



The Career Forum

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Spring 2014

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Dear all,

Welcome to the Spring edition of the Careers Forum! This edition of the newsletter contains information from our Career Division Officers, journals' call for papers, member news, and the schedule of Career Division programs at the upcoming 2014 AoM Annual Meeting in Philadelphia.

We hope you enjoy the newsletter!

All the best,

Yan Shen
Careers Forum Editor

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1. News from the Career Division

A. Letter from our Program Chair Tania Casado



Hi Career Division Members!

Thank you for the excellent papers submitted and for the great and kind reviews! Our CAR Division community helped once more to enhance our AoM program.

We are planning a great AoM Conference and we want to meet all of you in Philadelphia. The location could not be better: Philadelphia is known as the city with all the amenities of a metropolis and the charm of a small town. 2014 CAR Division's program will bring the same Philly spirit: our sessions address exciting and innovative issues on careers presented and discussed in our friendly and inclusive climate.

This year CAR Division Program includes sixteen symposia, fourteen papers sessions, two discussant papers sessions, eleven PDWs, one amazing Plenary Session and the lecture of John Van Maanen - The Everett Hughes Award recipient (2013).

Our program begins on Friday, August 1st, with a great array of PDWs intended to help AOM members succeed at any stage of their careers. Our PDWs address topics like publishing advice, navigating global careers, writing impactful research, and negotiating career transitions. We also invite doctoral students to register for our invigorating Doctoral Consortium! Finally, we celebrate the PDW program with a Social Event Saturday night from 6:00 to 8:00 pm at the acclaimed Pennsylvania 6, one of the best restaurants in Philadelphia, just around the corner from the conference venues.

Next, the CAR Division program offers new insights on career development for academic members and practitioners, in the form of symposia, plenary and session papers related to all career stages, work-life integration, as well as methods and tools for career development. A highlight of CAR Division program is our Plenary Session: Executive and Academic Insights on Work-Life Integration, to be held on Monday, Aug 4 2014 1:15PM - 2:45PM at Philadelphia Marriott Downtown - Grand Ballroom Salon A. During the plenary, our distinguished speakers will share and discuss their experience on work and life integration. Come, listen and talk to our distinguished panelists: Donna Hrinak (CEO at Boeing and former USA Ambassador), and renowned scholars Douglas (TIM) Hall, Gary Powell and Lotte Bailyn. Donna Hrinak will share her experiences in integrating her professional, family, and personal lives. Professors Tim Hall, Gary Powell, and Lotte Bailyn will comment on Donna's presentation from an academic perspective, including personal insights of their own. Attendees will receive a gift to celebrate this Conference and Plenary Session.

After the Plenary Session please stay with us at Grand Ballroom Salon A and listen to John Van Maanen's lecture. On Monday, Aug 4, 3:00PM - 4:30PM, John will talk about his fabulous work.

Just after John Van Maanen's speech we will have our Business Meeting. Come to our Bus Meeting to know more about our Division Committees and to applaud the CAR Division Awards finalists and winners. Let's put our hands together to congratulate those colleagues who are helping to extend Careers knowledge!

Finally, we shall all get together at Maggiano's Little Italy Restaurant for Careers Division Social Hour, on Monday from 6:30 to 8:30, to celebrate, raise our glasses and toast a great conference.

So start planning your AOM Careers Division schedule.

Look forward to seeing you there!

Tania Casado, PhD.
Careers Division Program Chair.

B. Letter from our PDW Chair Corinne Post



Dear CAR members,

Thanks to all of you who submitted PDW proposals for this year's conference. We received an exceptional number of proposals (24 to be exact), which includes the division-sponsored Doctoral Consortium and our annual research development workshop: Careers in the Rough.

The number, diversity, and quality of this year's PDW proposals are a testament to the strength of our PDW program and to the relevance of CAR themes for the CAR members specifically as well as for the AOM membership at large. It was therefore disappointing that the hours allocated by AOM to the CAR PDW program could accommodate only a fraction of those proposals. The potential silver lining from the mismatch this year is that future CAR PDW programs may benefit from the allocation of additional program hours.

The 23 CAR submissions requested a total of 52.5 hours on the AOM PDW program, and CAR had only 14 hours to allot for the PDW period of this year's conference, of which a significant fraction is strategically reserved to our Doctoral Consortium and research development workshop. Needless to say, some very difficult decisions had to be made, which required balancing the desire to address the needs of our diverse constituents along with the responsibility of attending to our division's strategic goals.

Nevertheless, we are excited to once again offer the CAREers Doctoral Consortium, for which Katharina Chudzikowski pulled together a stellar group of speakers and facilitators. And, we continue our tradition of offering our CAREers in the Rough research development workshop, thanks the unwavering efforts of Lauren Keating. A hefty dose of gratitude also goes to Roxana Barbalescu for arranging the PDW social event.

Details of the final CAR PDW program will be available shortly. (I am still waiting for a decision on a couple of petitions for additional program hours.) In the meantime, as you make your travel plans for the 2014 conference in Philadelphia, I encourage you to arrive early enough to take full advantage of the CAR PDW program, which begins at 8:00 am on Friday, August 1 and concludes with our PDW Social Event from 7:00 to 9:00 pm on Saturday, August 2.

Should you have any questions about the PDW program, please feel free to contact me.

I look forward to seeing you all in Philadelphia!

Corinne Post
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2. Call for Papers

A. A Special Issue called by Entrepreneurship Theory and Practice

Call for papers
Careers, Organizations and Entrepreneurship

Guest Editor:

M. Diane Burton (Cornell University)
Jesper B. Sørensen (Stanford University)
Stanislav D. Dobrev (University of Utah)

Movements between entrepreneurship and paid employment – including both transitions to entrepreneurship and re-entry into paid employment – are remarkably common, yet have only recently begun to attract scholarly attention. Ferber and Waldfogel (1998) estimate that fully a quarter of young men and a fifth of young women in the United States have experienced a spell of entrepreneurial activity by their mid-thirties. Far more have contemplated launching a new venture (Reynolds and Curtin 2008). Most of these entrepreneurs launch their new ventures after having worked for established firms (Sørensen and Fassiotto 2011). And while between 15 and 30% of entrepreneurs are serial founders who follow one venture with another

(Hyytinen and Ilmakunnas 2007), the majority of entrepreneurs, by definition, have a different kind of career transition. It seems likely that if and when entrepreneurial ventures fail, many entrepreneurs will transition back into paid employment. These patterns of movement suggest that entrepreneurial activity is usefully studied using a perspective that explicitly conceptualizes the relationship between entrepreneurial dynamics and career processes and outcomes.

While there has been important work done on entrepreneurial careers emphasizing how individual differences in preferences (e.g. Douglas and Shepherd 2002) or personalities (see Zhao et al 2010) affect the propensity towards entrepreneurship and entrepreneurial success, to date most of this work has treated entrepreneurship as a final career destination and ignored the potential for movement back into wage employment or to unemployment. Most of the existing research also emphasizes stable individual traits such as gender, family background, and personality, as opposed to characteristics that change over time such as family and organizational context. Thus, there is a compelling need to better understand entrepreneurship in the context of a career trajectory and to take into account life course and temporal differences across individuals.

We seek to complement earlier approaches to entrepreneurial careers that were grounded in psychological approaches to career theory (e.g. 1994 Special Issue of ETP edited by Jerome Katz and Edgar Schein) that emphasize stable individual traits with structural approaches that emphasize organizational context and change.

For this special issue we seek theoretical and empirical work that advances our understanding of the multiple ways in which career experiences shape entrepreneurial activity, and the ways in which entrepreneurial activity shapes career experiences.

Examples of relevant topics include but are not limited to:

- The role of work experiences on the rate and nature of entrepreneurial entry
- The impact of employer characteristics and policies on new venture formation and outcomes
- The dynamics of spin-offs and spin-outs
- The career trajectories and outcomes of founders
- The impact of entrepreneurial failure on subsequent outcomes in paid employment

Submissions should be prepared in accordance with ET&P's guidelines and submitted via Manuscript Central (<http://mc.manuscriptcentral.com/etp>) between **September 1 and October 1, 2014**. When submitting, be sure to indicate the submission is for the special issue on Careers, Organizations and Entrepreneurship in the appropriate box.

Questions regarding the special issue may be addressed to: Diane Burton (burton@cornell.edu)

B. A Special Issue called by the International Journal of Human Resource Management

Call for papers
People with disabilities in the workplace

Guest Editors:

Lisa Schur, Rutgers University

Adrienne Colella, Tulane University

Meera Adya, Syracuse University

The International Journal of Human Resource Management invites submissions for a Special Issue on employment of people with disabilities. Papers can address employment barriers and facilitators for people with disabilities, including but not limited to: public policies, corporate policies and practices, HRM policies, accommodation issues, and treatment by managers, supervisors and co-workers. Papers can also examine the causes and consequences of workplace experiences and outcomes for employees with disabilities, such as pay, training, promotions, participation in decisions, work–family balance, job satisfaction, organization commitment, organizational citizenship behaviors and voluntary and involuntary turnover. Both case studies and multi-employer studies, and within-country and cross-country studies, are welcome.

The deadline for submission of papers is **1 September 2014**. Inquiries may be directed to the Special Issue editors: Lisa Schur (schur@work.rutgers.edu), Adrienne Colella (acolella@tulane.edu), and Meera Adya (madya@law.syr.edu)

C. A Special Issue called by Leadership Quarterly

Call for papers
Gender and Leadership

Guest Editors:

Alice Eagly, Northwestern University

Madeline Heilman, New York University

Among researchers across many academic fields, attention to the effects of gender on leadership has escalated in the past twenty years. Web of Knowledge thus reports that the topic identified by combining leader/leadership with gender yielded only 17 published articles in 1990 but 346 articles in 2012. The overriding question addressed by most authors remains why women are not better represented in leader roles. This question can be partitioned into many specific questions concerning, for example, the leadership styles and traits of female and male leaders and prejudicial reactions to female leaders. Researchers in many academic fields have contributed to these and many topics.

Consistent with *Leadership Quarterly's* identity as "An International Journal of Political, Social and Behavioral Science," the aim of the special issue is to take stock of what is known about gender and leadership across science fields. This forum is intended to give readers wide exposure to scholarship on gender and leadership. Therefore, in this special issue, we particularly welcome focused reviews of empirical research on particular topics within the broad area of gender and leadership. Sample topics include the following:

- Does stereotype threat deter women from becoming leaders?
- Are men more ambitious than women for leader roles?
- Are potential women leaders targets of prejudice and discrimination?
- Do women leaders experience backlash for their directive behaviors?
- How do gender and race interact in influencing access to leader roles and reactions to leaders?
- Do women generally follow different paths than men in attaining leader roles?
- Do female leaders have different goals than male leaders?
- What are the effects of establishing quotas for women in leadership roles?
- Do women tend to advocate for different policies than men do when holding political office?
- Have media representations of female leaders changed in recent decades?
- Under what circumstances have women emerged as heads of state?

Answering these or other questions will communicate research on gender and leadership, in its many traditions and fields of study, to a wide audience of interested readers. The deadline for submitting manuscripts through the Elsevier submission portal (<http://ees.elsevier.com/leaqua/>) is **31 March 2015**. Submissions should have no more than 35 pages of text. Authors invited to revise their papers should expect to resubmit by 31 October 2015, with final submissions due approximately 1 December 2015. The special issue will be published in the summer of 2016.

3. News from our Members

A. Publications

- Al Ariss, A. 2014. *Global Talent Management: Challenges, Strategies, and Opportunities* Cham: Springer.

This book bridges the research and practice of global talent management. It opens important theoretical and practical avenues to understand the concept internationally while focusing on developing and emerging countries. Chapters derive from various geographic regions and embrace cross-national,

comparative, and interdisciplinary perspectives. An open and inclusive approach is used in assessing the challenges of global talent management, strategies to overcome these challenges, and in charting opportunities for future talent management. These three dimensions are crucial to academic researchers and business practitioners for envisioning a positive future role of talent management in businesses and societies.

- Kailasapathy, P., Kraimer, M., & Metz, I. (2014). The interactive effects of leader-member exchange, gender, and spouse's gender role orientation on work interference with family conflict. *International Journal of Human Resource Management*. Online first article. DOI: 10.1080/09585192.2014.891637

Based on social support and gender role theories, we examined the direct and interactive effects of leader-member exchange, gender, and spouse's gender role orientation on work-family conflict. Survey data were collected from matched dyads from 185 dual-earner couples in Sri Lanka. The results show that leader-member exchange is negatively related to work interference with family. There is also support for cross-over effects among couples such that individuals with spouses that have a traditional gender role orientation experience greater work interference with family conflict. Finally, there is a three-way interaction such that a spouse's gender role orientation moderates the relationship between leader-member exchange and work interference with family conflict differently for men and women.

- Recent publications by Baruch Y.

Baruch, Y. (2013). Careers in Academe: The Academic Labour Market as an Eco-System. *Career Development International*, 18, 2, 196-210.

Baruch, Y. Dickmann, M. Altman, Y. & Bournois, F. (2013). Exploring international work: Types and dimensions of global careers. *International Journal of Human Resource Management*, 24, 12, 2369-2393. doi:10.1080/09585192.2013.781435

Forstenlechner, I. & Baruch, Y. (2013). Contemporary career concepts and their fit for the Arabian Gulf context: A sector level analysis of psychological contract breach. *Career Development International*, 18, 6, 629-648.

Baruch, Y., Grimland, S. & Vigoda-Gadot, E. (2013, on line). Professional vitality and career success: mediation, age and outcomes. *European Management Journal*, doi: 10.1016/j.emj.2013.06.004

Forstenlechner, I. Selim, H. M. Baruch, Y. & Madi, M. (2014, on line). Shifting career paradigms in emerging economies: Career exploration and employability in the private and public sectors. *Human Resource Management*, 53, 1, DOI:10.1002/hrm.21553

Guo, L., Russo, M. & Baruch, Y. (2014, on line). Work Attitudes, Career Success and Health: Evidence from China. *Journal of Vocational behaviour*, 84, 3, 248-258. Doi: 10.1016/j.jvb.2014.01.009

Baruch, Y. Sayce, S. & Gregoriou, A. (2014, in press). Retirement in a global labour market: A call for abolishing the fixed retirement age. *Personnel Review*

Baruch, Y. (2014, in press). Measuring the protean career – new construct validation. *International Journal of Human Resource Management*

- Recent publications by Van der Heijden, B.I.J.M.

Peters, P., Poutsma, E., Van der Heijden, B.I.J.M., Bakker, A.B., & De Bruijn, T. (2014). Enjoying New Ways to Work: An HRM-process approach to study flow. *Human Resource Management*, 53(2), 271-290.

Van der Klink, M., Van der Heijden, B.I.J.M., Boon, J., & Williams van Rooij, S. (2014). Exploring the contribution of formal training and informal learning to the employability of university staff members. *Career Development International*.

Stoffers, J.M.M., & Van der Heijden, B.I.J.M. (2014). An innovative work behavior-enhancing employability model moderated by age. *Journal of Managerial Psychology*.

B. Presentation of research interests

Letter from Stephanie Day

My pursuit of other scholarly research includes a research agenda that is focused on understanding characteristics of international women in global leadership roles, international minorities in academic leadership roles, African American international professors, and a host of other topics focused on obtaining new knowledge about leadership from the perspective of minority global leaders. Other interests include cross-cultural leadership, intercultural competency, and leadership in underrepresented groups.

I am also interested in longitudinal studies that focus on leadership characteristics of targeted populations as well as the impact of culture on leadership competency. Another area of interest includes population comparisons for specific types of leaders from different ethnic groups in terms of evaluating their competencies and behaviors as defined by contemporary leadership models (transformational, situational, leader-member exchange, etc.).

Stephanie Day
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4. The schedule of Career Division programs at 2014 AoM Annual Meeting in Philadelphia

A. PDW Workshop

- **Finding and Making the Most of Postdoc Opportunities**

Demystifying Postdocs

Program Session #: **63** | Submission: **12485** | Sponsor(s): **(CAR, OB)**

Scheduled: **Friday, Aug 1 2014 9:45AM - 11:45AM** at **Philadelphia Marriott Downtown** in **Room 414,415**

Organizer: **Angela J. Oetama-Paul**; Case Western Reserve U.; 

Organizer: **Njoke K. Thomas**; Case Western Reserve U.; 

Panelist: **Zachary Burns**; Northwestern Kellogg School of Management; 

Panelist: **Kristin L. Cullen**; Center for Creative Leadership; 

Panelist: **Nardia Haigh**; U. of Massachusetts; 

Panelist: **Jason Jackson**; The Wharton School, U. of Pennsylvania; 

Panelist: **Audrey Murrell**; U. of Pittsburgh; 

Panelist: **Gerard H Seijts**; Western U.; 

Panelist: **Lisa L Shu**; Northwestern Kellogg School of Management; 

Panelist: **Melissa J. Williams**; Emory U.; 

The transition from doctoral student to tenure-track academic research often requires focused time to advance a research agenda and expand professional networks. Postdoctoral fellowships (postdocs) may afford such an opportunity to newly minted PhDs. However, these opportunities are far less common in management fields and are rarely considered as a viable career option. Thus, the main goal of this Professional Development Workshop (PDW) is to raise awareness of the process used by recent and former postdocs to secure and benefit from their positions. A unique feature of this PDW is the broad range of perspectives that will be represented. While panelists will include seasoned scholars who have supervised postdocs, this session will also benefit from the perspectives of recent and current postdocs. Presenters will discuss the process used to identify postdocs, specific steps taken to gain the most from their fellowships, and the perceived impact of their experiences on the progress of their careers. This session will combine several formats including individual presentations, large group Q&A, and small-group roundtable discussions.

- **Publishing Careers Research in Top Journals**

Publishing Careers Research

Program Session #: **97** | Submission: **15305** | Sponsor(s): **(CAR, HR, OB)**

Scheduled: **Friday, Aug 1 2014 12:00PM - 2:00PM** at **Philadelphia Marriott Downtown** in **Room 414,415**

Moderator: **Lois M. Shelton**; California State U., Northridge; 

Panelist: **Matthew J. Bidwell**; U. of Pennsylvania; 

Panelist: **Shoshana Dobrow Riza**; London School of Economics; 

Panelist: **Peter A. Heslin**; U. of New South Wales; 

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

Panelist: **Scott Seibert**; U. of Iowa; 

Since publishing in “top-tier” journals remains critical for scholars, our focus in this PDW is on publishing careers and human resources oriented research in top management journals. Accordingly, we will be discussing ways that major career theories and conversations can be linked to key management theories and to organizational/societal outcomes, and how particular research techniques in the careers field can be utilized to highlight particular research questions. The format consists of two parts. In Part One, which will last approximately 90 minutes, a panel discussion with audience participation will focus on four major topics - Framing Careers Research for Top Management Journals; Designing and Conducting Careers Research for Top Journals; Choosing the Right Journal; and Tricks of the Trade and Insider Secrets. A select group of leading careers scholars will share their experiences around these four major issues. They will offer advice on how to publish careers research that is rigorous and relevant. Part Two, which will be more interactive, will last approximately 60 minutes. In the first 30 minutes, each of the careers scholars will lead a smaller roundtable discussion on one of the four major topics, and the audience members can choose the scholar and topic they would like to participate in. In the final 30 minutes, the roundtable groups will join back together for session-wide Q & A and general questions and networking. This is an updated version of this PDW, which was first offered at the 2011 AOM meeting and attracted large audiences at the 2012 and 2013 meetings. From this session, participants will take away valuable advice for publishing careers-oriented research in top-tier management journals.

- **Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts**

Mentoring Graduate Students

Program Session #: **106** | Submission: **14095** | Sponsor(s): **(OB, HR, CAR, MOC)**

Scheduled: **Friday, Aug 1 2014 12:30PM - 2:30PM** at **Philadelphia Marriott Downtown** in Room **407,408,409**

Organizer: **Jennifer D. Nahrgang**; Arizona State U.; 
Organizer: **Crystal I.C. Farh**; Michigan State U.; 
Organizer: **Samir Nurmohamed**; The Wharton School, U. of Pennsylvania; 
Presenter: **Susan Elaine Murphy**; U. of Edinburgh Business School; 
Presenter: **Ellen Ensher**; Loyola Marymount U.; 
Speaker: **John Hollenbeck**; Michigan State U.; 
Speaker: **Jason Colquitt**; U. of Georgia; 
Speaker: **Keith Murnighan**; Northwestern U.; 
Speaker: **Connie Wanberg**; U. of Minnesota; 
Speaker: **Blake E. Ashforth**; Arizona State U.; 
Speaker: **Sharon K. Parker**; U. of Western Australia; 
Speaker: **Jeffery LePine**; Arizona State U.; 
Facilitator: **Jessica Rodell**; U. of Georgia; 
Facilitator: **Eean Crawford**; U. of Iowa; 
Facilitator: **Madan M. Pillutla**; London Business School; 
Facilitator: **John Kammeyer-Mueller**; U. of Minnesota; 
Facilitator: **Jing Zhu**; Hong Kong U. of Science and Technology; 
Facilitator: **David M. Sluss**; Georgia Institute of Technology; 

One of the key transitions for junior faculty is switching from the role of mentee as a graduate student, to that of mentoring their own graduate students. Beyond learning from their own experience, junior faculty can also benefit by developing knowledge of the mentoring process from both a scientific and practical perspective. This session brings together two experts to discuss the scientific findings of mentoring research

and faculty with a successful history of mentoring graduate students. The panelists include “pairs” of faculty mentor-student mentees who can speak to both the role of faculty mentor and student mentee in the mentoring relationship and provide practical tips on mentoring graduate students.

The target audience is junior faculty or faculty making a transition to mentoring graduate students.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 30, 2014.

- **Mid-Life Career Changers from Industry to Academia**

- Industry-to-Academia Careers***

- Program Session #: **125** | Submission: **10835** | Sponsor(s): **(CAR)**

- Scheduled: **Friday, Aug 1 2014 2:00PM - 4:00PM** at **Philadelphia Marriott Downtown** in Room **401,402,403**

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

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

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

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

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

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

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

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

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

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

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

Individuals who join academia in their mid or late careers face various institutional barriers and prejudices because they often lack traditional academic credentials such as long publication lists or a strong track record of scholarly presentations at national or global conferences. These men and women have professional expertise and practical insight that, when coupled with their research interests can make them highly effective academics and bring increased credibility to their academic communities. However, their practical professional background is often undervalued within the academic community, and they have few role models to turn to for career guidance. Additionally there are psychological costs to these individuals, especially as doctoral students, when they are told that their experience in industry is not valued and in fact could be a barrier to academic success. As a follow up to the first time this type of PDW was offered in 2013, we are again offering a PDW focused on mid-life career changers. The 2014 version is for both newcomers to the group and also to those who attended previously. We are using feedback from 2013 to continue to build a community within the Academy of those who have transitioned from industry in their mid to late careers. The PDW will include discussions on best practices for this community such as how to include practical experience on a CV. An outcome of the PDW will be to develop specific proposals to share the successes of this unique community within the Academy. We invite attendees who have significant work experience outside of academia who made a midlife career change to pursue a doctorate. We also invited those who are students or thinking about returning to school for a doctorate. We also invite those who have transitioned to a career in academia as well as those combining a career in both industry and academia. We also invite traditional academic gatekeepers, such as chairs, deans, and provosts, to join this conversation about how to make a successful transition from practice to academia and how universities might better capitalize on the valuable experience of such individuals.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 30, 2014.

- **The Academic Career: Words that Limit or Open Paths?**

Academic Careers Options

Program Session #: **126** | Submission: **11593** | Sponsor(s): **(D&ITC, CAR)**

Scheduled: **Friday, Aug 1 2014 2:00PM - 5:00PM** at **Loews Philadelphia Hotel** in **Washington Room A**

Chair: **Laura Guerrero**; U. of Texas at El Paso; 

Moderator: **Timothy Patrick Carey**; The Chinese U. of Hong Kong; 

Distinguished Speaker: **Sherry E. Sullivan**; Bowling Green State U.; 

Participant: **Christina Sue-Chan**; City U. of Hong Kong; 

Participant: **Alix Valenti**; U. of Houston, Clear Lake; 

Participant: **Tracey Rockett**; Texas Christian U.; 

Participant: **Larry Garner**; Texas A&M U. - Central Texas; 

In the careers literature, researchers have developed career frameworks that suggest that individuals have more choices and freedom in their careers than ever before. Some of these contemporary career frameworks include (1) the boundaryless career, (2) the protean career, and (3) the kaleidoscope career. However, career PDWs at AOM tend to focus solely on the traditional academic career—obtaining a job at a very research intensive university and pursuing tenure at such an institution. Although this traditional academic career track has its rewards, it is unlikely that all PhDs in management are driven to seek prestige or the outcomes of a traditional career. In an effort to discuss diversity of career goals and inclusion of those with different career goals, this PDW will encourage discussion about other career options including faculty positions in less research intensive universities, positions in private companies, consulting firms, government or non-profit organizations, and others. Other options include holding faculty positions in very research intensive universities, in countries other than their home country. This PDW is aligned with the goals of D&ITC in that it seeks to enhance member knowledge of the diversity of career options and will “provide opportunities for positive and developmental interactions among members of diverse (career) backgrounds”. (AOM website)

Pre-registration is required. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 30, 2014.

- **Professors without Borders: Developing Competences for Navigating Global Careers**

Navigating Global Careers

Program Session #: **202** | Submission: **10230** | Sponsor(s): **(CAR, HR, IM, GDO, MED, ITC, OB)**

Scheduled: **Saturday, Aug 2 2014 8:00AM - 9:30AM** at **Philadelphia Marriott Downtown** in **Room 414,415**

Chair: **Yehuda Baruch**; Southampton Business School, U.K.; 

Chair: **Cristina Reis**; Reis Center LLC; 

Chair: **Sherry E. Sullivan**; Bowling Green State U.; 

Presenter: **Shawn M. Carraher**; Oxford Journal Distinguished Research Professor; 

Presenter: **David A. Lamond**; Victoria U.; 

Presenter: **Udechukwu Ojiako**; British U. in Dubai; 

Presenter: **Jason R Pierce**; U. Adolfo Ibanez; 

Presenter: **Scott Seibert**; U. of Iowa; 
Presenter: **Dean Tjosvold**; Lingnan U.; 
Presenter: **Vlad Vaiman**; California Lutheran U.; 
Presenter: **David Weir**; U. Campus Suffolk; 

This PDW is a forum for participants to learn from, and discuss with, experts the complex issues around pursuing an international academic career. The number of scholars working across country borders is increasing (Baruch, 2013). For example, in the last decade there has been a threefold increase in the number of international scholars employed by South Korea universities. In 2011 the number of international professors among full time faculty was 4,957 in South Korea, 24,714 in Japan and 115,000 in the US (Foderaro, 2011; McNeill, 2011). Anecdotal evidence (e.g. Schmerhorn, 1999), and research (Richardson, 2009; Richardson & Zikic, 2007) have detailed some of the obstacles experienced by those pursuing academic careers across different countries. Some challenges for academic expatriates include overcoming barriers to entry, developing new networks, understanding differences in university cultures, and gaining knowledge of national and local practices. Building on principles of high quality connections (Dutton & Heaphy, 2003) and peer coaching (Parker, Hall, & Kram, 2008), the goal of this PDW is to provide a highly interactive forum that will enable participants seeking strategies and practices for navigating an international career to learn from, and discuss with, experts about the complex issues related to pursuing an academic career in different countries.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

○ **Finding Value in Academic Life: A PDW for Junior Faculty**

Finding Value in Academic Life

Program Session #: **247** | Submission: **14044** | Sponsor(s): **(CM, CAR, OB, GDO)**

Scheduled: **Saturday, Aug 2 2014 8:30AM - 12:30PM** at **Pennsylvania Convention Center in Room 111 B**

Organizer: **Nate Pettit**; New York U.; 
Facilitator: **Matthew A. Cronin**; George Mason U.; 
Discussant: **Susan J. Ashford**; U. of Michigan; 
Discussant: **Mark A. Clark**; American U.; 
Discussant: **James R. Detert**; Cornell U.; 
Discussant: **Katherine Klein**; U. of Pennsylvania; 
Discussant: **Roy J. Lewicki**; The Ohio State U.; 
Discussant: **Batia Mishan Wiesenfeld**; New York U.; 
Discussant: **Jonathan C. Ziegert**; Drexel U.; 

The life of an academic provides a great deal of latitude to engage with questions, projects, initiatives, and developmental opportunities that we find meaningful and bring personal and professional fulfillment. However, academia is also accompanied by an all too familiar array of stresses as well. In the midst of the pressure and uncertainty involved in junior faculty life, we sometimes lose our grounding and forget what brought us to this career in the first place, what we hoped to contribute, and where our passions reside. The purpose of this PDW is to encourage junior faculty to step back and take stock of what brings fulfillment in this job (and what does not), to learn about and draw from the experiences and career paths of an esteemed set of panelists, and to use this knowledge to take steps (and risks) toward a career that maximizes one's

personal and professional satisfaction. The session will begin with an overview of different career orientations and panel discussion (115 minutes). After a short break (15 minutes), panelists and participants will be assigned to small groups for round table discussions (70 minutes). For the remainder of the time (40 minutes), panelists and participants will reconvene to develop a set of “take-aways” and larger group discussion.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 15, 2014.

- **Careers Doctoral Consortium**

- CAR Doctoral Consortium**

- Program Session #: **258** | Submission: **17866** | Sponsor(s): **(CAR)**

- Scheduled: **Saturday, Aug 2 2014 9:00AM - 11:30AM** at **Philadelphia Marriott Downtown** in **Room 411,412**

- Organizer: **Katharina Chudzikowski**; U. of Bath; 

- Organizer: **Corinne Post**; Lehigh U.; 

- Facilitator: **Yan Shen**; U. of Victoria; 

- Speaker: **Svetlana Khapova**; VU U. Amsterdam; 

- Facilitator: **Stefanie Gustafsson**; U. of Bath; 

- Speaker: **Jon P. Briscoe**; Northern Illinois U.; 

- Facilitator: **Fida Afiouni**; American U. of Beirut; 

- Speaker: **Anders Dysvik**; BI Norwegian Business School; 

- Facilitator: **Emma Parry**; Cranfield U.; 

- Speaker: **Sherry E. Sullivan**; Bowling Green State U.; 

- Facilitator: **Barbara Mueller**; Johannes Kepler U.; 

- Speaker: **Holly Slay Ferraro**; Seattle U.; 

Doctoral and PhD students are often faced with multiple and oftentimes unexpected challenges in their early career. The academic job market has become increasingly international and complex based on competitive institutional requirements for a research and teaching positions. This year “CAR Doctoral Consortium” provides a forum for doctoral students to meet, connect, learn from each other informally and create a sense of community. We are especially interested in uniting scholars from a broad range of cultures and institutions. Our speakers are an international group of distinguished senior as well as junior faculty. They will share insights on the following five broad topics: (1) How to get access to support, mentoring, formal and informal resources during your doctoral career phase? (2) Applying for your first academic post: What are key issues, concerns and strategies? (3) Publishing your doctoral research: What needs to be considered and what can we learn from our role models? (4) Engagement with the scientific community: What are possible ways to get engaged in services for the scientific community and what needs to be considered? (5) How to prepare for your teaching role in early academic career phases?

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

- **Linking social networks and identity development in career research**

Careers: Networks & identity

Program Session #: **259** | Submission: **12882** | Sponsor(s): **(CAR, OB, HR)**

Scheduled: **Saturday, Aug 2 2014 9:00AM - 11:00AM** at **Philadelphia Marriott Downtown** in **Room 301**

Organizer: **Gudela Grote**; ETH Zurich; 

Panelist: **Roxana Barbulescu**; McGill U.; 

Panelist: **Gudela Grote**; ETH Zurich; 

Panelist: **Martin J. Kilduff**; U. College London; 

Panelist: **Barbara S. Lawrence**; U. of California, Los Angeles; 

Panelist: **Wendy Marcinkus Murphy**; Babson College; 

In this PDW, participants will explore the reciprocal effects of social networks and career identity, both in their own careers as well as concerning possible avenues for their research. Core concepts and methodologies – in particular career identity, reference groups, and social network analysis – will be introduced by leading scholars in the field, using examples of their own research as illustrations. Subsequent discussions in smaller groups will also be facilitated by these panelists, supporting participants in reflecting on their own careers and drawing inspiration for their future research from that reflection.

- **Congratulations, You Got a Revise and Resubmit! Now What?**

Revise and Resubmit

Program Session #: **290** | Submission: **15360** | Sponsor(s): **(OB, BPS, HR, CAR)**

Scheduled: **Saturday, Aug 2 2014 10:15AM - 12:15PM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon L**

Presenter: **William L. Gardner**; Texas Tech U.; 

Presenter: **Leanne E Atwater**; U. of Houston; 

Presenter: **Hui Liao**; U. of Maryland; 

Presenter: **Sucheta Nadkarni**; Drexel U.; 

Presenter: **Aparna Joshi**; Pennsylvania State U.; 

Organizer: **Rachel Clapp-Smith**; Purdue U., Calumet; 

Organizer: **Gretchen Vogelgesang**; San Jose State U.; 

Back by popular demand, this Professional Development Workshop is intended for both authors who have successfully passed the first round of peer review for article publication and reviewers for the top journals across disciplines. Offered at AOM 2013 in Orlando, this session was standing room only and participants reported the content to be beneficial to their career development. Therefore, panelists and organizers agreed to replicate the event. The five panelists represent the Academy of Management Journal, the Journal of Management, the Strategic Management Journal, The Leadership Quarterly, and the Journal for International Business Studies. Each panelist will discuss the requirements to a successful revise and resubmit, which he or she has learned in a career as author, reviewer, and editor. In addition, each panelist will share thoughts regarding the analysis of the first round of peer reviews, any indicators authors should regard as positive or negative signals (red flags), and recommendations for how authors should respond to reviews in order to obtain a conditional acceptance. Each panelist will detail necessary action steps recommended for each of the journals, including requirements for reviewers for these journals. After the panelists conclude their opening remarks, the organizers will open the floor to questions and discussion, allowing participants to share both positive and negative experiences with the R&R process. The session will conclude with the organizers generating a list from both the panelists and participants of best practices for both authors and reviewers to help make the R&R process more efficient and more effective. As an outcome of the AOM 2013 session, this list was circulated to all participants via email.

- **Does This Make Sense or Is It Nonsense? Translating Scholarship to Practice-Oriented Outlets**

Translating Research

Program Session #: **315** | Submission: **10871** | Sponsor(s): **(CAR, OB, OMT, HCM, PNP, GDO, HR, MED)**

Scheduled: **Saturday, Aug 2 2014 11:15AM - 1:15PM** at **Philadelphia Marriott Downtown** in **Room 407,408,409**

Organizer: **Timothy Hoff**; Northeastern U.; 

Organizer: **Kimberly Eddleston**; Northeastern U.; 

Participant: **Kimberly D. Elsbach**; U. of California, Davis; 

Participant: **Lawton R Burns**; The Wharton School, U. of Pennsylvania; 

Participant: **Andy Molinsky**; Brandeis U.; 

Participant: **Julia Kirby**; Harvard Business Review; 

Participant: **Ellen Ernst Kossek**; Purdue U.; 

An important element of our job as academics is to produce scholarship that extends knowledge and tests the limits of a vast range of management-oriented phenomena. However, there is a tendency at times for some scholars to lose sight of the practical significance of our work and how to translate and disseminate the knowledge we create to the rest of the world. This PDW is designed to help scholars talk about the relevance of their work to non-academic audiences – including practice-based business magazines and journals as well as the popular press. A select group of leading scholars who write for practitioner audiences and speak often to the media will share their experiences talking about their research to these various outlets. They will discuss approaches to writing and connecting with practitioner audiences, and methods of “translating” academic insights in ways that spark interest to practicing managers. The panelists will offer strategies for how to leverage the use of practice-oriented writings and media attention (e.g. for classroom use, research, and/or to gain credibility in the field). In addition to academics, our panel will include journalists and editors from leading business magazines and journal who will share tips on what they are looking for when finding material to write about or soliciting writing from academics.

- **How to Negotiate Your First Job Offer**

Negotiating Job Offers

Program Session #: **316** | Submission: **10876** | Sponsor(s): **(CM, OB, HR, CAR)**

Scheduled: **Saturday, Aug 2 2014 11:15AM - 2:15PM** at **Pennsylvania Convention Center** in **Room 203 A**

Organizer: **Lisa M. Leslie**; New York U.; 

Presenter: **Deepak Malhotra**; Harvard U.; 

Presenter: **Kathleen L. McGinn**; Harvard U.; 

Panelist: **Modupe Akinola**; Columbia U.; 

Panelist: **Corinne Bendersky**; U. of California, Los Angeles; 

Panelist: **Ray Friedman**; Vanderbilt U.; 

Panelist: **Brian C. Gunia**; The John Hopkins U.; 

Panelist: **Robin L. Pinkley**; Southern Methodist U.; 

In this lively and popular PDW, experts will offer advice and training to students and junior faculty who will be negotiating their (first) job offer in the near future. We will begin with an overview of negotiation principles from a negotiation expert (25 minutes). Next, participants will be paired-up and will conduct a mock job negotiation (35 minutes). The group will then reconvene and debrief the job negotiation exercise (25 minutes). We will take a short break (5 minutes) and conclude the session with a panel discussion, during

which experts with different experiences negotiating job offers will provide advice (80 minutes). The panel will include faculty at different career stages to provide a balanced perspective. Discussion topics may include: what to ask for, how to negotiate for more time when handling exploding offers, managing multiple offers, resolving dual career issues and dealing with spousal hires, cultural and gender differences in job negotiations, etc. The panelists will also answer questions from the audience.

- **Researchers at the periphery: stories from the trenches on how to join the research conversation**

Researchers at the periphery

Program Session #: **317** | Submission: **14054** | Sponsor(s): **(D&ITC, CAR, HR)**

Scheduled: **Saturday, Aug 2 2014 11:15AM - 1:45PM** at **Loews Philadelphia Hotel in Adams Room**

Discussant: **Bijan Azad**; American U. of Beirut; 

Chair: **Fida Afiouni**; American U. of Beirut; 

Presenter: **Fida Afiouni**; American U. of Beirut; 

Presenter: **Nathalie Belhoste**; NEOMA Business School; 

Presenter: **Charlotte M. Karam**; American U. of Beirut; 

Presenter: **Farah Kodeih**; NEOMA Business School; 

This workshop targets junior international faculty who are struggling to find their place in the research conversation. In line with the Academy's ongoing reach for international scholars, and its concern to be more inclusive and relevant to an increasing number of international faculty joining the academy, this workshop aims at providing a platform for peer-to-peer interaction, whereby four international scholars who are building a foundation for a successful academic career share their experiences with their peers and recall various avenues, ideas, and occurrences that allowed them to overcome the various challenges faced. Each presenter, by drawing on the example of a real paper's story, will focus on one particular challenge and will highlight the critical incidents that allowed them to move along the perilous publishing process from desk reject to revisions to final publications. These junior faculty facilitators, along with a senior international scholar will offer tips from the trenches, key questions for peer reflection as well as actionable take-aways that can get help other junior international scholar navigate their way through the academy and through the publishing process more generally. The PDW will also serve a platform to forge connections between the junior international faculty themselves.

This session will offer tips, peer reflection, and actionable items that can help international scholars navigate through AOM and publishing.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer(s) to obtain the approval code. The deadline to register is July 30, 2014.

- **Thrive! Energizing Ourselves and Others as Academics**

Thrive as Academics

Program Session #: **323** | Submission: **12530** | Sponsor(s): **(OB, HR, CAR, MOC)**

Scheduled: **Saturday, Aug 2 2014 11:30AM - 2:30PM** at **Philadelphia Marriott Downtown in Room 414,415**

Organizer: **Ulrich Leicht-Deobald**; U. of St. Gallen; 

Organizer: **Chak Fu Lam**; U. of Michigan, Ann Arbor; 

Organizer: **Dana McDaniel Sumpter**; California State U. Long Beach; 

Organizer: **Petra Kipfelsberger**; U. of St. Gallen; 

Speaker: **Theresa M. Glomb**; U. of Minnesota; 

Speaker: **Christine L. Porath**; Georgetown U.; 

Speaker: **Sabine Sonnentag**; U. of Mannheim; 

In this PDW, we draw from current research on energy and thriving to learn how we can create energy and thriving in ourselves and in others in our academic careers. First, we will learn from leading scholars in the field of energy and thriving to generate a set of practical strategies to help participants find opportunities to make their daily work lives more sustainable and rewarding. Second, we will enhance participants' awareness of how they can become a source of positive energy for others through the course of academic work. The PDW will begin with a brief introduction to the concepts of human energy and thriving at work, followed by small group discussions in which participants reflect on and share when they have felt most energized about their academic work. Three reputable scholars will then present their cutting-edge research on energy and thriving, followed by a systematic discussion on how participants can (1) enhance and generate energy, (2) prevent energy depletion, and (3) become a positive source of energy for others. The PDW will conclude with a summative discussion of key learnings.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 30, 2014.

- **Careers in the Rough: A Research Development Workshop**

- Careers in the Rough***

- Program Session #: **415** | Submission: **13013** | Sponsor(s): **(CAR, OB, HR)**

- Scheduled: **Saturday, Aug 2 2014 3:00PM - 5:00PM** at **Philadelphia Marriott Downtown** in Room **411,412**

Organizer: **Lauren A. Keating**; U. of New South Wales; 

Facilitator: **Edgar H. Schein**; Massachusetts Institute of Technology; 

Facilitator: **Jeffrey H. Greenhaus**; Drexel U.; 

Facilitator: **Hugh P. Gunz**; U. of Toronto; 

Facilitator: **Scott Seibert**; U. of Iowa; 

Facilitator: **Peter A. Heslin**; U. of New South Wales; 

Facilitator: **Berrin Erdogan**; Portland State U.; 

Facilitator: **Yehuda Baruch**; Southampton Business School, U.K.; 

Facilitator: **Jane Sturges**; King's College London; 

Facilitator: **Barbara S. Lawrence**; U. of California, Los Angeles; 

Facilitator: **Shoshana Dobrow Riza**; London School of Economics; 

Facilitator: **Katharina Chudzikowski**; U. of Bath; 

Facilitator: **Jon P. Briscoe**; Northern Illinois U.; 

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

Facilitator: **Corinne Post**; Lehigh U.; 

Facilitator: **Ute-Christine Klehe**; Justus-Liebig U. Giessen; 

Facilitator: **Monica L. Forret**; St. Ambrose U.; 

Facilitator: **Daniel Tzabbar**; Drexel U.; 

Facilitator: **Gina Dokko**; U. of California, Davis; 

Facilitator: **Daniel Turban**; U. of Missouri; 

Facilitator: **Marcus M. Butts**; The U. of Texas at Arlington; 
Facilitator: **Denise M. Rousseau**; Carnegie Mellon U.; 

Careers in the Rough is a workshop (in the style of Cognition in the Rough offered by MOC) consisting of accomplished scholars mentoring PhD students and/or junior scholars who submit careers papers that are in the formative stages. Research in the Careers domain includes topics such as: people's lifelong succession of work experiences, the structure of opportunity to work, the relationship between careers and other aspects of life, individual career development, career management strategies, relationships between human resource systems and careers, career outcomes (e.g., success, plateauing, discouragement, derailment), life cycle interactions with work, race, culture, and gender effects on careers, labor force diversity, internal labor market structures and functions, cross-cultural careers, and effects of demographic and social changes on work. Participants are asked to provide a manuscript that is close to submission for a refereed journal. They can also write up to 250 words on a challenge they want help addressing. Each participant will receive detailed feedback regarding the positive aspects of their work, as well as helpful input regarding how it can be improved from two accomplished scholars. This PDW will thus foster the design and development of good careers research into valuable careers publications.

Pre-registration is required for this workshop. Please send the workshop organizer a careers-related manuscript that is close to submission for a refereed journal, as well as a paragraph (max 250 words) on a challenge you want help addressing. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 15, 2014.

- **The Power to Define Your Path to ‘Having It All’: Enriching the Discussion of Balance in Academia**

The Power to Define Your Path

Program Session #: **462** | Submission: **12913** | Sponsor(s): **(CAR)**

Scheduled: **Saturday, Aug 2 2014 4:45PM - 6:45PM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon B**

Organizer: **Charlice Hurst**; U. of Notre Dame; 

Organizer: **Jennifer Miner Knippen**; U. of Virginia; 

Organizer: **Mary F. Sully de Luque**; Thunderbird; 

Speaker: **Joyce E. Bono**; U. of Florida; 

Speaker: **Laura Huang**; The Wharton School, U. of Pennsylvania; 

Speaker: **John Kammeyer-Mueller**; U. of Minnesota; 

Speaker: **Aimee A. Kane**; Duquesne U.; 

Speaker: **Ellen Ernst Kossek**; Purdue U.; 

Speaker: **Pamela Peng Park**; Harvard U.; 

Speaker: **Ronald F. Piccolo**; Rollins College; 

Speaker: **Shaun Pichler**; California State U., Fullerton; 

Speaker: **Lynn Roseberry**; Copenhagen Business School; 

Speaker: **J. Goosby Smith**; Pepperdine U.; 

The pursuit of “it all” has been the focus of much discussion in the media as well as the management literature which explores the conditions surrounding women’s progress within organizations. Those in industry often think of academia as an exception to the apparent incompatibility between career success and personal pursuits; however the empirical data reveal that women in academia also experience significant

challenges in their pursuit of it all as women continue to be underrepresented in the most prestigious academic appointments. At the same time, men have been increasingly a part of this dialogue, with many corporate leaders speaking out on these issues. The purpose of this workshop is to bring together academy members, across cultures and genders, from different career stages and backgrounds, to address an important commonality among us all: to pursue the meaning of what professional and personal success represents. This PDW highlights a panel of outstanding scholars willing to candidly share their personal journeys and strategies, to help others understand how we can create better balance in our lives. This session is designed to be highly interactive through the inclusion of a networking reception and panel and roundtable discussions. This is a continuation of a PDW presented last year, when we held a similar session that was standing-room-only. Based on the overwhelming request to hold another session, this year we invited a group of diverse panelists to facilitate discussion amongst participants to inspire and motivate through the dialogue.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 30, 2014.

B. Showcase Symposium

○ Teaching Careers: From Publishing to People

Teaching Careers

Program Session #: **570** | Submission: **15993** | Sponsor(s): **(CAR, MED, AAT)**

Scheduled: **Sunday, Aug 3 2014 11:15AM - 12:45PM** at **Pennsylvania Convention Center** in **Room 121 B**

Chair: **Madeline M. Crocitto**; The State U. of New York; 

Dynamic changes in our global economy influence the content and process of attaining and developing human capital in enterprises of all sizes. These changes, in turn, impact the careers of individuals causing disequilibrium and stress in both organizations and people. It is necessary to understand the origins of contemporary career thinking and environmental changes which have created the urgent need to arm individuals with the knowledge and tools to be career competitive and personally fulfilled. Current teaching and consulting materials such as textbooks often do not reflect the state of knowledge of careers in terms of theory and grounded measures prevalent in the field. Recognizing the need to "train the trainer" this symposium presents useful theoretical and practical knowledge successfully applied to develop the careers of students and executives at junior and senior levels. We analyze the state of publishing in the area of teaching about careers as well as present and discuss how various techniques are used in the classroom and in the field. Specifically, we demonstrate how the Intelligent Careers Card Sort, Kaleidoscope Career measure of authenticity, balance, and challenge, and peer coaching methods can assist career actors with understanding their careers and making appropriate decisions. Presenters also introduce ways to have career actors analyze their career configurations, as well as leverage technology to network and develop a personal brand.

Search Terms: careers , AAT Teaching , techniques

Where We Are Now and How We've Arrived: The History of Careers Thinking and Application

Presenter: **Samuel Rabinowitz**; Rutgers U.-Camden; 

Where Is All the Research on Careers Education Management?

Presenter: **J B Arbaugh**; U. of Wisconsin, Oshkosh; 

A Little Help from My Friends: The Careers Division Teaching Community

Presenter: **Holly S. Slay**; Seattle U.; 

Presenter: **Michael B. Arthur**; Suffolk U.; 

Staying Afloat in the Boundaryless Sea: Teaching Students Career Planning Using the ICCS.

Presenter: **Madeline M. Crocitto**; The State U. of New York; 

Presenter: **Shalei V. K. Simms**; State U. of New York College at Old Westbury; 

Teaching about Careers using the Kaleidoscope Career Model

Presenter: **Sherry E. Sullivan**; Bowling Green State U.; 

Presenter: **Shawn M. Carraher**; Oxford Journal Distinguished Research Professor; 

Teaching about Careers to Executives

Presenter: **Maury Peiperl**; IMD; 

Presenter: **Suzanne C. de Janasz**; IMD; 

Teaching Developmental Networking in a Virtual Age

Presenter: **Veronica M. Godshalk**; Pennsylvania State U.; 

Presenter: **Barrie E. Litzky**; Pennsylvania State U., Great Valley; 

- **How to be Successful at the Academy of Management**

Success at the Academy

Program Session #: **873** | Submission: **10786** | Sponsor(s): **(OB, OMT, CAR)**

Scheduled: **Monday, Aug 4 2014 8:00AM - 9:30AM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon B**

Chair: **Jeffrey Miles**; U. of the Pacific; 

Discussant: **Roy R Suddaby**; U. of Alberta; 

This symposium examines the question “How can you be successful at the Academy of Management?” A number of performance management models have been introduced that examine successful organizational performance. These models show that a vital step in the performance management process is defining successful performance. Defining performance is a critical step because it sets the standard for performance (i.e., what work is to be achieved) and provides a foundation for establishing action plans and performance goals (i.e., how the work is to be accomplished). Following this line of thinking, this symposium examines both “what” activities can be done and “how” those activities can be accomplished in order to be a success at the Academy of Management. In this symposium, seven expert presenters will show you how to: 1) write an award-winning symposium, 2) write an impactful paper, 3) write a successful professional development workshop (PDW), 4) write an award-winning book, 5) create a successful new theory, 6) be a successful conference program chair, and 7) be a successful journal editor.

Search Terms: career success , job performance , academic career

How to Write an Award-Winning Symposium

Presenter: **Jeffrey Miles**; U. of the Pacific; 

How to Write an Impactful Paper

Presenter: **Dennis A. Gioia**; Pennsylvania State U.; 

How to Write a Successful PDW

Presenter: **Deborah E. de Lange**; Ryerson U.; 

How to Write an Award-Winning Book

Presenter: **Patricia H Thornton**; Duke U.; 

How to Create a Successful New Theory

Presenter: **Edwin A. Locke**; U. of Maryland; 

How to be a Successful Program Chair

Presenter: **Susan E. Jackson**; Rutgers U.; 

How to be a Successful Journal Editor

Presenter: **Roy R Suddaby**; U. of Alberta; 

- **The Golden Years? Identity, Choice, and Serendipity in Retiring from an Academic Career**
Retirement

Program Session #: **913** | Submission: **10508** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 404**

Organizer: **Lotte Bailyn**; Massachusetts Institute of Technology; 

Participant: **Myron D Fottler**; U. of Central Florida; 

Participant: **Deborah M Kolb**; Simmons College; 

Participant: **Roy J. Lewicki**; The Ohio State U.; 

Participant: **Barry M Staw**; U. of California, Berkeley; 

Participant: **Eleanor Westney**; York U.; 

This panel brings together recently retired academics at different stages of evolving a pattern in their retirement careers. They will deal with questions of why they chose to retire, what they anticipated it would be like, how it has turned out, and what issues or concerns they have encountered. It is meant to be informal, with each presenter talking briefly and then joining audience groups for more intense discussion and questions.

Search Terms: retirement , academic careers

- **The Return of the Repressed: Promises and Perils of Bringing "The Unconscious" into Identity Work**

Unconscious Identity Work

Program Session #: **1602** | Submission: **12358** | Sponsor(s): **(MOC, OB, CAR)**

Scheduled: **Tuesday, Aug 5 2014 9:45AM - 11:15AM** at **Loews Philadelphia Hotel** in **Congress Room A**

Organizer: **Gianpiero Petriglieri**; INSEAD; 

Organizer: **Susan J. Ashford**; U. of Michigan; 

Discussant: **Sally Maitlis**; U. of British Columbia; 

This symposium is concerned with the unconscious aspects of identity construction in and around organizations. Scholars have long acknowledged that identity work is only conscious at times of potential change, while it continues below the surface of awareness for most of individuals' lives. This symposium aims to investigate when, how, and why researching its less conscious aspects may enrich identity scholarship—and what difficulties may accompany the endeavor. The four papers do the following: provide a novel metaphor for the unconscious currents in identity work, discuss how unconscious learning underpins identities that survive the loss of one's organization, describe how work-life narratives may function as a social defense that sustains traditional work and gender identities, and examine the identity vicissitudes of independent workers. Following the presentations, Sally Maitlis, a leading scholar of identity dynamics and the interplay between affect and sensemaking, will facilitate an interactive discussion on the potential and perils involved in this avenue of research.

Search Terms: Identity Work , Unconscious , Systems Psychodynamics

Making Waves: A Metaphor for (Un)Conscious Identity Work

Presenter: **Glen E. Kreiner**; Pennsylvania State U.; 

Presenter: **Chad Murphy**; Pennsylvania State U.; 

The Accidental Entrepreneur? Unconscious Identity Learning in an Organizational Bankruptcy

Presenter: **Eliana Crosina**; Boston College; 

Presenter: **Michael G. Pratt**; Boston College; 

The Work-Family Narrative as a Social Defense

Presenter: **Irene Padavic**; Florida State U.; 

Presenter: **Robin Ely**; Harvard U.; 

Presenter: **Erin Marie Reid**; Boston U.; 

Agony and Ecstasy: Identity Dynamics in the Pursuit of Personalized Work

Presenter: **Gianpiero Petriglieri**; INSEAD; 

Presenter: **Susan J. Ashford**; U. of Michigan; 

○ **What is Next on the Job Embeddedness Horizon? Current Trends and New Directions**

The Future of Job Embeddedness

Program Session #: **1923** | Submission: **11894** | Sponsor(s): **(OB, HR, CAR)**

Scheduled: **Tuesday, Aug 5 2014 3:00PM - 4:30PM** at **Philadelphia Marriott Downtown** in **Room 401**

Organizer: **Marion B. Eberly**; U. of Washington, Tacoma; 

Discussant: **Thomas Lee**; U. of Washington; 

Organizer: **Pauline Schilpzand**; Oregon State U.; 

Despite its relative newness to the organizational sciences, the construct of job embeddedness has inspired a rich body of research (Lee, Burch, & Mitchell, in press). The purpose of this presenter symposium is to reflect on the job embeddedness research that has been conducted over the past 15+ years and to develop new research directions that will further the impact that job embeddedness may have on the explanation of critical organizational outcomes such as turnover, employee attitudes and performance. The papers presented will discuss a wide range of perspectives to pursue, therefore providing multiple paths for future researchers to continue to explore the nature and nomological network of job embeddedness. Specifically, the symposium will discuss the conceptual nature of job embeddedness, suggest different foci of embeddedness moving beyond the initially proposed focus on on-the-job and off-the-job embeddedness,

provide data that proposes job embeddedness may be predicted pre-employment, and link job embeddedness to newest turnover theory by offering data on how job embeddedness relates to proximal withdrawal states (Hom, Mitchell, Lee, & Griffeth, 2012).

Search Terms: embeddedness , turnover , withdrawal states

The Development of a Reflective Job Embeddedness Measure: Focus Group Discussions

Presenter: **Mary Bambacas**; U. of South Australia; 

Job Embeddedness: A Multi-Foci Construct

Presenter: **Brooks C. Holtom**; Georgetown U.; 

Presenter: **Kohyar Kiazad**; Monash U.; 

Presenter: **Alexander Newman**; Monash U.; 

Presenter: **Peter Hom**; Arizona State U.; 

Client embeddedness as an Additional Component of Job Embeddedness

Presenter: **Gerry Treuren**; U. of South Australia; 

Is there a Dispositional Base of Job Embeddedness? Introducing Embeddedness Propensity

Presenter: **Marion B. Eberly**; U. of Washington, Tacoma; 

Presenter: **Pauline Schilpzand**; Oregon State U.; 

How Job Embeddedness Relates to Proximal Withdrawal States, and Other Research Ideas

Presenter: **Junchao Li**; U. of Washington; 

Presenter: **Thomas Lee**; U. of Washington; 

Presenter: **Terence R. Mitchell**; U. of Washington; 

C. Symposium

○ **Minding the Gap: Addressing Discrepancies Between Career Aspirations and Realities**

Minding Career Gaps

Program Session #: **821** | Submission: **10724** | Sponsor(s): **(CAR, HR, OB)**

Scheduled: **Monday, Aug 4 2014 8:00AM - 9:30AM** at **Philadelphia Marriott Downtown** in **Room 408**

Chair: **Jon P. Briscoe**; Northern Illinois U.; 

Discussant: **Douglas T. Hall**; Boston U.; 

This symposium examines the nature of career "gaps" and how individuals do, or can address these caps. A first paper discusses how individuals' mindsets guide their thoughts, feelings and behavior in response to setbacks encountered during the job search process. In the second paper, a cross-culturally developed career success scale based upon "desired" and "achieved" levels of perceived career success is presented. The third presentation looks at how fulfilled or unfulfilled expectations with an employer lead to retention issues in a longitudinal study. The final paper explores a sustainable career approach which allows one to address gaps across the life-span. Douglas T. Hall, Academy Fellow and Everett C. Hughes Award recipient serves as our discussant.

Search Terms: career transitions , career success , career management

Stuck in the Muck? The Role of Mindsets and Self-regulation when Stymied During Job Search

Presenter: **Peter A. Heslin**; U. of New South Wales; 

Presenter: **Lauren A. Keating**; U. of New South Wales; 

A Cross-Culturally Generated Measure of Perceived Career Success: Results of a Three-Stage Study

Presenter: **Jon P. Briscoe**; Northern Illinois U.; 

Presenter: **Robert Kaše**; U. of Ljubljana; 

Presenter: **Nicky Dries**; Katholieke U. Leuven; 

Presenter: **Anders Dysvik**; BI Norwegian Business School; 

Presenter: **Julie Unite**; Northern Illinois U.; 

Presenter: **K. Ovgu Cakmak-Otluoglu**; Istanbul U.; 

Presenter: **Ifedapo Adeleye**; Lagos Business School; 

Presenter: **Eleni Apospori**; Athens U. of Economics and Business; 

Presenter: **Silvia Bagdadli**; Bocconi U. / SDA Bocconi; 

Presenter: **Olusegun Babalola**; Lagos Business School; 

Presenter: **Jean-Luc Cerdin**; ESSEC Business School; 

Presenter: **Zhangfeng Fei**; Donghua U.; 

Presenter: **Martina Gianecchini**; U. of Padova; 

Presenter: **Najung Kim**; Kookmin U.; 

Presenter: **Wolfgang Mayrhofer**; WU Vienna; 

Presenter: **Sushanta Kumar Mishra**; Indian Institute of Management, Indore; 

Presenter: **Astrid Reichel**; WU Vienna; 

Presenter: **Richa Saxena**; Indian Institute of Management, Ahmedabad; 

Presenter: **Yan Shen**; U. of Victoria; 

Presenter: **Vivien Supangco**; U. of the Philippines; 

Presenter: **Marijke Verbruggen**; KU Leuven; 

Effects of Career Shocks and Obstacles on Early-Career Employee Retention: An Image Theory View

Presenter: **Scott Seibert**; U. of Iowa; 

Presenter: **Maria Kraimer**; U. of Iowa; 

Presenter: **Abigail J Pierotti**; U. of Iowa; 

Presenter: **Brooks C. Holtom**; Georgetown U.; 

Using Sustainable Career Practices to Bridge Gaps in Contemporary Careers

Presenter: **Monique Valcour**; EDHEC Business School; 

○ **Examining the Antecedents of Family-Supportive Supervisory Behaviors**

Antecedents of FSSB

Program Session #: **1010** | Submission: **12906** | Sponsor(s): **(CAR, OB, HR)**

Scheduled: **Monday, Aug 4 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **Jaclyn Margolis**; Drexel U.; 

Chair: **Russell A. Matthews**; Bowling Green State U.; 

Discussant: **Laurent M. Lapierre**; U. of Ottawa; 

Family supportive supervisory behaviors (FSSB) have important workplace outcomes such as reducing work-family conflict and turnover intentions and improving job satisfaction and organizational commitment. Despite the extensive literature on the benefits of FSSBs, far less is known about why some supervisors are

more supportive of their employees' work-family needs than others. In order for organizations to successfully leverage FSSBs as an effective approach to help employees better manage their work and family demands, more research is needed to understand the determinants of FSSB. The contributors to this symposium address this gap in the literature through adopting distinctive but complementary theoretical and empirical perspectives on the conditions and characteristics that either enhance or impede FSSB. The four papers examine leadership behaviors, perceptions of social exchange relationships, job satisfaction, workplace events, and workplace interventions as explanatory factors that provide insight into the determinants of FSSB. As such, the contributions to this symposium help to enhance our understanding of the antecedents of FSSB.

Search Terms: Family Supportive Supervision , FSSB , Work-Family

Leadership Antecedents of FSSBs: The Role of Theory X Beliefs And Bottom-Line Mentality

Presenter: **Blythe L Rosikewicz**; Drexel U.; 

Presenter: **Katrina A. Graham**; Drexel U.; 

Presenter: **Jaclyn Margolis**; Drexel U.; 

Presenter: **Jeffrey H. Greenhaus**; Drexel U.; 

Quality of leader-member exchange and FSSBs: A school-level study of principals and teachers

Presenter: **Russell A. Matthews**; Bowling Green State U.; 

Presenter: **Benjamin Walsh**; U. of Illinois Springfield; 

Presenter: **Rachel C Trout**; Louisiana State U.; 

Presenter: **Julie Holliday Wayne**; Wake Forest U.; 

Presenter: **Sara McKersie**; Bowling Green State U.; 

FSSBs and Dynamic Shifts in Negative Work Events and Job Satisfaction

Presenter: **David E. Caughlin**; Portland State U.; 

Presenter: **Leslie B. Hammer**; Portland State U.; 

Presenter: **Todd Bodner**; Portland State U.; 

Presenter: **Ellen Ernst Kossek**; Purdue U.; 

Presenter: **Phyllis Moen**; U. of Minnesota; 

Presenter: **Orfeu Buxton**; Harvard U.; 

The Role of FSSBs on Psychological Distress: A Longitudinal Randomized Field Control Study

Presenter: **Ellen Ernst Kossek**; Purdue U.; 

Presenter: **Katie Lawson**; Pennsylvania State U.; 

Presenter: **Todd Bodner**; Portland State U.; 

Presenter: **Rebecca J Thompson**; Purdue U.; 

Presenter: **David Almeida**; Pennsylvania State U.; 

Presenter: **Leslie B. Hammer**; Portland State U.; 

Presenter: **Phyllis Moen**; U. of Minnesota; 

Presenter: **Orfeu Buxton**; Harvard U.; 

○ **The Power of Stressors: New Directions in the Challenge and Hindrance Stressor Framework**

Challenge/Hindrance Stressors

Program Session #: **1144** | Submission: **10839** | Sponsor(s): **(OB, HR, CAR)**

Scheduled: **Monday, Aug 4 2014 1:15PM - 2:45PM** at **Philadelphia Marriott Downtown** in **Room 301**

Organizer: **Margaret Shaffer**; U. of Wisconsin, Milwaukee; 
Organizer: **Steven D. Charlier**; Georgia Southern U.; 
Organizer: **Maria Kraimer**; U. of Iowa; 
Discussant: **Brooke R. Buckman**; Florida International U.; 
Discussant: **Mihaela Dimitrova**; Oakland U.; 
Discussant: **Stacy Lolkus**; U. of Iowa; 

The focus of this research symposium centers on new lines of inquiry related to the challenge/hindrance stressor framework. Prior research has shown that job demands (or stressors) can have either a debilitating or a motivating effect on individuals, depending on whether the stressor is viewed by the individual as a hindrance (e.g., politics, “red tape”, role ambiguity) or a challenge (e.g., workload, time pressure, task complexity; Cavanaugh, Boswell, Roehling, & Boudreau, 2000; LePine, Podsakoff, & LePine, 2005; Seley, 1976). Building on prior work that has generally focused on re-examining past research, the proposed symposium brings together five studies that offer new insights into the challenge and hindrance framework from a number of different perspectives. The first two papers look at the mediating role of stressor appraisals in the relationship between various job characteristics and attitudinal outcomes. Our third paper examines the crossover effects of family-related stressors on both work and family engagement perceptions. In turn, the fourth paper explores a new temporal perspective of the challenge/hindrance framework by investigating the effects of job demands on a daily basis. Finally, our last paper takes this research stream into the global arena, and looks at how partner/relationship attributes moderate the relationships between multiple global work-related demands and challenge/hindrance perceptions. Our proposed symposium ends with a panel discussion with three of the participants who have focused (or will focus) on this framework for their dissertation research.

Search Terms: job demands , stress , employee engagement/satisfaction

Resource Constrained Yet Proactive? The Mediating Role of Cognitive Appraisals

Presenter: **Ingrid C. Chadwick**; Concordia U.; 
Presenter: **Jana L. Raver**; Queen's U.; 

Stress is in the Eye of the Beholder: Work Demands, Demand Appraisals, and Well-Being

Presenter: **Stacy Lolkus**; U. of Iowa; 

Interaction Effects of Job Demands on Daily Goal Completion Satisfaction and Daily Work Engagement

Presenter: **Mihaela Dimitrova**; Oakland U.; 
Presenter: **Margaret Shaffer**; U. of Wisconsin, Milwaukee; 

Family Challenge and Hindrance Stressors: Family Engagement as a Key Transmitter to the Work Domain

Presenter: **Brooke R. Buckman**; Florida International U.; 
Presenter: **Marcie LePine**; Arizona State U.; 

Are Global Work Requirements a Challenge or a Hindrance? It Depends on the Employee’s Partner

Presenter: **Maria Kraimer**; U. of Iowa; 
Presenter: **Mark C. Bolino**; U. of Oklahoma; 
Presenter: **Steven D. Charlier**; Georgia Southern U.; 
Presenter: **Olivier Wurtz**; U. of Vaasa; 

- **Persons with Disabilities and Entrepreneurship: Barriers and Opportunities**

PWD and Entrepreneurship

Program Session #: **1452** | Submission: **11156** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 8:00AM - 9:30AM** at **Philadelphia Marriott Downtown** in **Room 408**

Organizer: **Lizabeth A Barclay**; Oakland U.; 

Organizer: **Karen S Markel**; Oakland U.; 

Discussant: **Mark Simon**; Oakland U.; 

Discussant: **Caren Goldberg**; American U.; 

Persons with disabilities represent a large and growing portion of the world population (World Health Organization, 2011). Entrepreneurship has been suggested as a means for PWD to lead meaningful and independent lives (Pavey, 2006). To that end, the papers in this symposium explore different approaches to entrepreneurship that could address the real underemployment problems of PWD. For example, the growing body of work on social entrepreneurship is relevant to both theory building and applied research related to PWD. Entrepreneurial activity that provides opportunities for PWD could create societal value.

Entrepreneurship could also be investigated as a disability management tool (Larsson, 2006). Lastly, if entrepreneurship is an option for addressing meaningful work for PWD, how do current theories of careers relate to this development? This symposium first provides an overview of the number of people worldwide who have or will develop disabilities. After framing the problem, successful case examples where social entrepreneurship has led to opportunities within established organizations will be presented. Next, papers involving a variety of research methods provide data on the dynamics of self-evaluation and self-image in pursuing self-employment as well as perceptions of barriers faced by PWD when starting a business. Lastly, traditional career modeling is explored in the context of entrepreneurial activity for PWD. Suggestions for both future research and practitioners in this area are presented. Together the papers included in this symposium extend research and theory related to entrepreneurship as a means to address employment issues faced by PWD. These papers discuss how organizations (public and private) and society can use entrepreneurial activity to provide meaningful work activity for this disadvantaged group.

Search Terms: Disability , Entrepreneurship , Careers

The Inclusion of People with Disabilities into the Workforce: Utilizing Comparative Skills for Entrepreneurship

Presenter: **David J. G. Dwertmann**; U. of St. Gallen; 

The self-evaluation benefits of entrepreneurship for persons with disabilities

Presenter: **Bruce Martin**; U. College Dublin; 

Presenter: **Benson Honig**; McMaster U.; 

Barriers to entrepreneurship for people with disabilities: Focus on financial and social barriers

Presenter: **Maija Renko**; U. of Illinois at Chicago; 

Presenter: **Sarah Parker Harris**; U. of Illinois at Chicago; 

Presenter: **Katherine E. Caldwell**; U. of Illinois at Chicago; 

The Boundaryless Career and Entrepreneurship: Making Room for People with Disabilities

Presenter: **Karen S Markel**; Oakland U.; 

Presenter: **Lizabeth A Barclay**; Oakland U.; 

- **Beyond the Dyad of Work and Family: Towards a More Holistic Understanding of Work-life Balance**

Beyond the Dyad: Work & Family

Program Session #: **1563** | Submission: **11745** | Sponsor(s): **(CAR, GDO, HR)**

Scheduled: **Tuesday, Aug 5 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 502**

Organizer: **Clare Kelliher**; Cranfield U.; 

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

The concept of work-life balance has been the subject of considerable scholarly and practitioner interest in the past few decades. This interest has given rise to a large body of literature characterised by a dominant focus on the interface between work and family. Critics, however, have suggested that focusing on family primarily in the context of caring commitments imposes theoretical and practical limitations on both our understanding of life balance and the implications and possibilities of organizational life-balance practices and policies. Therefore, this symposium responds to calls to engage with a broader range of life circumstances and stages, and the related implications for life balance initiatives. The Symposium will draw on four separate studies carried out in Denmark, the UK and the Netherlands to engage more fully with the composite and dynamic nature of what it means to have life-balance in the contemporary work place. It will also signal specific themes for managers and practitioners seeking to provide employees with opportunities for life balance that extend beyond the needs parents and other care givers. In this regard it moves towards a more holistic understanding of opportunities for and experiences of life- balance.

Search Terms: Work and Family , Work-life Balance , Non-family Life

Would you Help? Examining the Antecedents of Co-worker-enacted Informal Work Accommodations to Life

Presenter: **Elisabeth B. Schmitz**; Volkswagen AG; 

Presenter: **T. Alexandra Beauregard**; London School of Economics; 

The Changing Employer Orientation to Work-life Policies in Britain: Evidence from WERS

Presenter: **Lilian M. de Menezes**; Cass Business School, City U. London; 

Presenter: **Stephen Wood**; U. of Leicester; 

Flexibility as an Employability Enhancement Tool?: Time-spatial Flexibility and Employability

Presenter: **Pascale Peters**; Radboud U. Nijmegen; 

Presenter: **Beatrice Van der Heijden**; Radboud U. Nijmegen; 

Presenter: **Guy Notelaers**; U. of Bergen; 

When Work Becomes into Community Care: A Redefining of Work/Life Management for Public Servants

Presenter: **Robyn Remke**; Copenhagen Business School; 

- **What Doesn't Kill You: The Developmental Impact of Going Through Adverse Work Experiences**

Adversity at Work

Program Session #: **1621** | Submission: **11171** | Sponsor(s): **(OB, HR, CAR)**

Scheduled: **Tuesday, Aug 5 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 304**

Chair: **Bernd Carette**; Ghent U.; 

Chair: **Lisa Dragoni**; Cornell U.; 

Discussant: **Shmuel Ellis**; Tel Aviv U.; 

The economic turmoil that characterizes the contemporary work environment has spurred the interest in business failures and other severe workplace adversities, and their impact on different organizational levels. This symposium aims to improve our understanding of the developmental impact of workplace adversities at the individual level of analysis. Four presentations will look into multiple types of adverse experiences (e.g., entrepreneurial failures, setbacks in the banking business, managerial failures). The main thesis running through the different presentations is that the developmental impact of these adverse experiences is contingent upon individual dispositions. Additionally, different mechanisms are identified and tested that may account for these moderation effects.

Search Terms: Failure , Job performance , Development

The Relationship Between Workplace Adversity and Job Performance in a Banking Organization

Presenter: **Bernd Carette**; Ghent U.; 

Presenter: **Frederik Anseel**; Ghent U.; 

Presenter: **Filip Lievens**; Ghent U.; 

Presenter: **Helga Peeters**; U. College West Flanders; 

Learning from Others' Failures: The Effect of Failure-stories on Knowledge Transfer

Presenter: **Ronald Bledow**; Singapore Management U.; 

Presenter: **Bernd Carette**; Ghent U.; 

Presenter: **Jana Kuhnel**; Konstanz U.; 

The Elusive Effects of Failure Experiences in the Practice of Entrepreneurship

Presenter: **Maiyuwai Reeves**; U. at Buffalo, the State U. of New York; 

Presenter: **Paul E. Tesluk**; U. at Buffalo, the State U. of New York; 

Job Challenge as a Motivational State

Presenter: **Irene E. De Pater**; National U. of Singapore; 

Presenter: **Annelies E.M. Van Vianen**; U. of Amsterdam; 

Presenter: **Paul Tae Young Preenen**; U. of Amsterdam; 

○ **Other Sides of Status: Dimensions, Detriments, and Deliberations**

Status

Program Session #: **1636** | Submission: **14420** | Sponsor(s): **(OMT, BPS, CAR)**

Scheduled: **Tuesday, Aug 5 2014 9:45AM - 11:15AM** at **Pennsylvania Convention Center** in **Room 121 A**

Organizer: **Brian Philip Reschke**; U. of California, Berkeley; 

Discussant: **Michael Jensen**; U. of Michigan; 

Search Terms: status

High-status Affiliations, Identity Creation, and Rank Mobility

Presenter: **Daniel Malter**; Harvard U.; 

Status and Strategic Change in the U.S. Venture Capital Industry

Presenter: **Matthew S. Bothner**; ESMT European School of Management and Technology; 

Presenter: **Young-Kyu Kim**; Korea U. Business School; 

Presenter: **Wonjae Lee**; KAIST; 

The Judgment of Paris? Status Shocks and the Structure of Constraint in the Academic Life Sciences

Presenter: **Pierre Azoulay**; Massachusetts Institute of Technology; 

Presenter: **Brian Philip Reschke**; U. of California, Berkeley; 

Presenter: **Toby E. Stuart**; U. of California, Berkeley; 

Managing Impressions with Authentic Culture: How & Why High Status Actors Consume L...

Presenter: **Oliver Hahl**; Carnegie Mellon U. - Tepper School of Business; 

Presenter: **Ezra Zuckerman**; Massachusetts Institute of Technology; 

- **Crafting Resilience: A multilevel examination of resilience resources at work in organizations**

Crafting Resilience

Program Session #: **1709** | Submission: **11928** | Sponsor(s): **(MOC, CAR)**

Scheduled: **Tuesday, Aug 5 2014 11:30AM - 1:00PM** at **Loews Philadelphia Hotel** in **Tubman Room**

Discussant: **Sally Maitlis**; U. of British Columbia; 

Organizer: **Brianna Barker Caza**; Griffith U.; 

Organizer: **Mara Olekalns**; U. of Melbourne; 

Workplace setbacks and challenges are common features of organizational life. Yet, reactions to these events vary significantly among both individuals and organizations. Some individuals and organizations bounce back, and even thrive in the face of significant challenges, while others are unable to cope. Given the frequency with which individuals, teams and organizations face challenges at work, and the importance of resilience to individual and organizational flourishing, it is essential to understand the various resources that contribute to resilience at all levels of analysis. This symposium provides a multi-level perspective by bringing together research on individual and collective resilience. The aim of this symposium is to identify the resources that contribute to resilience at each level of analysis, as well as those resources that are common across levels. The symposium will offer a lively discussion between presenters, discussant, and audience members on critical foundations for resilience at work.

Search Terms: Resilience , Workplace adversity , Career perceptions

Expressive Writing, Attribution, and Employee Resilience During the Financial Crisis

Presenter: **Jennifer Tosti-Kharas**; San Francisco State U.; 

Not so smooth: Responding to adversity in negotiations

Presenter: **Brianna Barker Caza**; Griffith U.; 

Presenter: **Mara Olekalns**; U. of Melbourne; 

Does Pursuing High Reliability Make Individuals More Resilient

Presenter: **Timothy J. Vogus**; Vanderbilt U.; 

Organizational Resilience: Outlining a Construct

Presenter: **Edward H. Powley**; Naval Postgraduate School; 

○ **The Employability Management Paradox: Beauty or the Beast?**

Employability Paradox

Program Session #: 1777 | Submission: 14185 | Sponsor(s): (CAR, HR)

Scheduled: Tuesday, Aug 5 2014 1:15PM - 2:45PM at Philadelphia Marriott Downtown in Room 408

Chair: **Jos Akkermans**; VU U. Amsterdam; 

Organizer: **Nele De Cuyper**; KU Leuven; 

Organizer: **Anneleen Forrier**; KU Leuven; 

Discussant: **Mel Fugate**; Southern Methodist U.; 

Employability, which is an individual's chance of a job in the internal and/or external labor market, is crucial both for employees and employers in today's extremely competitive business landscape. The importance of this claim was strongly reinforced by the global economic crisis and its lingering high unemployment and competition for talent. Research on this topic has clearly demonstrated positive effects of employability on individual outcomes such as employee wellbeing and career success. However, from the employer's perspective, many still debate the outcomes of investing in the employability of employees, because it may also make an organization's employees more valuable to competitors and risk the potential of training employees for the competitor's benefit if they leave. This scenario presents a "management paradox". The central theme of this symposium therefore deals with the question what the potential advantages and disadvantages are for employers to invest in the employability of their employees. We bring together a collection of six papers on different facets of the management paradox in which we aim to probe: (1) potential advantages of employability investments, (2) potential disadvantages of employability investments, and (3) an integration of the two perspectives.

Search Terms: employability , career , paradox

Employer Investments in Hospital Workers' Employability: A Study of the Potential Benefits

Presenter: **Jasmijn van Harten**; Utrecht U.; 

Presenter: **Eva Knies**; Utrecht U.; 

Presenter: **Peter Leisink**; Utrecht U.; 

Towards an HRM Model of Innovative Work Behavior Enhancement: A Moderated Mediation Analysis

Presenter: **Jol Stoffers**; Zuyd U.; 

Presenter: **Beatrice Van der Heijden**; Radboud U. Nijmegen; 

Making Career Guidance More Efficient, Affordable and Self-Directed

Presenter: **Anna Van der Horst**; Justus-Liebig U. Giessen; 

Presenter: **Ute-Christine Klehe**; Justus-Liebig U. Giessen; 

From Flexibility HRM to Sustainable Employability Across the Lifespan: A Multi-Sample Study

Presenter: **Matthijs Bal**; U. of Bath; 

Presenter: **Annet De Lange**; Radboud U. Nijmegen; 

Employability in the Public Sector

Presenter: **Marilyn Clarke**; The U. of Adelaide; 

Perceived Employability: Good and/or Bad for Job Performance?

Presenter: **Kristien Philippaers**; KU Leuven; 
Presenter: **Nele De Cuyper**; KU Leuven; 
Presenter: **Anneleen Forrier**; KU Leuven; 

- **Crossing Boundaries: Individuals at the Organization and Labor Market Interface**

Crossing Boundaries

Program Session #: **1940** | Submission: **12221** | Sponsor(s): **(OMT, HR, CAR)**

Scheduled: **Tuesday, Aug 5 2014 3:00PM - 4:30PM** at **Pennsylvania Convention Center in Room 203 B**

Organizer: **Adina D. Sterling**; Washington U. in St. Louis; 

Organizer: **Roxana Barbulescu**; McGill U.; 

Discussant: **Ezra Zuckerman**; Massachusetts Institute of Technology; 

Moderator: **Hyeyeon Gong**; McGill U.; 

While scholars have long recognized organizations play a fundamental role in matching people to jobs (Granovetter, 1981; Sørensen and Sorenson, 2007), less work has investigated the mechanisms that occur at the nexus of organizations and labor markets that affect matching. This symposium brings together four papers toward this end. Rogan and von Nordenflycht investigate how job-seekers' social status constrain the movement of individuals across organizations. Two more studies examine the mechanisms behind the activation of job seekers' social capital. Srivastava and Mobasseri find that when a job-seeker bears a potentially stigmatizing mark, the strength of a job-seekers' ties with prospective providers of help determines whether or not help is offered. Barbulescu and Gong find that the initial social capital affects the strength of ties activated during job search. Finally, Sterling and Fernandez investigate and understudied practice – trial employment – and find that this hiring practice has a differential impact on the salaries of individuals across demographic groups. In combination, these four papers help open the “black box” of mechanisms that operate at the organization-labor market interface and broaden our understanding of how matching occurs.

Search Terms: Organizations , Labor Markets , Hiring

The Mobility of Award Winning Creative Directors in the Advertising Industry

Presenter: **Michelle Rogan**; INSEAD; 

Presenter: **Andrew von Nordenflycht**; Simon Fraser U.; 

Stigma, Sympathy, and Social Capital Activation in Job Searches

Presenter: **Sameer B. Srivastava**; U. of California, Berkeley; 

Presenter: **Sanaz Mobasseri**; U. of California, Berkeley; 

The Enabling Effect of Social Capital on the Mobilization of Useful Contacts during Job Searches

Presenter: **Roxana Barbulescu**; McGill U.; 

Presenter: **Hyeyeon Gong**; McGill U.; 

Gender, Trial Employment, and Initial Salaries

Presenter: **Adina D. Sterling**; Washington U. in St. Louis; 

Presenter: **Roberto Fernandez**; Massachusetts Institute of Technology; 

D. Plenary Session

○ Executive and Academic Insights on Work-Life Integration *Work-Life Integration Insights*

Program Session #: **1108** | Submission: **18138** | Sponsor(s): **(CAR)**
Scheduled: **Monday, Aug 4 2014 1:15PM - 2:45PM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon A**

Panelist: **Donna Hrinak**; Boeing Company; 
Panelist: **Douglas T. Hall**; Boston U.; 
Panelist: **Gary N. Powell**; U. of Connecticut; 
Panelist: **Lotte Bailyn**; Massachusetts Institute of Technology; 
Chair: **Tania Casado**; U. de São Paulo; 
Chair: **Kimberly Eddleston**; Northeastern U.; 

People face diverse and difficult challenges when they search for work and life integration. It is our task, as Careers academics, to provide opportunities to raise questions, look for answers, and find alternative ways of achieving integration of individuals' public and domestic arenas. The objective of this Plenary Session is to offer and discuss successful experiences of work-life integration in the executive and academic worlds by presenting daily work and personal life aspects, the findings of research studies, and researchers' insights. Donna Hrinak will talk about her executive career as USA Ambassador for more than thirty years and as CEO at Boeing; she will share her experiences in integrating her professional, family, and personal lives. Professors Douglas (Tim) Hall, Gary Powell, and Lotte Bailyn will comment on Donna's presentation from an academic perspective, including personal insights of their own. Topics related to gender, dual career, glass ceiling, and career satisfaction as well as work-life integration will be addressed. The Power of Words of these successful professionals in both the executive and academic realms will inspire women and men from the AoM community to make the world better for organizations, individuals and society.

Sponsored by University of São Paulo – FEA/USP

Search Terms: Career , Gender , Work-life

E. Discussion Paper Session

○ Career Mobility: Organizational and Personal Aspects *Career Mobility*

Program Session #: **667** | Submission: **18884** | Sponsor(s): **(CAR)**
Scheduled: **Sunday, Aug 3 2014 2:45PM - 4:15PM** at **Philadelphia Marriott Downtown** in **Room 303**

Discussant: **Kathleen Buse**; Case Western Reserve U.; 

Search Terms: Career Mobility , Work, Family and Personal Issues

CAR: The dynamics of public sector careers: Individual & organizational perspectives of state ambassadors → 

Author: **Dan Hart**; Birmingham Business School; 

Author: **Yehuda Baruch**; Southampton Business School, U.K.; 

CAR: A Paradigm for Surviving Economic Disruption: The Promethean Life and Career Measurement

Tool  

Author: **Larry G. Straub**; Case Western Reserve U.; 

Author: **James Gaskin**; Brigham Young U.; 

CAR: Drawing a canvas of career dreams and passions in life context: A visual study on self-making  



Author: **Fahri Karakas**; U. of East Anglia; 

Author: **Emine Sarigollu**; McGill U.; 

CAR: The Impact of Gender and Dual Career Issues on Work-Family Decisions 

Author: **Xuguang Guo**; California Polytechnic State U., Pomona; 

Author: **Jon M. Werner**; U. of Wisconsin, Whitewater; 

- **On Methods and Motives for Career Development**

Methods and Motives for Career

Program Session #: **729** | Submission: **18920** | Sponsor(s): **(CAR)**

Scheduled: **Sunday, Aug 3 2014 4:30PM - 6:00PM** at **Philadelphia Marriott Downtown** in **Room 303**

Discussant: **Holly S. Slay**; Seattle U.; 

Search Terms: Career Outcomes , Individual Aspects of Career Development , Mentoring

CAR: What Job Seekers Really Do on On-Line Networking Platforms?

Author: **Pawel Korzynski**; Kozminski U.; 

CAR: Subjective career, calling and the dual continua model of mental health 

Author: **Petrus Raulino**; U. de São Paulo; 

Author: **Betina Silvestri Miranda**; U. de São Paulo; 

Author: **Augusto Takerissa Nishimura**; U. de São Paulo; 

CAR: Bringing schemas to the table Definition and measurement of cognitive schemas involved in careers 

Author: **Jean Pralong**; NEOMA Business School; 

Author: **Veronique Tran**; ESCP Europe; 

Author: **Renata Lobo**; NEOMA Business School; 

CAR: Mentoring and Self-Determination Theory: The Impact of Motivation upon the Phases of Mentoring. 

Author: **James E Wilbanks**; U. of Arkansas at Little Rock; 

Author: **Sharon Y. Wu**; High Point U.; 

F. Paper Session

- **Protean Career, Identity and Career Development**
Protean Career and Identity

Program Session #: **820** | Submission: **18913** | Sponsor(s): **(CAR)**
Scheduled: **Monday, Aug 4 2014 8:00AM - 9:30AM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **Katharina Chudzikowski**; U. of Bath; 

Search Terms: Careers in Specific Occupations , protean career , Individual Aspects of Career Development

CAR: **Why do Indian women choose a career in ICT? And why don't they stay?** 

Author: **Carola Jungwirth**; U. of Passau; 

Author: **Nobina Roy**; U. of Passau; 

CAR: **The moderating role of career progression on job mobility: A study on career change and turnover**

Author: **Sean McGinley**; Pennsylvania State U.; 

Author: **John W. O'Neill**; Pennsylvania State U.; 

Author: **Larry R Martinez**; Pennsylvania State U.; 

CAR: **The Dynamics of the Careers of Migrant CEOs**  

Author: **Akram Al Ariss**; Toulouse Business School; 

Author: **Nikos Bozionelos**; Audencia Nantes School of Management; 

Author: **Celine Legrand**; Audencia Nantes School of Management; 

CAR: **Identity in Transition: Women's Narrative Identity Work on the Path to Professional and Mother**

Author: **Christine D. Bataille**; McGill U.; 

- **Fresh perspectives on Boundaryless Careers: Intra- and Extra- Organizational Views**
Boundaryless Career

Program Session #: **911** | Submission: **18907** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 303**

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

Discussant: **Erica Berte**; Indiana U. - Purdue U. Columbus; 

Search Terms: Boundaryless Career , Protean Career , Developmental Relationships and Networking

 CAR: **Shifts and Ladders: Comparing the Role of Internal and External Mobility in Executive Careers** 

Author: **Matthew J. Bidwell**; U. of Pennsylvania; 

Author: **Ethan Mollick**; Wharton School; 

CAR: **Women's careers in Academia: understanding local constraints to the boundaryless career view** 



Author: **Fida Afiouni**; American U. of Beirut; 

CAR: **Looking for Jobs in All the Right Places? Job Search Behaviors in the Boundaryless Career Era** 

Author: **Sherry E. Sullivan**; Bowling Green State U.; 

Author: **Monica L. Forret**; St. Ambrose U.; 

Author: **Archana Samtani**; The Ladders; 

CAR: Who benefits from the new career? Employees, organizations, or both? 

Author: **Ricardo Martins Rodrigues**; Kingston U. London; 

Author: **David E Guest**; King's College London; 

Author: **Teresa Oliveira**; U. de Coimbra; 

CAR: The Effect of Job Embeddedness on the Relationship between Employability and Career Outcomes

Author: **K. Ovgu Cakmak-Otluoglu**; Istanbul U.; 

Author: **James Paul Burton**; Northern Illinois U.; 

Author: **Jon P. Briscoe**; Northern Illinois U.; 

- **Gains and benefits - Developmental Networks Outcomes**

- Developmental Networks***

- Program Session #: **912** | Submission: **18908** | Sponsor(s): **(CAR)**

- Scheduled: **Monday, Aug 4 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 304**

Chair: **Petrus Raulino**; U. de São Paulo; 

Search Terms: Developmental Networks , Career Outcomes

CAR: Developmental Network Degree Centrality and the Impact of Superdevelopers on Career

Achievement  

Author: **Richard Donald Cotton**; Appalachian State U.; 

CAR: Advancing the Study of Developmental Networks to Include Developer Types and Person-Network

Fit  

Author: **Yan Shen**; U. of Victoria; 

Author: **Richard Donald Cotton**; Appalachian State U.; 

Author: **Kathy E. Kram**; Boston U.; 

CAR: Separate yet connected: Developmental networks as forums for individual growth

Author: **Elana R. Feldman**; Boston U.; 

Author: **Amy Gannon**; Edgewood College; 

Author: **William A Kahn**; Boston U.; 

CAR: In Search of a Relational Antecedent of Emotional Labor: A Social Network Perspective 

Author: **Na Yoon Kim**; Cornell U.; 

- **Career Transition and Identity**

- Career Transition and Identity***

- Program Session #: **914** | Submission: **18914** | Sponsor(s): **(CAR)**

- Scheduled: **Monday, Aug 4 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 408**

Discussant: **Sigmar Malvezzi**; Fundação Dom Cabral; 

Chair: **Lina Eiko Nakata**; Federal U. of Uberlandia; 

Search Terms: Transition , identity , Role Theory , Transition , identity , Role Theory

CAR: **"I still feel kind of temporary about myself": Liminality in Cruise Ship Work** 

Author: **John Blenkinsopp**; U. of Hull; 

Author: **Imke Matuszewski**; U. of Teesside; 

CAR: **Possible Selves' Dynamism: Identity Experiments following a Career Transition** 

Author: **Pamela A. Suzanne**; U. de San Andrés; 

CAR: **Not Just Somebody That I Used to Be: Identity Preservation Through Role Exit** 

Author: **Sarah Wittman**; INSEAD; 

CAR: **Change in Career Orientations and the Organizational Learning Process: A Conceptual Framework**

Author: **Jana Gruner**; Otto von Guericke U. Magdeburg; 

- **Work Arrangements and Tools for Enhancing Academic Careers**

- Academic Careers**

- Program Session #: **915** | Submission: **18915** | Sponsor(s): **(CAR)**

- Scheduled: **Monday, Aug 4 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **S. Gayle Baugh**; U. of West Florida; 

Search *Academic Careers , Alternative Work Arrangements , Organizational Aspects of Career*

Terms: *Development*

CAR: **Examining the Relationship among Part-Time Work Arrangements, Job Satisfaction, and Work Effort**

Author: **Xiangmin Liu**; Pennsylvania State U.; 

Author: **Liang Zhang**; Pennsylvania State U.; 

 CAR: **Mapping Career Studies: A Bibliometric Analysis** 

Author: **Colin Idert Sarkies Lee**; Erasmus U. Rotterdam; 

Author: **Will Felps**; U. of New South Wales; 

Author: **Yehuda Baruch**; Southampton Business School, U.K.; 

CAR: **Does Double Plateau Always Lead to Turnover Intention Evidence from China**

Author: **Xie Baoguo**; Renmin U. of China; 

Author: **Lu Xinxin**; Renmin U. of China; 

Author: **Zhou Wenxia**; Renmin U. of China; 

CAR: **The Psychological Contract and Career Agency of Young Scientists in the Entrepreneurial University** 

Author: **Alice Lam**; U. of London; 

Author: **Andre Campos**; State U. of Campinas; 

- **Trusting on Partners - Social Exchange and Alternative Work Arrangements**

- Trusting on Partners**

- Program Session #: **1007** | Submission: **18916** | Sponsor(s): **(CAR)**

- Scheduled: **Monday, Aug 4 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 303**

Chair: **Maury Peiperl**; IMD; 

Search Terms: Role Theory , Work-Home Interface , Social Exchange and Investments

CAR: **The use of work-life practices and work-life conflict: A dual-earner couples perspective**

Author: **Tess Schooreel**; Catholic U. Leuven; 

 CAR: **Genetic and Environmental Influences on the Characteristics of Social Capital** 

Author: **Markku Jokisaari**; Durham U.; 

Author: **Jari-Erik Nurmi**; Jyväskylä U.; 

Author: **Eero Vuoksima**; U. of Helsinki; 

Author: **Richard J. Rose**; Indiana U.; 

Author: **Jaakko Kaprio**; U. of Helsinki; 

CAR: **Role Boundary Permeability Theory** 

Author: **Opal Leung**; Bentley U.; 

Author: **Susan M. Adams**; Bentley U.; 

CAR: **Sequential Mediation Among Family Friendly Culture and Outcomes**  

Author: **Mireia Las Heras**; IESE Business School; 

Author: **Maria-José Bosch**; ESE Business School; 

- **The Impact of Mentoring**

 - The Impact of Mentoring***

 - Program Session #: **1008** | Submission: **18910** | Sponsor(s): **(CAR)**

 - Scheduled: **Monday, Aug 4 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 304**

Chair: **Shawn M. Carragher**; Oxford Journal Distinguished Research Professor; 

Search Terms: Mentoring , Developmental Relationships and Networking , Boundaryless Career

CAR: **Taking empowerment from tasks to relationships: A conceptual model of protégé empowerment** 

Author: **Rowena Ortiz-Walters**; Quinnipiac U.; 

Author: **Amy Klemm Verbos**; Central Michigan U.; 

Author: **Julia M. Fullick**; Quinnipiac U.; 

CAR: **Mentor career support and protégé career planning and self-defeating job search behavior**  

Author: **Robert W. Renn**; U. of Memphis; 

Author: **Robert Steinbauer**; U. of Memphis; 

Author: **Robert R Taylor**; U. of Memphis; 

Author: **Daniel James Detwiler**; U. of Memphis; 

 CAR: **Learning Behavior and Leader Workplace Influence: The Mediating Effect of Leader Mentoring Behavior** 

Author: **Elsa Chan**; U. of Colorado, Boulder; 

CAR: **The Impact of Effective Leadership on Follower Career Success (WITHDRAWN)**  

Author: **Reuben Mondejar**; City U. of Hong Kong; 

Author: **Chris WL Chu**; U. of Surrey; 

- **Let's Turn to Individual Aspects of Career Development**

Individual Aspects of Career

Program Session #: **1009** | Submission: **18911** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 408**

Chair: **Kimberly Eddleston**; Northeastern U.; 

Search Terms: Individual Aspects of Career Development , Career Mobility , Career Outcomes

CAR: **How language misfit may affect psychological career mobility?** 

Author: **Maria Järllström**; U. of Vaasa; 

Author: **Rebecca Piekkari**; Aalto U.; 

Author: **Tiina Jokinen**; U. of Vaasa; 

 CAR: **Siren Song? A Longitudinal Study of the Facilitating Role of Calling and Ability in Career Pursuit** 

Author: **Shoshana Dobrow Riza**; London School of Economics; 

Author: **Daniel Heller**; Tel Aviv U.; 

CAR: **A Life Span Perspective for Understanding Employee Career Orientations and Success** 

Author: **Yuhee Jung**; Ritsumeikan U.; 

Author: **Norihiko Takeuchi**; Waseda U.; 

CAR: **Getting on in Engineering: an intersectional analysis of women's career accounts** 

Author: **Dulini Fernando**; Warwick U.; 

Author: **Laurie Cohen**; The U. of Nottingham; 

Author: **Joanne Duberley**; U. of Birmingham UK; 

- **Objective and Subjective Career Success**

Objective / Subjective Success

Program Session #: **1562** | Submission: **18906** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 9:45AM - 11:15AM** at **Philadelphia Marriott Downtown** in **Room 408**

Chair: **Monica L. Forret**; St. Ambrose U.; 

Search Terms: Career Outcomes

CAR: **An Improved Measure of Subjective Career Success: Developing a Multidimensional Scale**  

Author: **Jingzhou Pan**; Tianjin U.; 

Author: **Wenxia Zhou**; Renmin U. of China; 

Author: **Rentao Miao**; Renmin U. of China; 

CAR: Chinese Traditionality and Career Success: Mediating Roles of Procedural Justice and Job Insecurity 

Author: **Hui Li**; Chinese U. of Hong Kong; 

Author: **Hang-yue Ngo**; Chinese U. of Hong Kong; 

CAR: New organizations, new careers? Objective success and “career worlds” in new organizations 

Author: **Renata Lobo**; NEOMA Business School; 

Author: **Jean Pralong**; NEOMA Business School; 

CAR: High-Performance Work Systems and Career Success: Exploring the Moderating Roles of Perfectionism 

Author: **Janet A. Boekhorst**; York U.; 

○ **Individual and Organizational Career Outcomes - Studies on Different Approaches**
Career Outcomes

Program Session #: **1667** | Submission: **18887** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 408**

Chair: **Kathleen Park**; Massachusetts Institute of Technology; 

Search Terms: Career Outcomes , methodology , Careers in Specific Occupations

CAR: The Job Search Experiences of HRM Graduates 

Author: **Laxmikant Manroop**; Roosevelt U.; 

CAR: Dynamics of a Wellness Program: A Conservation of Resources Perspective  

Author: **Sung Doo Kim**; U. of Cincinnati; 

Author: **Jonathon R. B. Halbesleben**; The U. of Alabama; 

CAR: Unionized Employee Commitments and Career Success: an Exploratory Study using FMA  

Author: **Patrice Laroche**; ESCP Europe; 

Author: **Franck Bietry**; U. de Caen Basse-Normandie; 

CAR: Managerial Career Demise: Potential Roots in Moral Disengagement 

Author: **Peter A. Heslin**; U. of New South Wales; 

Author: **Ute-Christine Klehe**; Justus-Liebig U. Giessen; 

○ **Work, Family and Personal Issues - a Broader View on Career Development**
Work-Family-Personal Issues

Program Session #: **1668** | Submission: **18917** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 11:30AM - 1:00PM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **Hugh P. Gunz**; U. of Toronto; 

Discussant: **Marina Boz**; Anglia Ruskin U.; 

Search Terms: Work, Family and Personal Issues , Work-Home Interface , Identity

 **CAR: The Effect of Marital Quality to Career Management Self-Efficacy: Enrichment, Conflict, or Both** 

Author: **Xiang Yi**; Western Illinois U.; 

Author: **Weibo Cheng**; Central South U.; 

Author: **Barbara A. Ribbens**; Illinois State U.; 

CAR: A Spouse Is a Gift Bestowed: The Role of Spouse in the Manager's Family-Related Career

Sensemaking 

Author: **Evgenia Lysova**; VU U. Amsterdam; 

Author: **Konstantin Korotov**; ESMT; 

Author: **Svetlana Khapova**; VU U. Amsterdam; 

Author: **Paul G W Jansen**; VU U. Amsterdam; 

CAR: The Impact of Work-life Culture on Organizational Productivity Mediated by Work-Life Programs

Author: **Isabel de Sivatte**; U. of Castilla-La Mancha; 

Author: **Judith R Gordon**; Boston College; 

Author: **Pilar Rojo**; Instituto de Empresa Business School; 

Author: **Ricardo Olmos**; U. Autonoma de Madrid; 

CAR: I don't mind if you do... Yet, thanks for not interrupting. 

Author: **Mireia Las Heras**; IESE Business School; 

Author: **Sowon Kim**; Ecole Hoteliere de Lausanne; 

Author: **Pablo Ignacio Escribano**; IESE Business School; 

Author: **Anneloes Raes**; IESE Business School; 

○ **Studies on Personal Aspects of Career Outcomes**

Personal Aspects Career Outcom

Program Session #: **1776** | Submission: **18903** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 1:15PM - 2:45PM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **Roxana Barbulescu**; McGill U.; 

Search Terms: Career Outcomes , Individual Aspects of Career Development

CAR: Using Self-determination Theory to Explain the Link Between Calling Enactment and Daily Well-being

Author: **Neil Conway**; Royal Holloway U. of London; 

Author: **Michael Clinton**; King's College London; 

Author: **Jane Sturges**; King's College London; 

Author: **Alexandra Budjanovcanin**; King's College London; 

CAR: How and when does CSE predict career satisfaction? The roles of career goals and embeddedness

Author: **Claudia Holtschlag**; U. de Barcelona; 

Author: **B. Sebastian Reiche**; IESE Business School; 

Author: **Aline D. Masuda**; EADA; 

Author: **Elisabet Garriga**; EADA Business School; 

CAR: **How Leaders' Prosocial Behaviors Lead to Higher Performance Ratings and Lower Salaries** 

Author: **Maw-Der Foo**; U. of Colorado, Boulder; 

Author: **Elsa Chan**; U. of Colorado, Boulder; 

CAR: **Are You Who We Think You Are? Impostors and Work-Family Conflict**

Author: **Wayne S. Crawford**; The U. of Alabama; 

Author: **Kristen K. Shanine**; The U. of Alabama; 

Author: **Marilyn V. Whitman**; The U. of Alabama; 

Author: **K. Michele Kacmar**; The U. of Alabama; 

○ **International Careers: a Matter of Culture**

International Careers

Program Session #: **1875** | Submission: **18912** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 3:00PM - 4:30PM** at **Philadelphia Marriott Downtown** in **Room 408**

Chair: **Monique Valcour**; EDHEC Business School; 

Search Terms: International Careers and Expatriation , Cross-Cultural Research , Career Outcomes

CAR: **Understanding Job Allocations among Expatriates in a Culturally Diverse Workforce Situation** 

Author: **Akram Al Ariss**; Toulouse Business School; 

Author: **Chun Guo**; Sacred Heart U.; 

CAR: **A Study of Expatriate Career Intention**  

Author: **Arpita Joardar**; Clark U.; 

CAR: **Broadening our Understanding of the Self-Initiated Expatriate through the Sociology of the Stranger**

Author: **Nadia C. DeGama**; York U.; 

Author: **Steve McKenna**; York U.; 

CAR: **Too Early or Too Late: A Sequence Analysis of Executive Career Timing**  

Author: **Guorong Zhu**; Salem State U.; 

Author: **Lan Wang**; Boston U.; 

○ **Work-Home Interface: Balance? Fit? Integration?**

Work-Home Interface

Program Session #: **1876** | Submission: **18918** | Sponsor(s): **(CAR)**

Scheduled: **Tuesday, Aug 5 2014 3:00PM - 4:30PM** at **Philadelphia Marriott Downtown** in **Room 502**

Chair: **Zheng Chen**; U. of South Florida, St. Petersburg; 

Discussant: **Ana Carolina de Aguiar Rodrigues**; U. de São Paulo; 

Search Terms: Work-Home Interface , Transition

CAR: **The impact of work and family demands on life role salience and work-family conflict/facilitation** 



Author: **Donna Maria Blancero**; Bentley U.; 

Author: **Robert G. DelCampo**; U. of New Mexico; 

Author: **Barbara Taylor**; Touro U. International; 

CAR: Coworker Exclusion and employee outcomes: Moderating roles of organizational and social support 

Author: **Kristin L. Scott**; Clemson U.; 

Author: **Thomas J. Zagenczyk**; Clemson U.; 

Author: **Michaéla C. Schippers**; Erasmus U. Rotterdam; 

Author: **Russell L. Purvis**; Clemson U.; 

CAR: Building a Sustainable Career: The Role of Work-home Balance in Career Decision Making 

Author: **Sara De Hauw**; Vlerick Business School; 

Author: **Jeffrey H. Greenhaus**; Drexel U.; 

CAR: The dark side of work-life policies: Negative consequences of the use of dependent care benefits 

Author: **Marina Boz**; Anglia Ruskin U.; 

Author: **Ines Martinez-Corts**; U. of Seville; 

Author: **Lourdes Munduate**; U. Seville; 

G. Social Event

○ **Careers Division PDW Social Event**

Careers Division PDW Social

Program Session #: **479** | Submission: **18051** | Sponsor(s): **(CAR)**

Scheduled: **Saturday, Aug 2 2014 6:00PM - 8:00PM** at **Offsite** in **Pennsylvania 6 Restaurant**.

CAR Div welcomes all members for an informal get-together. For information about this offsite event contact Corinne Post - coripost@optonline.net

○ **Everett Cherrington Hughes Award Social - John Van Maanen**

Everett C Hughes Award

Program Session #: **1206** | Submission: **18027** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 3:00PM - 4:30PM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon A**

○ **Careers Division Social Hour**

Careers Division Social Hour

Program Session #: **1401** | Submission: **18019** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 6:30PM - 8:30PM** at **Offsite** in **Maggiano's Little Italy Restaurant**

This session will take place at Maggiano's. For information regarding this offsite event please contact Tania Casado at tcasado.aom@gmail.com

H. Meeting

○ **Careers Division Executive Committee Meeting**

CAR Division Executive Meeting

Program Session #: **521** | Submission: **18119** | Sponsor(s): **(CAR)**
Scheduled: **Sunday, Aug 3 2014 9:00AM - 10:30AM** at **Philadelphia Marriott Downtown** in **Room 301**

- **Careers Division Business Meeting**

CAR Division Business Meeting

Program Session #: **1308** | Submission: **18132** | Sponsor(s): **(CAR)**

Scheduled: **Monday, Aug 4 2014 4:45PM - 6:15PM** at **Philadelphia Marriott Downtown** in **Grand Ballroom Salon A**

5. About the Careers Division

A. Domain Statement

The Careers Division addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. Major topics include: individual career development; career management strategies; career planning; relationships between human resource systems and careers; life cycle interactions with work; race, culture, and gender effects on careers; labor force diversity; internal labor market structures and functions; cross-cultural careers; and effects of demographic and social changes on work.

B. Statistics For Careers Division (6/13/14)

Total number of members: 675

By member Type

Academic: 463

Emeritus: 16

Executive: 50

Student: 146

C. Teaching Community

Welcome to the Career Studies Teaching Community

The website is intended for use by invited scholars who teach about careers. The idea is to let those scholars share materials they use in their teaching. Website participants will be able to enter suggestions, and where appropriate attach files, under each of the categories listed on the right of the website.

Mission

We are a community of career scholars seeking to develop and maintain a shared website, a "commons" of information to all participants to use as a teaching resource. We value an interdisciplinary approach to our field, and to the way we teach about it. At the same time, we welcome contributions from particular social science perspectives that can contribute to the

breadth of our conversation. We also view teaching broadly, to cover what we do in the classroom, in consulting activities, at the dinner table or in any social situation where we can represent the knowledge in our field.

Entering Data

You will need a login name and password to enter data. Please contact one of the site administrators below:

Michael Arthur: marthur@suffolk.edu

Holly Slay: slayh@seattleu.edu

As you enter new content, please carefully consider copyright permissions. If you know of a good story in a book, or a published article, movie or other media, simply provide the reference and page numbers of the story alongside your recommendation. We also encourage the posting of case recommendations through case clearing houses such as Harvard Business School Press, Ivey Publishing and the European Case Clearing House. Each site allows login and inspection copy privileges to all professors. Therefore, all we need to do is recommend cases from their collections to one another, with a brief note on how we've used the material. For convenience, we can provide a link to the host website alongside your recommendation.

Welcome to the Career Studies Teaching Community!

For more information:

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

D. 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.

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: yanshen@uvic.ca .

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

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