



The Career Forum

Jos Akkermans, Editor & Rowena Blokker, Associate Editor

Volume 36, Issue 1

SUMMER 2017

CONTENTS

NEWS FROM THE CAREERS DIVISION.....	P2
NEWS FROM OUR MEMBERS.....	P6
CALL FOR PAPERS.....	P8
CAREERS DIVISION NOMINATIONS AND AWARDS.....	P9
CAR DOCTORAL CONSORTIUM.....	P18
DIVERSITY AND INCLUSION THEME COMMITTEE.....	P19
COMMUNITY OF ACADEMY SENIOR SCHOLARS (CASS).....	P24
SPONSORS.....	P25
THE CAREER FORUM.....	P27

2016-2017 CAREER DIVISION OFFICERS

Corinne Post, Division Chair
Lehigh University, USA
coripost@optonline.net

Bert Schreurs, Division Chair Elect
Maastricht University, Netherlands
b.schreurs@maastrichtuniversity.nl

Scott Seibert, Division Program Chair
University of Iowa, USA
scott-seibert@uiowa.edu

Jamie Ladge, Division PDW Chair
Northeastern University, USA
j.ladge@northeastern.edu

Tania Casado, Outgoing Division Chair
University of Sao Paulo, Brazil
tcasado@usp.br

Denise Marie Jepsen, Treasurer
Macquarie University, Australia
denise.jepsen@mq.edu.au

Fida Afiouni, Secretary
American University of Beirut, Lebanon
fa16@aub.edu.lb

Jos Akkermans, Career Forum Editor
VU Amsterdam, Netherlands
j.akkermans@vu.nl

Dear all,

The Academy of Management Conference 2017 in Atlanta is approaching fast! You will find a lot of information about CAR activities in this newsletter, both via the contributions of the executive team and in the form of conference activities provided by their organizers. Hopefully, this will get you - even more! – enthusiastic about this year's meeting in Atlanta, and the activities that we offer for you. Besides the conference, you will also find an update about several conference, special issues, and recent publications.

In this newspaper, we would also like to emphasize our gratitude to the many sponsors that have helped us to organize our events this year. You will see all their names and logos in this newsletter.

I hope you enjoy the summer edition of the CAR newsletter. If you have any further questions, comments, or already some input for the next newsletter: please let me know.

I look forward to seeing you all in Atlanta in August!

All the best,

Jos



NEWS FROM THE CAREERS DIVISION

Letter from our Division Chair Corinne Post

Dear CAREERS Division Members and Friends,

With the 2017 AOM meeting on the horizon, I am delighted to invite you to join us in Atlanta, August 4-8, for an exceptional program. Thanks to your quality submissions and reviews, **Scott Seibert**, Program Chair, and **Jamie Ladge**, PDW Chair, have put together an outstanding conference that will make you proud of our division. We are confident that you will find multiple options to feed your interests among the collection of papers, symposia, and professional development workshops we have to offer.

As to the social scene, a big shout-out to **Fida Afioni**, **Lauren Keating** and **Emma Parry** for planning our CAREERS socials, which this year will include some surprise activities. So, don't miss out! Join us on Saturday night for our PDW Social (7:30PM-9:30PM, offsite at Alma Cocina, <http://alma-atlanta.com/>) and on Monday night for our Division Social (6:15PM-8:15PM, Hilton, Grand Ballroom A.)

It has been an honor and a pleasure to serve as CAREERS Division Chair this past year and to work with such a dedicated team. I look forward to sharing with you our accomplishments and new goals, aimed at enhancing the quality and quantity of conference submissions, providing year-round value to all of our members, ensuring our division's financial stability, and aligning our membership

membership with AOM membership trends. To hear all about new and upcoming activities, please attend our **Business Meeting on Monday August 7** (4:45PM-6:15PM, Hilton, Grand Ballroom A). Also at our business meeting **Bert Schreurs**, incoming Division Chair, will be our 'master of ceremony,' recognizing our award winners and sponsors.

Last but not least, please also join me in recognizing **Tania Casado** and her nominations committee for presenting us with this year's slate of candidates. And, if you are interested in getting more involved in the CAREERS Division, please let me know. We are always searching for volunteers and new additions to our leadership team (cgp208@lehigh.edu).

Thank you again for all of your time and efforts and for your participation in our division's activities. If you are heading to Atlanta in August, I certainly look forward to seeing you there, as well as to catching up with old friends and longstanding colleagues, and to meeting new scholars in CAREERS and the Academy.

Corinne Post
Division Chair 2016-2017



Letter from our Past Division Chair

Dear Careers Division Members,

The Past Division Chair has the noble task of taking care of the future of the Division, but I would not be able to make it without the help of our people at Careers Division.

Thank you all for voting! You responded to Careers Division requests and we reached one of the highest percentages of votes in AOM.

Elections are an excellent way for participation and our members did it well. We can be proud of the high level of all the candidates that made hard our task in choosing among them.

Thank you to our Nomination Committee: Robert Ford, Jos Akkermans, Bert Schreurs, Emma Parry and Rick Cotton. You are real partners.

AOM staff, specially Kerry Ignatz, deserves our thank you as well. Kerry was always there to respond to our doubts and to give us advices for a better process.

And a big and special THANK YOU to all the nominees and candidates. For those who were elected: Welcome to Executive Committee! For those who were not elected this year: we want you to be a candidate again in the future; the Careers Division needs you!

I'm very pleased to announce the new officers:

PDW Chair - Gina Dokko
Secretary - Ryan Klinger
Representatives at Large - Evgenia Lysova
Ariane Froidevaux
Daniel Spurk

I'm sure you will have a lot of interesting work and fun!

Being in charge of the elections has been a great way of ending a "career cycle" at the Careers Division. It was an amazing experience: learning, work, fun and friends - I had it all.

I wish to continue working for Careers Division. Leaving the

Executive Committee will give me time to dedicate to a new project: the Mentoring Program in partnership with CASS.

Looking forward to meeting you in Atlanta.

Warm regards and abraços,

Tania Casado.
Careers Division Past Division
Chair.



Letter from our Division Chair-Elect

Dear colleagues and friends,

The die is cast. The Careers' Division PDW and Scholarly Program for the upcoming Atlanta conference are now being finalized. Thanks to all of you for submitting your work to our division. From the many excellent submissions, Scott Seibert (Program Chair) and Jamie Ladge (PDW Chair) were able to cherry-pick the very best. They both have been working hard to put together an interesting and informative program that promises to offer something for everyone.

As division chair-elect, I am entrusted with the responsibility and pleasure to organize the division-specific awards. To this end, five award committees were put in place, one for each award:

- Best Overall Paper award (sponsored by **Sage**)
- Best International Paper award (sponsored by **Wiley**)
- Michael Driver Best Applied Paper award (sponsored by **Elsevier**)
- Arnon Reichers Best Student Paper award (sponsored by the **Reed Center**)
- Best Symposium award (sponsored by **Emerald**)

Each award committee was chaired by one of our Representatives-at-Large. I am indebted to **Akram Al Ariss**,

Rick Cotton, Belinda Allen, Andreas Hirschi, and Wendy Murphy for graciously serving as award committee chairs this year. Each award committee consisted of a mix of our division's best reviewers, past award recipients, and expert members nominated by the award committee chairs: Jos Akkermans, Igor Bartolec, Yehuda Baruch, Gayle Baugh, Kathleen Buse, Katharina Chudzikowski, Marian Crowley-Henry, Serge da Motta Veiga, Ans De Vos, Gina Dokko, Mike Dunn, Kyle Ehrhardt, Stefanie Gustafsson, Jim Jawahar, Anya Johnson, Jessie Koen, Evgenia Lysova, Raymond Loi, Brent Lyons, Ariane Ollier-Malaterre, Ed Shardlow, Yusuf Sidani, Daniel Spurk, Sherry Sullivan, Marijke Verbruggen, and Jeffrey Yip. **Thunderous thanks** for your generous and diligent service to our division!!

I invite you to join me in celebrating the finalists and winners of our division's awards. The award ceremony is scheduled to take place during the Careers' Division Business Meeting (Monday August 7th between 4:45 and 6:15 PM in the Grand Ballroom A of Hilton Atlanta). Afterwards, during the Careers' Division Social, we will raise our glasses to finalists and winners, to great friends, and to another successful AOM conference.

Cheers,
Bert Schreurs
Division Chair-elect



Letter from our Program Chair

Dear colleagues and friends,

First, a great big THANK YOU to all of you who have contributed to the 2017 Careers Division program as authors, presenters, reviewers, emergency reviewers, award judges, and session chairs, friends and advisors. Without you there would be no program this year – literally! Many of us all over the world have felt this to be a turbulent year, but the level of commitment all of you have shown to our scholarly calling throughout this year has been inspiring. But a shout-out to our careerist side too – nothing wrong with a little networking and getting ahead, am I right? This year's AOM theme is "At the Interface" and I think our program will demonstrate that the Careers Division is well placed to grapple with the intellectual challenges and opportunities such a theme presents.

The **Careers Division Scholarly Program** in Atlanta consists of 24 symposia, 15 paper sessions and two discussion paper sessions. There is so much to sample from, and I encourage you to explore the exciting range of material we offer. For example, one of our showcase symposia examines the dynamics of virtual developmental relationships in the digital age while another explores the problems and coping strategies of refugees in Europe as they try to enter the labor market in their new home countries. Other symposia and paper sessions cover the vast landscape that makes up careers studies, including mentoring and developmental relationships, career adaptability and career success, career mobility and boundaryless careers, international and expatriate careers, diversity, gender bias and sexual harassment, work-family balance, psychological contracts, positive psychology and meaningful work and temporary and non-traditional career patterns. Whew! As you can see, the Careers research represented this year has depth and relevance, makes use of multiple sources of data, and reflects a range of methodological, theoretical, and perhaps even ideological perspectives. I encourage you to attend as many of the Careers division symposia and paper

sessions as possible to learn from this diversity of perspectives.

I'm also excited to remind you that the **Everett C. Hughes Award Speech** that will be delivered by **Denise Rousseau**, H.J. Heinz II University Professor of Organizational Behavior and Public Policy, Carnegie Mellon University. The Hughes Award for Careers Scholarship recognizes work that has made a significant contribution to the task of linking careers theory with the broader field of organization studies. It is the Career Division's premier award, a way of honoring those who have worked to build bridges between careers and other areas of organizational enquiry. We have asked Denise to reflect upon her amazing academic career and the many contributions she has made, as well as to suggest some exciting future directions for careers research. I'm certain the talk will be interesting, insightful and inspiring (no pressure, Denise!). We are holding this talk in place of the Careers plenary session in order to maximize the number of Careers and other scholars in attendance. The session takes place on Monday, August 7, from 3 – 4:30 pm. Please help us welcome and celebrate the many accomplishments of Denise and what she has given to the field of Careers Studies.

Following Monday's **Business Meeting** (Monday, Aug. 7, 4:45 – 6:15pm), you are all cordially invited to the **Division Social Event** that will take place on-site immediately after (6:15 – 8:15pm). Food and drinks for this social event were planned by Lauren Keating and the event is a perfect opportunity to meet, reconnect, network (I told you we all have a careerist side) or just enjoy the other members of the Careers Division and the Academy.

Scott Seibert
Careers Division Program Chair
University of Iowa
University of Oregon (after June 15)



Letter from our Division PDW Chair

Greetings Career Division Members! Our 2017 meeting is coming up fast and I'd like to give you a brief overview of the **Careers Division PDW Program**.

First, I would like to thank all of you who submitted a PDW proposal. We had many interesting and innovative proposals this year! We had a good year in terms of the number and quality of proposals; **twelve** PDW career-sponsored proposals and **46** co-sponsored PDW proposals were submitted. Unfortunately, this year we had only fifteen hours of PDW time available since AOM allocates PDW time based largely on the number of division members. Therefore, only two-thirds of the submissions could be accepted which forced me to make some very difficult choices. My goal was to try to balance out the program with developmental sessions that cover multiple career stages. I also tried to include sessions that would appeal to a wide array of scholars based on the vast research and teaching interests of members of our division. I also wanted to continue to include established PDW favorites, incorporate new and innovative topics that we haven't seen before and include sessions that fit to the conference theme "At the Interface." I believe our members will benefit from the great mix of PDW sessions we are offering this year.

In terms of PDW sessions focused on different career stages, we have two great programs for those in early and late career stages including the "Careers Doctoral Consortium" and the "Energizing Senior Faculty" PDW. In addition, we have a new program that spans all stages of academic careers with a focus on boundary crossing called "Becoming Academics." We hope these sessions will appeal to AOM members who might view the Careers Division as a second, if not their first home in the academy. Please note that the doctoral consortium program requires pre-registration to attend. Lastly, a continuing favorite: "Career in the Rough: A Research Development Workshop," includes many of the top names in the Careers area with up and coming scholars who submit papers in the formative stage for feedback and advice.

Pre-registration and a manuscript nearly ready for submission to a journal is required. To register to those PDWs with a required pre-registration go to:

<http://aom.org/annualmeeting/registration/pdw/>.

Several of our programs this year are appropriately tied to the AOM conference theme "At the Interface" with a focus on bridging multiple disciplines, crossing national boundaries and intersecting multiple theoretical perspectives. For those interested in learning about how to conduct careers research across different contexts including multi-disciplinary and cross-national environments, consider attending the session "Let's Talk about Context: Theorizing the Role of Place." Another session will explore making connections that bridge research, policy and practice as it relates to integrating "Parenthood and Careers." This session will include researchers, policy advocates as well as practitioners who will discuss how to bridge these three, disparate domains to foster individual and organizational change. Lastly, we have a "Professional Identity Development" PDW that will explore how to study intersecting identities, raise awareness and connection across multiple theoretical perspectives and foster a network of support for future work in this area.

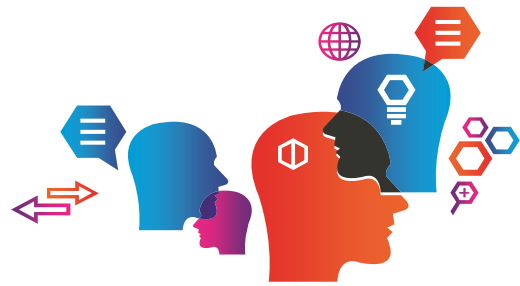
Another session, brought back by popular demand focus on analytical techniques that are growing in popularity and hold particular promise for research on careers. "Sequence Analysis in Career & HRM Research" (pre-registration required) will introduce researchers to an analytic technique that allows one to examine and assess sequence data to find patterns in longitudinal nominal data structures. I very much hope to see you at some of our workshops as well as at Saturday's **PDW Social Event!**

Jamie Ladge
Careers Division PDW Chair



NEWS FROM OUR MEMBERS

Publications



Akkermans, J., & Tims, M. (2017). Crafting your career: How career competencies relate to career success via job crafting. *Applied Psychology: An International Review*, 66(1), 168-195. doi:10.1111/apps.12082

Baruch, Y. Ollier-Malaterre, A. Prouska, R. & Bunk, J. (2017). Swearing at Work: The Mixed Outcomes of Profanity. *Journal of Managerial Psychology*, 32, 2, 149-162, doi: 10.1108/JMP-04-2016-0102

Davies, E.M.M., Van der Heijden, B.I.J.M., & Stephenson, J. (2017). Are managers open to involvement in employee retirement? The influence of manager psycho-social characteristics, decision-making environment and older employee situational factors. *Ageing & Society*, 1-23.

De Vos, A., Forrier, A., Van der Heijden, B., & De Cuyper, N. (2017). Keep the Expert! Occupational Expertise, Perceived Employability and Job Search: A Study across Age Groups" in its current form for publication in *Career Development International*. *Career Development International*.

Engel, Y., van Burg, E., Kleijn, E. and Khapova, S. N. (2017), Past Career in Future Thinking: How Career Management Practices Shape Entrepreneurial Decision Making. *Strat. Entrepreneurship J.* doi:10.1002/sej.1243

Evers, A.T. & Van der Heijden, B.I.J.M. (2017). Competence and professional expertise. In M. Mulder (Ed.), *Technical and Vocational Education and Training: Issues, Concerns and Prospects. Vol. 23 Competence-based Vocational and Professional Education. Bridging the Worlds of Work and Education.* (pp. 83-101). Cham, Switzerland: Springer International Publishing AG Switzerland.

Guo, L. Baruch, Y. & Russo, M. (2017). Work Resources and Civic Engagement: Benefits to Employee Physical and Mental Health. *Journal of Vocational Behavior*, 100, 56-66. doi: 10.1016/j.jvb.2017.02.007

Koyuncu, B., Hamori, M. & Baruch, Y. (2017). Guest Editors' Introduction: CEOs' careers: emerging trends and future directions. *Human Resource Management*, 56, 2, 195-203. doi: 10.1002/hrm.21760

Lysova, E.I. (2016). What does your career mean to you? Understanding Individual Career and Work Behaviors through the Prism of the Meaning of Career. Amsterdam Business Research Institute, Vrije Universiteit Amsterdam, the Netherlands.

Taylor, T., Genuch, M., & Van der Heijden, B.I.J.M. (2017). The police officer tacit knowledge inventory: Towards determining underlying structure and applicability as a recruit screening tool. *Applied Cognitive Psychology*.

Van der Heijden, B.I.J.M., Mulder, R.H., König, C., & Anselmann, V. (2017). Toward a mediation model for nurses' well-being and psychological distress effects of quality of leadership and social support at work. *Medicine*, 96(15), 1-6.

Van der Horst, A., Klehe, U., & Van der Heijden, B. (2017). Adapting to a looming career transition: How age and core individual differences interact. *Journal of Vocational Behavior*, 99, 132-145.

Ans De Vos, Anneleen Forrier, Beatrice Van der Heijden and Nele De Cuyper (2017, forthcoming), Keep the expert! Occupational expertise, perceived employability and job search: a study across age groups. *Forthcoming in Career Development International*. doi: 10.1108/CDI-12-2016-0229

Abstract

In the current war for talent employers are concerned about the idea that the best employees are more likely to leave the organization for another employer (i.e. the management paradox). This study tests this management paradox and aims to advance our understandings of how employees' occupational expertise is associated with job search intensity, through its assumed relationships with perceived employability in the internal and the external labor market. We thereby tested the research model across three different age groups (young, middle-aged, and senior employees). We conducted a survey among 2,137 professional workers and applied multi-group structural equation modeling. Perceived internal employability negatively mediated the relationship between occupational expertise and job search intensity, whilst there was a positive mediational effect of perceived external employability. Age had a moderating effect on the association between perceived internal employability and job search intensity. These findings contribute to the scholarly literature on the management paradox, and the empirical work on employability and age. By including both internal and external employability, this study sheds new light on how occupational expertise might explain job search and how this relationship differs depending on employee age, thereby using a large sample of respondents.

Dear CAR members,

With my team in Bern, we have developed the "Career Resources Questionnaire", in press in the Journal of Career Assessment (available online at <https://www.cresogo.com/s/Development-and-Validation-of-the-Career-Resources-Questionnaire.pdf>). The questionnaire assesses a range of established predictors of career success via self-report and can be used in research, HR/career counseling practice, and teaching. As a special feature, we have developed an online version of the questionnaire where users can get a free assessment report upon completing the questionnaire. On this website, we also have a series of supplementary materials to accompany the questionnaire, such as a workbook, an interview guideline, or suggestions for using the questionnaire in practice. The questionnaire and all materials are accessible for free on www.cresogo.com.

Thank you for sharing this with our members.

Best,

Andreas

Andreas Hirschi, PhD

CALL FOR PAPERS

Special issue call for papers from Career Development International The Impact of the Global Refugee Crisis on the Career Ecosystem

Guest Editors

Julia Richardson, Curtin Business School, Curtin University, Perth, Australia, julia.richardson@curtin.edu.au

Charlotte Karam, Olayan School of Business, American University of Beirut, Lebanon, ck16@aub.edu.lb

Fida Afioni, Olayan School of Business, American University of Beirut, Lebanon, fa16@aub.edu.lb

The global refugee crisis is currently at the centre of much public and scholarly debate with concerns about its potential impact on national labour markets and social systems. The magnitude of this situation is clearly reflected in the UN Refugee Agency's report that "one in every 122 humans is now either a refugee, internally displaced, or seeking asylum. If this were the population of a country, it would be the world's 24th biggest" (UNHCR, 2015). Taking into account the increasing connectedness of world markets and the apparent failure of diplomatic talks, the current crisis looks likely to have far reaching effects well into the future. Yet, with a few exceptions (e.g. Newman, Bimrose and Zacher, 2016; Yakushko, Backhaus, Watson, Ngaruiya and Gonzalez, 2008), management and career scholars have remained relatively silent about the implications of the crisis for business and management practices and for individual careers and career systems in particular.

Although refugees are arguably similar to other internationally mobile career actors such as immigrants, they are different in the sense that they been 'forced' to leave a country by circumstances beyond their control (Stewart, 2007). Moreover, they often encounter specific and longstanding restrictions on their mobility, access to labour migration schemes, and formal employment possibilities (Long, 2015; Long and Crisp, 2010). Their sheer numbers, particularly during a large influx, may also have a direct impact on their career opportunities and access to host country career systems more generally. We must also acknowledge that there is considerable diversity among refugees who may include highly skilled professionals as well as low-skilled workers with limited 'transferable skills'. The impact of this diversity is, as yet, unknown, as is the nature of their respective individual career experiences and opportunities.

We also know very little about the impact of the influx of refugees on career systems and labour markets more generally. Thus, for example, how can the "stress" that refugees place on career systems (Trojan, 2015) be transformed into opportunities for national economic

development? To what extent do refugees create new "niche" career subsystems to boost local economies? We also know very little about the impact of refugees on the "career dynamics" of the informal economy and the impact of the informal economy on creating obstacles to legitimate paths for refugee careers. The restrictive realities faced by many refugees suggest a greater likelihood of growth in informal career subsystems and unregulated micro-economies. What might be the implications of such trends?

The idea of a career ecosystem (Baruch, 2013) may offer a useful lens through which to examine the refugee crisis from the perspective of individual career actors, the contexts within which careers evolve, and the opportunities for emerging formal and informal career subsystems. It suggests, for example, that the influx of refugees is likely to have a direct impact on host and home country labour markets and career systems, as well as the transnational nature of labour dynamics. While host country nationals express concerns about threats to their job security due to the influx of a cheap labour supply (Tharmaseelan, Inkson et al. 2010), the refugee crisis has also created increasing career opportunities in the 'caring and service professions' such as social work and translation. As noted above, it may also open up opportunities for more diversity in career forms and trajectories.

Our main concern in this Special Issue is to draw together a collection of high quality papers reflecting the composite and dynamic nature of the refugee crisis on the career ecosystem.

Submitted papers might adopt macro and micro levels of analysis and/or the connections between them. Suggested themes might include:

- The impact of the global refugee crisis on local/national/global career ecosystems and subsystems and employment relations.
- The structural barriers impacting refugee employment and career opportunities and experiences.
- The role of individual career actors and institutional forces on facilitating access to employment among refugees.
- The impact of the refugee crisis on organizational career systems and work processes.
- Organizational processes and practices for integrating refugees into local career systems.

- The similarities and differences between refugee careers and the careers of other internationally mobile career actors.
- The individual characteristics (e.g. gender, age, skill level, etc...) affecting employment and career prospects of refugees.
- The critical incidents (positive and negative) shaping refugees' career opportunities and experiences. Exploration of the impact of skill/experience and education level on refugee career experiences and opportunities.
- The impact of gender/race on refugee career opportunities and experiences.

We welcome conceptual, theoretical, qualitative or quantitative papers. Contributions should report original research that is not under consideration at any other journal. This call for papers is open and competitive, and all submitted papers will be subjected to anonymous review by referees with expertise in the field.

Review process for the selection and rejection of papers

Submitted papers will be subject to a double-blind review process and will be evaluated by the special issue editors. Authors should prepare their manuscripts for blind review.

The deadline for submissions of full papers is **January 15th 2018**. Authors are invited to submit a 5-6 pages proposal by July 1st 2017 to receive feedback from the Guest Editors.

Please submit enquiries to julia.richardson@curtin.edu.au. Submissions should be made through ScholarOne Manuscripts:

<http://mc.manuscriptcentral.com/cdi>

Specific details on the format for submitted manuscripts can be found at the journal's website

<http://www.emeraldinsight.com/info/journals/cdi/cdi.jsp>

Please direct any general questions about the journal or any administrative matters to the Editor, Professor Jim Jawahar (jimoham@ilstu.edu)

References

Baruch, Y. (2013), 'Careers in Academe: The academic labour market as an eco-system', *Career Development International*, 18(2), pp.196-210

Long, K. (2015). *From Refugee to Migration? Labor Mobility's Protection Potential*. Washington, DC: Migration Policy Institute.

Long, K. and Crisp, J. (2010) *Migration, Mobility and Solutions: An Evolving Perspective*. *Forced Migration Review*, 35, pp. 56-57

Newman, Bimrose, Nielsen, Zacher, 2016. Call for Papers: Vocational Behavior or Refugees, How do refugees seek employment, overcome work-related challenges and navigate their careers. *Journal of Vocational Behavior*. <http://www.journals.elsevier.com/journal-of-vocational-behavior/call-for-papers/special-issue-on-vocational-behavior-of-refugees>

Stewart, E. (2007). Addressing the challenges facing refugee doctors in the UK. *Local Economy*, 22(4), pp.409-417.

Tharmaseelan, N., Inkson, K. & Carr, S.C. (2010). Migration and career success: testing a time-sequenced model, *Career Development International*, 15(3), pp.218-238

Troyan, M. (2015, November 16), After attacks in Paris, governors refuse to accept Syrian refugees. *USA Today*. Retrieved December 30, 2015. From <http://www.usatoday.com/story/news/politics/2015/11/16/alabama-refuses-syrian-refugees-paris-terror-attack/75857924/>

Yakushko, O., Backhaus, A., Watson, M., Ngaruiya, K., & Gonzalez, J. (2008). Career development concerns of recent immigrants and refugees. *Journal of Career Development*, 34, 4, pp. 362-396.

UNHCR (2015a) Worldwide displacement hits all-time high as war and persecution increase. (2015, June 18) UN Refugee Agency Website. Retrieved October 18, 2016, from: <http://www.unhcr.org/558193896.html>

CAR caucus on refugees and SI in CDI on refugees

Caucus on **"The impact of the global refugee crises on the career ecosystem"** On **Monday Aug 7 at 9:45am-11:15am Hilton Atlanta (room 202)**.

During the caucus, you will have the chance to discuss some paper ideas with the guest editors of the special issue in CDI (check this link and see below)

http://www.emeraldgroupublishing.com/products/journals/call_for_papers.htm?id=6978

CALL FOR PAPERS

Sustainable Careers across the Lifespan: A Contemporary Perspective *Journal of Vocational Behavior*

Guest Editorial Team

Beatrice van der Heijden

Radboud University Nijmegen, Netherlands

Ans de Vos

Antwerp Management School, Belgium

Jos Akkermans

Vrije Universiteit Amsterdam, Netherlands

Daniel Spurk

University of Bern, Switzerland

Mandy van der Velde

Utrecht University, Netherlands

Judith Semeijn

Open University of the Netherlands

Mel Fugate

University of South Australia

The aim of this special issue is to further develop the conceptual foundation and to empirically examine the concept of *sustainable careers*. Sustainable careers are comprised of work experiences across one's lifespan that also intersect multiple life domains--work, social, and family. Individual agency is foundational to sustainable careers as it motivates individual's behavior and provides meaning (Van der Heijden & De Vos, 2015). Creation of this contemporary notion was spurred by a combination of socioeconomic factors, such as the increased complexity and globalization of business and labor markets, as well as the frequency of change. These factors have put a premium on employee flexibility and accelerated the evolution of careers.

What sets the sustainable career perspective apart from other existing paradigms is the explicit focus on both the *individual* and *contextual* elements of managing careers. Although a career is predominantly an individual-level phenomenon, organizations play an important role in the sustainability of individuals' careers across the lifespan through the provision of different work experiences, opportunities for development, and support for work-life balance. These employer efforts facilitate individuals' flexibility and employability throughout the lifespan. Hence, this scenario emphasizes the critical role of HRM and employer-supported career management in fostering employees' productivity, health, happiness, engagement, work ability, and employability in their careers over time (i.e., sustainable careers). To elaborate, such an active role by employers is not altruistic. An active employer role is intended to attract, develop, motivate and retain

employees, which in turn should pay productivity dividends to employers in both the short and long term.

In this way, the sustainable career concept delineates a *shared responsibility* between employers and employees (see e.g., Veld, Semeijn, & Van Vuuren, 2015). It thus differs from other career concepts such as protean (Hall, 2002), boundaryless (Arthur & Rousseau, 1996), or customized careers (Valcour, Bailyn, & Quijada, 2007), which are somewhat divorced from organizational career management. As a result, a number of important questions remain unanswered, such as what are the benefits of sustainable careers to employers, and what is the role of employee age and life stage. Answers to these questions can help guide employer policy and practices related to employee career management.

This special issue therefore aims to help illuminate the notion of 'sustainable careers' by considering studies focusing on individual and/or organizational levels. The integral approach allows for the inclusion of research exploring individual concepts, such as age and employability, but also contextual elements related to jobs, HRM, and other employer outcomes and practices.

We also call for contributions into the antecedents and outcomes of sustainable careers, paying particular attention to age group and/or life stage. For example, studies probing the role of individual career management and career crafting behaviors among different age cohorts (e.g., Akkermans & Tims, 2017, for a study among young workers), or the role of organizational practices and interventions in enhancing employee well-being across life stages (e.g., Müller, Heiden, Herbig, Poppen, & Angerer, 2015) would fit our call well. We thereby want to pay special attention to individuals' (changing) career-related needs, preferences, affinities, and capabilities across the lifespan.

Against this backdrop, we invite papers that address pertinent questions with respect to the sustainability of contemporary careers that are framed within the context of different age groups or life stages. Papers can have a theoretical, methodological or empirical focus, or may be a combination of those three. Examples include, but are certainly not limited to the following:

Conceptual papers on the notion of sustainable careers across the lifespan, such as:

- What might be the dimensions, antecedents and boundary conditions of sustainable careers?
- Who is responsible for managing sustainable careers and in which ways? How can individual career success be aligned to outcomes beneficial to the organization?
- What would a non-sustainable career look like? What might be the consequences of having such non-sustainable careers?
- Could there be “dark sides” of sustainable careers for individuals?

Methodological papers on how the sustainability of careers can be studied. For example:

- How can short-term and long-term processes be compared? Which research designs are needed to analyze short-term vs. long-term sustainability?
- What kind of time lags would be appropriate for studying sustainable careers and which types of designs would fit such time lags best?
- How can the dynamics between individual and organizational needs across the lifespan be addressed optimally? Which research designs are needed and which statistical methods can be applied?
- How can sustainable careers optimally be studied within and across organizational-level studies? Which sources are optimally used to gather the data? Should we for example think of multi-level or multi-source designs to understand the role of organizations for sustainable careers of individuals across the lifespan?

Empirical papers answering questions related to sustainable careers across the lifespan, for instance:

- How are different conceptualizations of age (e.g., chronological, subjective) related to the sustainability of careers?
- In which ways is employability related to building sustainable careers? What is the role of enhancing one’s employability in making careers more sustainable across the lifespan?
- How is the enhancement of sustainable careers related to long-term health, engagement, and performance of workers in different life stages?
- What is the role of increasing flexibility in work and careers (e.g., short-term contracts, temporary employment, entrepreneurship) for the development of sustainable careers for individuals? Given the increasing flexibility, who is actually responsible for managing sustainable careers?
- What organizational practices are especially beneficial or helpful for the development of sustainable careers across the lifespan, considering different age groups and life stages?

- Does life stage moderate the relation between predictors/outcomes and the sustainable career? That is, are certain factors more or less relevant for sustainable careers depending on one’s life stage?
- What happens to individuals across the lifespan in case of non-sustainable careers? Are non-sustainable careers detrimental for performance and health?
- Studies examining career transitions between organizations/age groups/countries, and factors that help to promote sustainable careers of individual workers in such transition stages.

In summary, articles considered for this special issue should primarily focusing upon the following issues:

- Age-related or life-stage related changes in variables related to sustainability of careers that explain changes in work attitudes, behavior and performance across time.
- Changes in the sustainability of careers across the lifespan and differences between age groups, its antecedents and its outcomes. Papers examining individual, job-related, organizational, or societal determinants of sustainable careers, that build on lifespan related theories pertaining to, for example, ageing, career growth and development, work ability, withdrawal and retirement, and related outcomes (e.g., motivation, well-being, performance, and career success).
- Studies providing more information on methodology and statistical procedures that are specifically designed to capture change trajectories across time, such as latent growth curve analysis, time series analysis, or sequential analysis are strongly invited.

The above list is meant to provide illustrations and is by no means exhaustive. Other proposals for relevant papers in the field of sustainable careers across the lifespan are encouraged by the guest editors. We expect that articles addressing the above will contribute to both academic progress in the field, and to an improvement of individual career management as well as career practices in working organizations and society as a whole. In line with the *JVB* standard, the focal level of analysis – especially with regard to outcome variables – should be the individual’s career. We welcome manuscripts dealing with workers across all possible occupational fields. We prefer longitudinal contributions for manuscripts focusing upon a developmental perspective. However, other methodological approaches will be seriously considered as regards their possible fit to the research question and special issue topic. Qualitative approaches that informs the reader about the nature of sustainable careers are also welcome. Informal enquiries about this special issue can be made to the guest editors.

Submitting to the Special Issue

Interested authors should submit a short proposal (1,500 words maximum, including references) that describes the paper they intend to write. Please send your proposal to Beatrice Van der Heijden (b.vanderheijden@fm.ru.nl). The deadline for submitting your proposal is **October 1st 2017**.

Proposals will be reviewed by the guest co-editors and evaluated using the following criteria:

- (a) Responsiveness to the call
- (b) Applicability to JVB's mission and scope
- (c) Enhancement of our understanding of sustainable careers across the lifespan
- (c) Scientific merit (e.g., research design, sample, analyses)
- (d) Preliminary results
- (e) Likelihood of successful completion within timeline
- (f) Fit with other submissions

Invitation for full papers will be sent on **December 1st 2017**. Should a proposal be invited to be submitted as a full paper, authors should submit their full paper online to the *Journal of Vocational Behavior* via ees.elsevier.com/jvb, selecting the special issue portal. All manuscripts will be fully peer-reviewed and authors need to follow the [Guide for Authors](#) carefully before submission.

Deadline for submitting the full paper is **April 1st 2018**.

Detailed information about the submission process and deadlines will soon be available via the Journal of Vocational Behavior website at

<https://www.journals.elsevier.com/journal-of-vocational-behavior/>

References

- Akkermans, J., & Tims, M. (2017). Crafting your career: How career competencies relate to career success via job crafting. *Applied Psychology*, 66(1), 168-195. doi:10.1111/apps.12082
- Arthur, M. B., & D. M. Rousseau (Eds.) (1996). *The boundaryless career: A new employment principle for a new organizational era*. New York: Oxford University Press.
- Hall, D. T. (2002). *Careers in and out of organizations*. Thousand Oaks: Sage Publications.
- Müller, A., Heiden, B., Herbig, B., Poppe, F., & Angerer, P. (2016). Improving well-being at work: A randomized controlled intervention based on selection, optimization, and compensation. *Journal of Occupational Health Psychology*, 21(2), 169-181. doi:10.1037/a0039676
- Valcour, M., L., Bailyn, L., & Quijada, M. A. (2007). Customized careers. In H. P. Gunz & M. A. Peiperl (Eds.), *Handbook of career studies* (pp. 188-210), Newbury Park, CA: Sage.
- Van der Heijden, B. I. J. M., & De Vos, A. (2015). Sustainable careers: Introductory chapter. In A. De Vos & B. Van der Heijden (Eds.) *Handbook of research on sustainable careers* (pp1-19). Cheltenham, UK: Edward Elgar Publishing.
- Veld, M., Semeijn, J. H., & Van Vuuren, T. V. (2015). Enhancing perceived employability: An interactionist perspective on responsibilities of organizations and employees. *Personnel Review*, 44(6), 866-882.

CALL FOR PAPERS

Special issue call for papers from Personnel Review A Multi-Level Approach to Facilitate Women's Employment in the Middle East

<http://www.emeraldgrouppublishing.com/authors/writing/calls.htm?id=7012>

**Deadline for paper submission: September 30th
2018**

Guest Editors

Fida Afiouni

Associate Professor of HRM at the Olayan School of Business, American University of Beirut, fa16@aub.edu.lb

Charlotte M. Karam

Associate Professor of OB, at the Olayan School of Business, American University of Beirut, ck16@aub.edu.lb

A notable phenomenon in the Middle East is the growing number of educated and skilled women who are unemployed at disproportionate rates when compared to their male compatriots (Karam and Afiouni, 2014; Karam and Jamali, 2013; Moghadam, 2004; ILO, 2016). In contrast to the Leaking Pipeline described in many national contexts in Europe and North America (see Blickenstaff, 2005), it appears that in the Middle East, the pipeline is experiencing ever-increasing pressure -- what has been referred to as the Bursting Pipeline (Karam and Afiouni, 2014). The term Bursting Pipeline captures the growing situation in the region where more and more women are equipped with knowledge, skills, and abilities, but are unable to secure employment (see Karam and Afiouni, 2014). This special issue aims to focus the conversation specifically around phenomenon of the Bursting Pipeline and the pipeline block. In doing this, our aim is to stimulate reflections on multi-level factors that: (1) work to maintain and augment the pipeline block and (2) can help to dissipate the block both from within and outside of the employer organizations allowing thus for the Bursting Pipeline of women to enter into meaningful, formal employment.

We therefore call for examining the pipeline block and strategies to dissipate the block from various angles and at various levels of analysis including: the international level (e.g., intergovernmental organizations and inclusion agendas); macro-level (e.g., government initiatives, public sector reform, employment policies, economic and social development agendas); and the level of the organization (e.g., HR engagement initiatives, affirmative action, career development plans). We encourage theoretical and empirical exploration of initiatives to address, overcome or

sidestep sources of this pipeline block both within as well as outside of organizations. These studies should stretch the discussion beyond descriptions of patriarchal biases, gender stereotypes and generalized discussions of the neo-patriarchal states in the region.

We welcome manuscripts that seek to cross disciplinary boundaries in order to develop new perspectives and novel insights about women's employment in the Middle East. We expect manuscripts to bring strong empirical contributions that develop and extend theory as well as more conceptual papers that integrate critique and expand existing theory, and that suggest social action and policy-making that aims to improve the working lives of women in the region. We encourage the use of methods that are appropriate to both the research context and research questions and therefore welcome both qualitative and quantitative methods of investigation and analysis. We also welcome papers that combine different empirical methods and which explore different levels of analysis.

Indicative list of topics

International and Macro-Level

- Human Resource Development Strategies bringing together government agencies, international organizations, private and transnational organizations and women's organizations, which can help build a larger female labor force.
- The intersection of government policy, Islam, and gender and its implication for employment policy development in trying to balance between potential problems of introducing religious symbols and expressions into the workplace with the desire of religious communities to express their identities.
- The description and review of previous successful mobilization patterns in the region, and of previous indigenously generated initiatives aimed at generating positive change for women at work; followed by suggestions on how to leverage previously used strategies to inform the efforts of today.

Organizational Level

- The organizational factors contributing to the gender gap in employment in the Middle East and the role that HR and HRD can play in facilitating greater representation.
- The potential role that HR and HRD can play to help open access for women to employment and to shape their advancement and indigenous career patterns.
- The antecedents required for the actual implementation of already existing HR/HRD policies in the workplace that would favor gender equity.
- Human resource policies developed by organizations and that reflect the life priorities and prevailing values within the region; that is, the way in which organizations integrate local dynamics such as the centrality of the family, Islam, and patriarchal complementarity within their human resource policies and how this impacts women's at work.
- Indigenously generated management policies and practices and their ability to encourage or facilitate positive change for women in regional organizations.
- The role of businesses (e.g., through CSR initiatives) in the realignment of efforts, resources, and discourse to promote positive reforms across the region, and to strengthen those within societies who are advancing change in favor of women.
- Indigenously generated HR and related organizational discourses, opportunities, and solutions in response to the generation of positive change for women in regional organizations.

Deadline of submission, timetable and authors' guidelines:

Papers should be formatted in accordance with the Personnel Review style, which can be found here www.emeraldgrouppublishing.com/products/journals/author_guidelines.htm?id=pr. Papers to be considered for this special issue should be submitted no later than **30 September 2018** via the Personnel Review Scholar One website: <https://mc.manuscriptcentral.com/prev> as well as by emailing the guest editors (fa16@aub.edu.lb). Please be sure to select the correct special issue from the dropdown menu when submitting your manuscript.

Each paper will be reviewed by the guest editors and, if found suitable, will be sent to at least two independent referees for double-blind peer review.

The Guest Editors would be glad to discuss ideas for papers informally via email:

Fida Afiouni: fa16@aub.edu.lb

Charlotte Karam ck16@aub.edu.lb

Deadline of full paper submission:

30 September 2018

Forwarding the reviews (first review) to the authors:

15 February 2018

Deadline of submission of the revised articles:

30 May 2019

Forwarding the reviews (second review) to the authors:

15 September 2019

Deadline of submission of the final versions of the articles:

30 January 2020

Availability of the special issue: **May 2020**

References

Blickenstaff, J.C. (2005), "Women and Science Careers: Leaky Pipeline or Gender Filter?" *Gender and Education*, Vol 17, No 4, pp.369–386.

International Labor Organization. (2016). *Women in business and management: gaining momentum in the Middle East and North Africa: regional report*. Beirut.

Karam, C. M., & Afiouni, F. (2014), "Localizing women's experiences in academia: multilevel factors at play in the Arab Middle East and North Africa", *The International Journal of Human Resource Management*, Vol 25n No 4, pp.500-538.

Karam, C. M., and Jamali, D. (2013), "Gendering CSR in the Arab Middle East: an institutional perspective", *Business Ethics Quarterly*, Vol.23 No.1, pp.31-68.

Moghadam, V.M., (2004), "Patriarchy in Transition: Women and the Changing Family in the Middle East", *Journal of Comparative Family Studies*, Vol. 35 No. 2, pp.137-162.

CALL FOR PAPERS

Calling and Careers: New Insights and Future Directions Journal of Vocational Behavior

Co-Editors:

Evgenia I. Lysova

Vrije Universiteit Amsterdam, The Netherlands

Bryan J. Dik

Colorado State University, USA

Ryan D. Duffy

University of Florida, USA

Svetlana N. Khapova

Vrije Universiteit Amsterdam, The Netherlands

Michael B. Arthur

Suffolk University, USA

Recent years have generated many signals of a growing cultural emphasis on careers that provide not only income and passion, but also a deep sense of meaning (Weir, 2013). To capture careers that provide meaning, many scholars have turned to the construct of calling. Accordingly, research addressing what calling means and its effects on individual careers has increased exponentially during the last decade. Despite a lack of consensus regarding the definition of calling in the literature, different research efforts have been undertaken to relate calling to diverse individual career-related outcomes, showing it not only to be associated with positive individual outcomes but also to serve as a “double-edged sword” (e.g., Duffy, Dik, & Steger, 2011; Dobrow & Tosti-Kharas, 2012; Bunderson & Thompson, 2009). Yet, the conditions and mechanisms governing when a calling leads to positive outcomes, vulnerabilities, or both are still poorly understood.

With the goals of 1) extending knowledge related to the career and personal consequences of a calling and 2) providing career counselors and managers with information to more effectively assist individual clients and employees, we propose a Special Issue on Calling and Careers. As the study of calling within individuals’ lives and careers continues to unfold, we propose that progress related to theory building around the concept of calling is very much needed (Duffy, Douglass, Autin & Allan, 2014). In particular, introducing novel theory and leveraging existing career development theory both show promise as strategies for establishing a more comprehensive understanding of calling. This calls for more research that focuses on generating a better theoretical understanding of how calling relates to diverse outcomes in different occupational contexts and for various social groups.

With this special issue we would like to provide an opportunity for an interdisciplinary conversation about calling, which we think is crucial for developing a better understanding of the concept and its relation to various outcomes. Integrating insights from vocational psychology, organizational behavior

and management, as well as from social psychology and sociology would help to consolidate knowledge about calling developed by these different disciplines and to overcome disciplinary silos that seem to have emerged in the studies of calling.

We invite scholars from various disciplines to submit their conceptual and empirical papers that would address one or more of the following topics (although topics need not be limited to these):

- a) What do we know and what do we still need to learn about individual predictors of calling and its career-related consequences?
- b) Which factors and conditions determine positive and negative outcomes of calling?
- c) How does calling evolve over time? And, through what mechanisms does calling influence career development over time?
- d) How do others in our work context and outside the work context influence individuals’ experience and definition of calling?
- e) How do different societies (professional, cultural, or regional/national) define and experience calling, and what implications does this have for individual careers?
- f) How does social context, including working in teams, working in specific industries, and/or working in flexible or traditional work spaces, influence individual experiences of calling, and consequently their careers?

Mini-conference

On October 13-14, guest editors are organizing a two-day mini-conference on the topic of Calling at Vrije Universiteit Amsterdam, The Netherlands. This mini-conference aims to stimulate quality submissions for this special issue. Participation in this mini-conference *will not be regarded as a requirement* for submitting a paper to the special issue, but the conference offers an opportunity for scholars to get some feedback on a paper prior to its final submission and for editors to get an understanding of what kind of papers will be submitted to this special issue call.

To participate in this mini-conference, please send an extended abstract of your paper (max 1,000 words) by August 27, 2017 to Evgenia Lysova (e.lysova@vu.nl). Please indicated “JVB Special Issue Conference” in the subject line.

Paper submission to the Special Issue

Deadline for submitting papers to this Special Issue is December 1, 2017. The submission portal will be open from 16 October – 1 December 2017.

Interested authors should submit their manuscripts online to the *Journal of Vocational Behavior* via ees.elsevier.com/jvb. Please ensure you select the correct special issue as the article type when submitting your paper. Please refer to the [Guide for Authors](#) before submission.

Manuscripts deemed appropriate for the special issue will go through a full peer review and will be evaluated using the following criteria: a) the fit of the paper to the overall theme of the proposed Special Issue; b) fresh insights on the topic of the Special issue, contributing to bridging the gap between insights from different research disciplines; c) theoretical contribution to the development of the understanding of calling and/or its implications for individual career development; d) the use of rigorous data collection and analysis techniques (empirical papers); e) consideration of the implications of findings for career development practice.

Any questions with regard to this Special Issue, please address to Evgenia Lysova (e.lysova@vu.nl), Bryan Dik (Bryan.Dik@ColoradoState.edu), Ryan Duffy (rduf@ufl.edu), or Svetlana Khapova (s.n.khapova@vu.nl).

References

- Bunderson, J. S., & Thompson, J. A. (2009). The call of the wild: Zookeepers, callings, and the double-edged sword of deeply meaningful work. *Administrative Science Quarterly*, 54(1), 32–57. <http://dx.doi.org/10.2189/asqu.2009.54.1.32>
- Dobrow, S. R., & Tosti-Kharas, J. (2012). Listen to your heart? Calling and receptivity to career advice. *Journal of Career Assessment*, 20(3), 264–280. <http://dx.doi.org/10.1177/1069072711434412>
- Duffy, R. D., Dik, B. J., & Steger, M. (2011). Calling and work-related outcomes: Career commitment as a mediator. *Journal of Vocational Behavior*, 78(2), 210–218. <http://dx.doi.org/10.1016/j.jvb.2010.09.013>
- Duffy, R. D., Douglass, R. P., Autin, K. L., & Allan, B. A. (2014). Examining predictors and outcomes of a career calling among undergraduate students. *Journal of Vocational Behavior*, 85 (3) (2014), 309–318. <http://dx.doi.org/10.1016/j.jvb.2014.08.009>
- Weir, K. (2013, December). More than job satisfaction. *APA Monitor on Psychology*, 44(11), 39. Retrieved January 2, 2017, from <http://www.apa.org/monitor/2013/12/job-satisfaction.aspx>



CAREERS DIVISION NOMINATIONS AND AWARDS

Nominee for the Carolyn B. Dexter

Nominee for the **Carolyn B. Dexter Award**: Afiouni F., Makarem Y. and Nakhle S., The Meaning of Work Among Women who Opted out: A Sensemaking Perspective, Academy of Management Annual Meeting, Atlanta, Georgia USA, August 4-8. 2017.

Finalist for the CAR best international paper award

Finalist (1 of 3) for the **Careers Best International Paper Award**: Afiouni, F., and Karam C.M., Contextualizing Career Calling: War, Patriarchy and Idiosyncrasies of Local Settings, Academy of Management Annual Meeting, Atlanta, Georgia USA, August 4-8. 2017.

CALL FOR APPLICATIONS

EGOS 3rd Paper Development Workshop for PhD Students and Early Career Scholars in Central and Eastern Europe (CEE)

“Managing and Organizing in Challenging Times”

November 2–4, 2017

Transilvania University of Braşov, Romania

Sponsored by the European Group for Organizational Studies (EGOS) and Organization Studies, in collaboration with the Organization & Management Theory (OMT) Division of the Academy of Management

Mentors:

Katharina Chudzikowski, Member of the EGOS Board, University of Bath, UK

Mike Geppert, Member of the Organizing Committee of the 34th EGOS Colloquium in Tallinn 2018, Friedrich Schiller University Jena, Germany

Nina Granqvist, Academy of Management OMT Division, Representative-at-Large, Aalto University, Finland

Markus Höllerer, Vice - Chair of the EGOS, WU Vienna, Austria, & UNSW Business School, Sydney, Australia

Horia Moaşa, local organizer, Transilvania University of Braşov, Romania

Davide Ravasi, Academy of Management OMT Division, Division Program Chair, Cass Business School, UK

Trish Reay, Editor-in-Chief of Organization Studies, Alberta University School of Business, Canada

Thomas Steger, Editor-in-Chief of the Journal of East European Management Studies, University of Regensburg, Germany

This joint Paper Development Workshop (PDW) of EGOS, *Organization Studies* (OS), and OMT seeks to provide developmental opportunities for late stage PhD students and early career scholars who are based in the Central and Eastern Europe (CEE) and do research in the field of organizational and management studies. The PDW aims to help participants develop their research and academic writing skills. It also seeks to increase participants' awareness of the requirements, expectations, and procedures involved in the review processes at top peer-reviewed academic journals through presentations and first-hand discussion with established scholars and editors of journals such as *OS*, *Journal of East European Management Studies* (JEEMS), and *Journal of Management Studies* (JMS).

In particular, we aim to support participants to develop their papers into conference papers to be submitted to the 34th EGOS Colloquium in Tallinn, July 5–8, 2018, and/or to the OMT Division of the Annual Meeting of the Academy of Management in Chicago, August 10–14, 2018. In addition, the best papers developed out of the workshop will have the opportunity to be considered for publication in the JEEMS – “a journal that aims to promote the development, advancement and dissemination of knowledge about management issues in Central and East European countries”.

The workshop is free of charge. Meals and accommodation will be provided to all selected participants. A limited number of travel grants will be offered depending on needs and funding availability; please indicate in your application if you would like to be considered for such support.

To be considered for this PDW, please submit a brief motivation letter explaining why you think you are a good candidate for the workshop, how you fit into overall aim and format of the planned PDW, in terms of stage of career and research interests. In your submission, please also include an extended abstract (ca. 2,000 words) of a manuscript which you would like to develop further during the workshop. The abstract should include an explanation as to the purpose of the paper, the theoretical background and, for empirical papers, the methodological approach.

Applications should be sent by **June 19, 2017** to Horia Moaşa (horia.moasa@unitbv.ro).

Submitters will be informed whether they have been accepted for participation in this workshop by July 17, 2017.

This is a selection of CAR activities based on submitted contributions, the complete program can be found online at <http://my.aom.org/program2017/>



CAR DOCTORAL CONSORTIUM



We are pleased to announce that the **Career Division (CAR)** will sponsor the CAR "**Careers Doctoral Consortium**" for Doctoral Students as part of the pre-conference activities at the Academy of Management Annual Meeting 2017.

CAR will provide a forum for early stage doctoral students to meet, connect, and learn from highly distinguished speakers and from each other.

Please forward this message to PhD program directors and faculty as well as doctoral students as we expect space for this program to fill up quickly.

Session Type: **PDW Workshop**
Submission: **12704** | Sponsor(s): **(CAR, OB)**

Organizer: **Fida Afiouni**, *American U. of Beirut*
Organizer: **Katharina Chudzikowski**, *U. of Bath*
Facilitator: **Fida Afiouni**, *American U. of Beirut*
Speaker: **Evgenia Lysova**, *Vrije U. Amsterdam*
Speaker: **Julia Richardson**, *Curtin University*
Facilitator: **Jos Akkermans**, *Vrije U. Amsterdam*
Speaker: **Mila Borislavova Lazarova**, *Simon Fraser U.*
Facilitator: **Richard Cotton**, *U. of Victoria*
Speaker: **Anders Dysvik**, *BI Norwegian Business School*
Facilitator: **Andrew A. Bennett**, *Old Dominion U.*
Speaker: **Ryan Lee Klinger**, *Old Dominion U.*
Facilitator: **Katharina Pernkopf**, *WU Vienna U. of Economics and Business*
Speaker: **Leisa Deborah Sargent**, *UNSW Australia*
Facilitator: **Markus Latzke**, *WU Vienna*
Speaker: **Beatrice Van Der Heijden**, *Radboud U. Nijmegen*

Doctoral students are often faced with multiple unfamiliar challenges. The PhD process can be demanding and overwhelming and very often students are expected to navigate these challenging issues themselves. Building a support network and effective strategies to manage this demanding process can be critical to these students' future academic and career success. Our speakers are a group of distinguished senior as well as junior international faculty.

They will share insights on the following six topics:

- (1) Low hanging fruit: Making the most of AOM Annual Meetings
- (2) Surviving: Accessing and leveraging formal and informal resources during your doctoral program
- (3) Thriving: Recruiting mentors and collaborators for your network
- (4) Make it happen: Effectively navigating the dissertation process
- (5) Head of the class: Preparing for your first course assignment and teaching role.
- (6) Balancing act: How to juggle demands of academic life during your doctoral program and beyond.

The consortium will include presentations and interactive discussion sessions with faculty members as well as breakfast. It has been designed to allow for high levels of interaction between faculty and students. In order to maintain a high faculty/student ratio, space for this consortium is strictly limited.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 27, 2017. However, we will be doing rolling admissions, so earlier applications are highly encouraged as the number of participants is limited.

Once you preregister on the system, please submit the following documents to the organizers: Richard Cotton (rcotton@univ.ca), Fida Afiouni (fa16@aub.edu.lb); and Katharina Chudzikowski (K.Chudzikowski@bath.ac.uk)

A one-page memo stating your research focus and interest for participating in the CAR Doctoral Consortium.

A current student CV (up to two pages) including contact information, education, research/teaching interests, publications, and conference presentations for distribution to all participants

We are looking forward to hearing from you!

Warm Regards,
Rick, Fida and Katharina

DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)

Professional Development Workshops in 2017 Conference Schedule



Day	Time (24-hour clock)	Hilton Atlanta room	Title	Details
Friday	10:00 – 12:00	Galleria 1	Building a Culture of Respect: Teaching and Conducting Research in a Complex World	Polarizing differences; Ethics
Friday	10:15 – 11:45	223	The HR Division's Ambassadors Program: A Portfolio for Attracting and Engaging Int'l AOM Members	International
Friday	15:00 – 17:00	208	Groovy! That's Dope, Fo Shizzle!: Networking and Communicating in the Multigeneration AOM	Age/Generation; Communication
Saturday	08:00 – 09:30	216	Inclusiveness in Our Own Backyard: Building Relationships Between Scholars and Practitioners	Based on interviews with DIG leaders about DIG practices.
Saturday	09:45 – 11:45	216	Leveraging Contributions: Best Practices for Engaging Academy Members at Every Career Stage	Based on interviews with DIG leaders about DIG practices.
Saturday	10:15 – 12:15	208	Exploring the Interface: Continuing International Dialogue Across the Academy	International
Saturday	13:00 – 15:00	401	Inclusion of International Members at the Interface of AOM Division Interest Groups	International Based on interviews with DIG leaders about DIG practices.
Saturday	14:00 – 16:00	218	Diversity and Inclusion in the Academy: A Town Hall Meeting	D&ITC sponsored social event
Saturday	16:00 – 18:00	222	Diversity and Inclusion Theme Committee's Connections Cafe	D&ITC sponsored social event
Saturday	16:45 – 18:45	216	Accommodating Faculty Members with Disabilities under the ADA: Getting Beyond Stigma and Stress	Disability
Sunday	22:00 – 23:30	Galleria 2	Late Night at the Academy with Dr. B-S	D&ITC sponsored social event

DETAILED DESCRIPTIONS OF FRIDAY SESSIONS

Hilton Atlanta, Galleria 1

Friday, August 4, 10:00 AM - Noon

Building a Culture of Respect: Teaching and Conducting Research in a Complex World

This PDW focuses on options for addressing dilemmas in an era in which differences can become polarizing and destructive. Two rounds of discussion will first allow administrators, instructors, researchers, and students to discuss their particular issues, then allow a mix of participants to share perspectives. Successful strategies generated by participants will be shared on The Ethicist Blog, and will form the foundation for further discussion after the annual conference.

Hilton Atlanta, Room 223

Friday, August 4, 10:15-11:45 AM

The HR Division's Ambassadors Program: A Portfolio for Attracting and Engaging Int'l AOM Members

This PDW will educate participants about the experiences of the HR Division's Ambassadors Program and the impact it has been making since it was established in 2008, on the HR Division in particular and the AOM in general. In addition to discussing examples of the projects produced by the ambassadors (evidence of effectiveness) and key challenges (difficulties encountered during project development and execution), presenters will describe how the program has been adopted and adapted by other divisions and interest groups (DIGs) within AOM. Thus, interested DIGs will be able to think of new ways to increase involvement and commitment of international members by means of the Ambassadors network.

Hilton Atlanta, Room 208

Friday, August 4, 3:00 – 5:00 PM

Groovy! That's Dope, Fo Shizzle!: Networking and Communicating in the Multigeneration AOM

Based on participant feedback of our past successful D&ITC PDWs and committee findings in the 2015 AOM state of inclusion report, this workshop will focus on the challenges of a multigenerational Academy membership. This year's AOM theme requires us to find ways to bridge our generational boundaries and uncover connections, thus allowing us to identify, discuss, and recognize the value that each generation brings to our institution and beyond. Each of us has grown up in a different time and under different circumstances which is reflected in the way we think and act, and ultimately impacts effectiveness in communicating and interacting with each other. This interactive and engaging PDW, led by individuals from three different generations, will create ideas and actions that will aid us all in connecting the generations and improving our interactions and communications with each other at the AOM and beyond. The structured format will introduce participants to our generational differences and provide a welcoming forum in which to develop and share ideas on how best to relate to each other. Preferred written and verbal communication styles will be explored and round table discussions will bring forth other relevant topics of interest, such as networking, leadership and team building across the generations, all of which are critical to AOM and our efforts for inclusion. Participants will be given the tools to recognize our differences as benefits, interact and interface with multiple generations, and put these tools to use as they engage at AOM and beyond.

DETAILED DESCRIPTIONS OF SATURDAY SESSIONS

Hilton Atlanta, Room 216

Saturday, August 5, 8:00 – 9:30 AM

Inclusiveness in Our Own Backyard: Building Relationships Between Scholars and Practitioners

This professional development workshop highlights different initiatives across the divisions and interest groups (DIGs) that focus on inclusion of practitioners. The 2016 Diversity & Inclusion Theme Committee survey revealed a number of interesting ways in which DIGs are trying to include practitioners; however, the level of practitioner engagement and strategic approaches of the DIGs varies widely and there remains a significant opportunity to develop meaningful practitioner-oriented initiatives across the DIGs. This PDW will showcase current DIG activities and partnerships between scholars and practitioners to foster a meaningful dialogue on the importance of these relationships, and will serve as a launching pad for new initiatives across the DIGs. This workshop also aligns with the AOM 2017 theme, "At the Interface" as it challenges DIG leaders to reflect on boundaries, relationships, and communication within their divisions and the Academy overall.

Hilton Atlanta, Room 216

Saturday, August 5, 9:45 AM – 11:45 AM

Leveraging Contributions: Best Practices for Engaging Academy Members at Every Career Stage

Get to know Academy leaders and have a lot of fun in this fast-paced, solutions-focused workshop. Participants from all Divisions and Interest Groups (DIGs) are invited to learn from each other and to share best practice ideas for involving Academy members of every career stage in DIG activities and leadership. By focusing on career stage—including the specific challenges and strengths of early-, mid-, and late-career members—workshop participants will co-create a vision for an Academy that meets the needs, and leverages the contributions, of all members. Email hihilary@umich.edu to be added to the group email list.

Hilton Atlanta, Room 208**Saturday, August 5, 10:15 AM – 12:15 PM****Exploring the Interface: Continuing International Dialogue Across the Academy**

This Professional Development Workshop (PDW) follows up and builds upon two sessions in 2015 and 2016 that opened dialogue among scholars of different nationalities to discuss internationalization and collaboration opportunities across Academy of Management (AOM) affiliates and associates. This year's conference theme, "At the Interface", presents a unique opportunity to discuss issues about the connections, collaborations, and development potential in the fields where the international affiliated and associated academies meet. Internationalization is one of the areas of strategic intent for the AOM, as well as its subsidiaries. Although we have made progress in this area, we still need to achieve a more inclusive academy across national boundaries. This PDW seeks to maintain the dialogue and offer more meaningful connections by reconvening leaders and members of the AOM, and its affiliated and associated societies. The goals of this PDW are to address issues raised by scholars representing different national and cultural perspectives, and to start implementing solutions for networking and collaboration between the affiliated and associated societies of the Academy of Management.

Hilton Atlanta, Room 401**Saturday, August 5, 1:00 – 3:00 PM****Inclusion of International Members at the Interface of AOM Division Interest groups**

Including international members in AOM division and interest groups (DIGs) is at the forefront of the AOM mission, but is also challenging. This PDW opens a dialogue about current DIG inclusion practices and challenges participants (i.e., DIGs leaders) to think of additional practices they may use to include international members into their division interest groups. To begin these discussions, this PDW presents the results of interviews with DIG leaders, which will spark discussion amongst participants and ignite a plan for better inclusion of international members in the academy of management. Participants are expected to walk away from this PDW with fresh insights into how better to include international members in their DIGs.

Hilton Atlanta, Room 218**Saturday, August 5, 2:00 – 4:00 PM****Diversity and Inclusion in the Academy: A Town Hall Meeting**

Please join us as we build upon past years' efforts to make the AOM more welcoming and inclusive to its members. At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall. Most of this session will focus on participant sharing of their inclusion experiences in the Academy, ideas about how to make the AOM more inclusive, and best practices at AOM for diversity and inclusion. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in the AOM.

Hilton Atlanta, Room 222**Saturday, August 5, 4:00 – 6:00 PM****Diversity and Inclusion Theme Committee's Connections Cafe**

You are invited to connect with other members at this social following the D&ITC Town Hall meeting. Afternoon tea (self-serve) - cupcakes, muffins, finger sandwiches, tea, coffee, etc. - will be available.

Hilton Atlanta, Room 216**Saturday, August 5, 4:45 – 6:45 PM****Accommodating Faculty Members with Disabilities under the ADA: Getting Beyond Stigma and Stress**

The average age of university professors is increasing and thus universities will be increasingly challenged to accommodate faculty members with disabilities. While universities have established disability offices and procedures for students and administrators, fewer measures have been taken to attend to the needs of professors with disabilities. In addition, in higher education, there is an entrenched stigma such that disability is often associated with diminished professional capabilities, which can discourage faculty members from disclosing needs or seek the assistance to which they are legally entitled. This panel will discuss these concerns and potential solutions for both faculty and educational institutions. The PDW will also discuss best practices that the Academy of Management and other academic conferences could consider to improve the experience of all members and conference attendees (e.g., adapting program/proceedings to assist visually impaired individuals).

DETAILED DESCRIPTION OF SUNDAY SESSION

Hilton Atlanta, Galleria 2

Sunday, August 6, 10:00 – 11:30 PM

Late Night at the Academy with Dr. B-S

Join us live in the Atlanta studio of WAOM with host Dr. B-S (the professor formerly known as Dr. Lynn Bowes-Sperry) and the Late Night Crew, as we celebrate "At the Interface"! Using a talk-show format, this interactive event will engage the audience with invited guests (academicians, practitioners, and artists) as we explore diversity and inclusion in the Academy of Management, our schools and other organizations through interviews, comedy, games and music. We had a great time with the other shows and are excited to return for "Season 4". We hope you'll join us! Open to all AOM members.

PDW Lets talk about context: theorizing the role of place in multi-disciplinary careers research



Program Session: **329** | Submission: **10610** | Sponsor(s): **(CAR, HR)**

Scheduled: **Saturday, Aug 5 2017 11:30AM - 1:30PM** at **Hilton Atlanta** in **Crystal Ballroom B,E**

Lets Talk About Context: Theorizing the Role of Place in Multi-Disciplinary Careers Research ***Theorizing the Role of Place***

Organizer: **Julia Richardson**, *Curtin U.*

Organizer: **Fida Afiouni**, *American U. of Beirut*

Panelist: **Svetlana Khapova**, *Vrije U. Amsterdam*

Panelist: **Wolfgang Mayrhofer**, *WU Vienna*

Panelist: **Yehuda Baruch**, *Southampton Business School, U.K.*

Panelist: **Thomas M. Schneidhofer**, *Schloss Seeburg U.*

Panelist: **Emma Parry**, *Cranfield U.*

Panelist: **Naresh Khatri**, *U. of Missouri*

Panelist: **Gina Dokko**, *U. of California, Davis*

Panelist: **Jyotsna Bhatnagar**, *Management Development Institute*

In recent years two key concerns have dominated contemporary careers, HR and IM scholarship: the need to explain the impact of context and the need for more multi-disciplinary work. Addressing these concerns directly, this PDW will support careers, HRM and international management scholars seeking to incorporate 'context' into their research and teaching. It will also confront the challenges of engaging in multi-disciplinary research and the implications for teaching and collaboration with scholars in other fields. Speaking directly to the Academy's aim to internationalize its membership, the workshop draws on the experiences of international scholars who have each made important theoretical contributions to our understanding of the impact of 'context' on careers and human resource and management practices more broadly. They have also each supported the need to understand contemporary careers through the lens of different theoretical paradigms and perspectives. In this regard the workshop will examine the inherent connectivity between the impact of context and the study of careers and related fields from different theoretical perspectives including sociology, anthropology and psychology.

PDW on sequences analysis in career and HRM research



Program Session #: **16** | Submission: **10236** | Sponsor(s): **(CAR, HR, RM)**
Scheduled: **Friday, Aug 4 2017 8:00AM - 10:00AM** at **Hilton Atlanta** in **Room 216**

Sequence Analysis in Career & HRM Research: Techniques and Practical Applications ***Sequence Analysis***

Organizer: **Katja Dlouhy**; U. of Mannheim;
Organizer: **Torsten Biemann**; U. of Mannheim;
Organizer: **Martin Gubler**; Schwyz U. of Teacher Education;

This is an introductory workshop on sequence analysis, specifically on optimal matching analysis. Optimal matching analysis can be used to assess similarity of sequence data, and to find patterns in longitudinal nominal data. The workshop is targeted at researchers and doctoral students who want to get started with this method. The objective of the workshop is to encourage and enable participants to apply it in their own research. After introducing fundamentals of the method, we will provide some examples of its use in empirical career studies. Attendees will then develop practical, hands-on skills for using optimal matching analysis by analyzing a sample data set with career sequences. We will discuss important practical issues and introduce some advanced applications, giving enough room for discussion and questions. After registration, participants will be provided with a download link to the free software R, sample data, and some syntax for R that can serve as a blueprint for their own future analyses.

The workshop is targeted at researchers and doctoral students who want to get started with this method. The objective of the workshop is to encourage and enable participants to apply it in their own research. Pre-registration is required.

Pre-registration is required for this session. Please contact the workshop organizer at katja.dlouhy@bwl.uni-mannheim.de to obtain the approval code. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 5, 2017.

COMMUNITY OF ACADEMY SENIOR SCHOLARS (CASS)

Hyatt Regency Atlanta: Hanover Hall D

Monday, August 7, 2017

7:30 -8:00 Continental Breakfast and Greetings

8:00 – 9:55 **The Past Present and Future of AOM Mentoring:** This symposium brings together those who have been involved with the efforts to AOM and its Divisions to promote and recognize mentoring. Their presentations will provide a framework of what the AOM has done in the past to encourage its members to become mentors and, in the subsequent discussion, assess the things that have been successful to lay a foundation for future mentoring activities, especially as they relate to CASS and its membership. Audience contributions, ideas and suggestions will be encouraged.

Introduction to Topic and Panel – Robert C. Ford - UCF & Crummer School at Rollins College

Panel Moderator – Misty Loughry – Crummer School at Rollins College

Entrepreneurship Mentoring Award Program – Shaker Zahra, University of Minnesota

Thomas A. Mahoney Mentoring Award – Micki Kacmar, Texas State University

Organizational Behavior Mentoring Award – John Mathieu, University of Connecticut

Non Academy Mentoring Programs – Tania Casado, Universidade de São Paulo

Discussant and Summarizing Comments – Sherry Sullivan, Bowling Green State University

Open Discussion – Misty Loughry – Crummer School at Rollins College

10:00 – 11:00 **Lessons Learned from “Encore” at the *Wall Street Journal*** – Mr. Glenn Ruffenach, Editor (retired) *Encore, Wall Street Journal*: Mr. Ruffenach will present a comprehensive review of the options new retirees should consider as they reach that threshold. Based on his many years as editor of the *Encore* section of the *WSJ*, he has learned much about how organizations and individuals deal with retirement and can speak to the many options available today to continue an active, fun, and interesting life that expands retirees’ opportunities to use their professional skills in new ways.

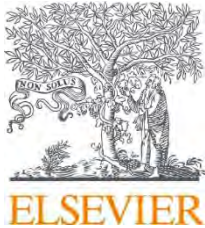
SPONSORS

Award Sponsorship



Best Symposium Award

Emerald, publishers of *Career Development International*
\$1000



Michael Driver Best Applied Paper Award

Elsevier, publishers of *Journal of Vocational Behavior*
\$500

Arnon Reichers Best Student Paper Award

Reed Center, Bowling Green State University, College of Business
\$500



Best Overall Paper Award

Sage, publishers of *Journal of Career Assessment* and *Journal of Career Development*
\$1000



Best International Paper Award

Wiley, publishers of *Career Development Quarterly*
\$1000

Sponsor



Information Age Publishing,
Charlotte, NC

\$1500 Level Sponsor



Henry B. Tippie College of Business,
University of Iowa

SPONSORS

\$1000 Level Sponsor



Maastricht University, School of Business and Economics, Organization and Strategy & Office of the Dean



Northeastern University, Boston, USA

\$500 Level Sponsor



Lehigh University, College of Business and Economics, Dept of Management



Olayan School of Business, American University of Beirut



Vlerick Business School, Gent, Belgium



Vrije Universiteit, Amsterdam, the Netherlands



Wentworth Institute, New South Wales, Australia

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.akkermans@vu.nl.



*Careers Division of
the Academy of
Management*