**CAREERS (CAR)**

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**Call for Scholarly Program Submissions**

*More interaction! More engagement opportunities! More live sessions! Greater range of timeslots!*

The Careers Division (CAR) seeks scholarly submissions of papers and symposia for AOM 2021, the 81st Annual Meeting of the Academy of Management, to be held **virtually** July 30 – August 3, 2021.  The theme for the meeting is **"**[***Bringing the Manager Back in Management***](https://aom.org/events/annual-meeting/annual-meeting-theme)", a critically important topic in a time of immense uncertainty, ambiguity and disruption affecting everything from personal safety to automation to work-life balance and the nature of work itself.

**Mission Statement**:  The Careers Division fosters the general advancement of research, learning, teaching, and practice in the field of careers, while encouraging the extension and unification of knowledge pertaining to careers, and thereby enhancing the practice of management.

**Careers Domain**:  Research in the field of careers addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. Submissions for the conference may reflect any topic that fits within the careers domain and extends our understanding of careers. The Careers Division is open to qualitative, quantitative, and mixed-method approaches as well as conceptual and theoretical submissions. Topics include, *but are not limited to*:

* Individual career development, career management strategies, proactive behaviors, and career planning;
* All manner of objective and subjective career success outcomes from pay to satisfaction, performance to stress, and employability to career sustainability;
* Workforce diversity and inclusion as well as race, culture, and gender effects in and on careers;
* Organizational career management systems and approaches as well as the relationships between HR systems, talent management practices and careers;
* Developmental relationships and networks, as well as mentoring, coaching and counseling;
* Cross-cultural, international, and comparative careers as well as expatriate experiences;
* Effects of societal, national, industrial, organizational, occupational, technological and social context on careers;
* Career disruptions, shocks, transitions and plateauing;
* Labor market structures, functions, and mobility;
* Careers of specific groups, such as top management teams, mothers, entrepreneurs, flex workers, gigsters, remotes, first responders, healthcare workers and beyond.

**2021 Conference Theme**: We encourage contributions that relate to the theme for the 2021 meeting, **"*[Bringing the Manager Back in Management](https://aom.org/events/annual-meeting/annual-meeting-theme)*"**. This theme focuses on all manner of managers from frontline to global and how our research and teaching shapes what practicing managers do on a daily basis and how we can help them survive and thrive in such uncertain times as these. Provocative questions include: Has the rise of uncertainty made the practice of management obsolete? Will technologies like artificial intelligence subsume what managers do and become? When facing unprecedented disruption, how much of a manager’s response is “management” and how much is “leadership?” Will we need managers in the future? What perspectives can help us redefine “management?” What technologies and practices will shape management issues and management response? How does the changing nature of work affect the way that managers trust, monitor, manage and liberate today’s workers? Does a diverse workforce require diverse management styles? How do organizational and national cultures influence managers? What cognitive biases prevent managers from making higher-quality decisions and how might we overcome these biases? How should managers influence and motivate differently? How will individual managers exercise self-care, regulate and motivate themselves, and how does this depend on their identity, schema, and sense-making? In an increasingly distanced world, how can managers foster quality relationships, cultures of care, and concern while holding employees, peers, and supervisors to a higher standard of accountability?

We encourage submitters of scholarly papers and symposia to consider, *yet certainly not be bound b*y, this year’s conference theme. As the practice of management is certainly relevant to careers, we hope to see many thematic submissions. However, we very much welcome new original research in any aspect or area of careers studies.

**Submission Guidelines**: The CAR scholarly program will include both papers and symposia. Details of the requirements for each session type ([paper versus symposium](http://aom.org/annualmeeting/components/scholarly/)) are outlined on the [***Submission Process*** page](https://aom.org/events/annual-meeting/submitting/submission-process). Please also keep in mind that symposia (including panel discussions) have a higher chance of acceptance *when they indicate potential co-sponsorship by other relevant divisions.*

Please note that *all papers should be submitted using the* [***AOM submission system***](http://aom.org/annualmeeting/submission/). The submission system opens **early December 2020** and closes on **Tuesday, January 12, 2021** **at 17:00 (5pm) ET (New York Time).** Earlier submissions are encouraged and any submissions after the deadline will not be processed, so please ensure a timely submission. Also, note that there is limited space on the scholarly program and, consequently, not all submissions can be accepted.

**Being a Reviewer for Our Division.** Please consider reviewing for CAR. Regardless of your career phase, AOM provides excellent support for reviewing and we welcome your involvement whether you are a new or long-standing annual meeting attendee. Without our reviewers, we cannot create a great program. In other words: We need your help because to have helpful reviews, we need many helpful reviewers!

You can get reviewing guidelines and sign up to review for the Careers Division at [**https://aom.org/events/annual-meeting/reviewing**](https://aom.org/events/annual-meeting/reviewing). The actual review period will occur after submissions have been received and checked-in and will have clear submission deadlines.

**Careers Division Awards**: The Careers Division offers several awards for the annual meeting, including the *Best Overall Paper Award*, the *Michael Driver* *Best Symposium Award* and the *Arnon Reichers* *Best Student Paper Award*. The award winners will be determined by committees of around 3-5 scholars, and the winners will be announced during the AOM 2021 conference.