented and enhanced by nearly twenty years of international management experience. I held responsibilities in the Finance, Change management and Human Resources functions in Switzerland, France, USA, UK, Japan, Hong Kong and Russia.

My academic credentials include an MBA from Wake Forest University, USA, a postgraduate degree in “Management of competencies and careers” from the University of Lausanne and an Executive Master in change management from Oxford University. I am currently completing a doctoral degree at Grenoble Ecole de Management, in my area of research on midcareer management. Contact: chantal.gardner@bluewin.ch

6. About the Careers Division

A. Note from the Careers Forum Newsletter Editor, Katharina Chudzikowski:

The Careers Division 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 market structures and functions; cross-cultural careers; and effects of demographic and social changes on work.

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.

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:
k.chudzikowski@bath.ac.uk.

We're on the web! The Careers Division home page:

<http://www.cardiv.org/>