



# The Career Forum

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Yan Shen, Editor &amp; Lan Wang, Associate Editor

Spring 2016

## 2015-2016

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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 Careers Division programs at the upcoming 2016 AoM Annual Meeting in Anaheim, CA.

We hope you enjoy the newsletter!

All the best,

Yan Shen  
Careers Forum Editor

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## 1. News from the Careers Division

### A. Letter from our Division Chair Tania Casado



Dear Careers Division Members,

I hope this message finds all of you well.

At this time our Careers Division community is planning the trip to Anaheim, for a great conference! Thanks for your submissions and congratulations to those who had their papers and symposia accepted. Thanks also to all the reviewers that help to create a wonderful program.

Bert Schreurs (Program Chair) and Scott Seibert (PDW Chair) are doing a great job on putting everything together. Once again, we will have many opportunities to share knowledge, meet friends and strengthen our network.

I'm very honored and delighted to serve as Careers Division Chair 2015-2016. It's a privilege to work with such a great team.

Careers Division Members, please join me in thanking everyone who has put in so much energy to enhance our division. Special thanks to Kim Eddleston, our Outgoing Division Chair, who has worked hard for many years with a bright smile and fresh ideas, and a warm welcome to Corinne Post, the next Division Chair (2016-2017).

Let's pool our efforts to ensure another great Conference. And let's make sure the Careers Division makes a major contribution to the conference theme of **Making Organizations Meaningful!** Don't meaningful organizations *begin* with meaningful careers?

If you are interested in getting closer to and more involved in the Careers Division, please let me know. We are searching for volunteers and good candidates for our next elections!

I invite all of you to stay close to the Careers Division. Come to our social events and take advantage of our hospitality and culture! Also, please be sure to attend our Business Meeting and applaud our best paper awards recipients.

Here's looking forward to meeting all of you in Anaheim, in 2016!

Tania Casado, PhD.  
University of São Paulo – Brazil  
Division Chair 2015-2016

## B. Message from our Division Chair-Elect Corinne Post



Dear CAR Division Members,

Thank you for your many and varied contributions to the 2016 AOM conference program. Bert Schreurs (Program Chair) and Scott Seibert (PDW Chair) have worked relentlessly to organize a stimulating and enjoyable Careers Division program and I look forward to seeing you at our PDW and Scholarly sessions and socials.

The division chair-elect responsibility that I've enjoyed the most was to ensure that the best submissions to the conference are considered and judged for our division's awards. This summer at the Careers' Division Business Meeting, I look forward to the pleasure of celebrating the finalists and announcing the winners of our division's five awards:

- Best Overall Paper
- Best International Paper
- Michael Driver Best Applied Paper
- Arnon Reichers Best Student Paper
- Best Symposium

Each award committee was chaired by a Representative-at-Large that you elected to our division. In particular, this year, **Roxana Barbulescu, Andreas Hirschi, Wendy Murphy, Ariane Ollier Malaterre,** and **Yan Shen** served as award committee chairs. Each award committee consisted of a mix of our division's best reviewers and past award recipients: Susan Adams, Yehuda Baruch, Christine Bataille, Gayle Baugh, Jon Briscoe, Rick Cotton, Serge Da Motta Veiga, Tobias Dauth, Gina Dokko, Katrina Graham, Stefanie Gustafsson, Claudia Jonczyk, D'Lisa

McKee, Melissa Mitchell, Marcello Russo, Romila Singh, Lynda St Clair, Sherry Sullivan, Scott Taylor, Kaye Thorn, Lan Wang, Brenton Wiernik, and Christian Yan. **THANK YOU!!!**

Much else is going on at the Division's Business Meeting, which our Division Chair Tania Casado will be leading. So, please do join in the excitement on Monday, Aug 8, 2016, 4:45pm – 6:15pm, at Anaheim Convention Center, 303D.

I look forward to seeing you in Anaheim this August and leave you with this quote from American actor Denzel Washington, **"Remember, in Los Angeles, everyone is a star!"**

Corinne Post  
Division Chair Elect 2015-2016  
Lehigh University

### C. Letter from our Program Chair Bert Schreurs



Dear colleagues and friends,

It is difficult to put into words how grateful I am for your high-quality contributions to the 2016 AOM scholarly program. Let me try anyway: A very big THANK YOU for submitting your best work and for your continued support to the Careers division! It is truly heartwarming to see that so many of you are willing to contribute to our division by diligently serving as reviewers, emergency reviewers, associate editors, award judges, session chairs and discussants. This year's conference theme is about meaningful work. Well, I can confidently say that your contributions to the division are very meaningful indeed as they help to create a community feeling and make the division grow even stronger. Collectively, we managed to put together what surely will be an exciting and inspiring program. We have shown to be a great team and I am very proud to be a part of it.

The **Careers' Scholarly Program** in Anaheim consists of 25 super interesting symposia, 13 first class division paper sessions, and a thought-provoking discussion paper session. Our showcase symposia will provide a rich overview of what is known about the meaning and antecedents of career success, and introduce innovative ways to understand psychological contracts at work. Other symposia and paper sessions cover a wide range of topics, including boundaryless and protean careers, mentoring and networking, work-life balance, employability and job insecurity, sustainable and meaningful careers, and many more. The program reflects the highly valued multidisciplinary nature of our field with contributions from different methodological and theoretical backgrounds. I hope you are as excited as I am for this year's scholarly program, and plan to attend as many of the Careers division symposia and paper sessions as possible.

I would also like to encourage you to attend the **Careers Plenary** session. It promises to be an exciting session centered around a topic that is closely related to the overall conference theme on meaningful work, and that the majority of us deeply care about: Creating a meaningful balance between work and family. The Plenary session will take place on Monday August 8 from 3:00PM till 4:30PM and will precede the Careers Division Business Meeting. Our distinguished panel consists of leading scholars and practitioners in the field: Caroline Gatrell (Lancaster U.), Brett Goldblatt (Milbank), Jeffrey Greenhaus (Drexel U.), Beth Livingston (Cornell U.), Gary Powell (U. Connecticut/ Lancaster U.), and Laura Radcliffe (U. of Liverpool). Kim Eddleston (Northeastern U.) will moderate the Plenary session which certainly will generate fruitful debate and offer new directions for future research.

Following Monday's **Business Meeting**, make sure to attend the exceptional **Division Social Event** that for a change will take place onsite (6:30PM–8:00PM). This social event was expertly planned by Wendy Murphey and is a perfect opportunity to reconnect, meet and network with other Careers division members and Academy members. As career scholars, we all know how important networking is... So, I definitely hope to see you at the Social.

It is going to be a great conference.  
See you all in Anaheim!

Bert Schreurs  
Careers Division Program Chair

#### **D. Letter from our PDW Chair Scott Seibert**



Greetings Career Division Members! Our 2016 meeting is coming up fast and I'd like to give you a brief overview of the **Careers Division PDW Program**.

First, I'd like to thank all of you who submitted a PDW proposal. We all know how much time and energy goes into developing an interesting and innovative proposal, and how disappointing it can be if it doesn't get accepted. I want you to know that I appreciate your willingness to work to make the Careers Division a fun and valuable home for people interested in the topic of careers.

We had a good year in terms of the number and quality of proposals; **sixteen** PDW proposals for a total of over **thirty-seven hours** of PDW activities. AOM allocates PDW time based largely on the number of division members, so this year we had only fifteen hours of PDW time available, meaning over half of the submissions could not be accepted. I was therefore forced to make some difficult choices. This year I tried to reconcile a number of competing tensions to put together a dynamic and valuable set of PDWs that would appeal to the full range of interests represented in the division, balancing established PDW favorites with new and innovative topics; sessions that focus on the careers of academics with sessions that focus on the study of careers as a topic; giving due weight to both the teaching and research interests of division members, and including sessions that would appeal to quantitative and qualitative

scholars. I hope you will enjoy and benefit from the great mix of PDW sessions we have on offer this year.

In terms of PDW sessions focused on academics in different career stages, we have the “Careers Doctoral Consortium”, the “Careers Early Career Faculty Consortium” and the “Mid-life Career Changers: Finding Meaning” PDW. We hope these sessions will appeal to AOM members who might view Careers as a second, if not their first home in the academy. Please note that all three require pre-registration to attend. For those interested in developing their capability to teach careers topics, we have the “Toolkit for Teaching Careers Topics: From 15 minutes to 13 weeks.” Some great teachers will share their exercises and approaches for teaching careers topics, whether as a single exercise in an HR\OB class or as a stand-alone class in itself. Time for others to provide tips and tools will be provided. Two sessions focus on analytical techniques that are growing in popularity and hold particular promise for research on careers. “Qualitative Comparative Analysis (QCA) in Career Research: A Primer” will introduce participants to the use of an analytic technique that allows researchers to examine the way multiple qualitative or quantitative predictors combine to predict outcomes. “Sequence Analysis in Career & HRM Research” (pre-registration required) will introduce researchers to an analytic technique that allows one to examine and assess sequence data to find patterns in longitudinal nominal data structures. Finally, a continuing favorite, “Career in the Rough: A Research Development Workshop,” matches many of the top names in the Careers area with up and coming scholars who submit papers in the formative stage for feedback and advice. Pre-registration and a manuscript nearly ready for submission to a journal is required. So, whether it be teaching careers, research on careers, or developing in your own career, just hit that register button and sign up (if required) for your favorite Careers Division PDW (<http://aom.org/annualmeeting/registration/pdw/>).

I very much hope to see you at some of our workshops as well as at Saturday’s **PDW Social Event!**

Scott Seibert  
Careers Division PDW Chair

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## 2. News from our Members

### A. Publications

- Recent publications by Van der Heijden, B.
  - Bal, P.M., De Lange, A.H., Van der Heijden, B.I.J.M., Zacher, H., Oderkerk, F.A., & Otten, S. (2015). Young at Heart, Old at Work? Relations between age, (meta-) stereotypes, selfcategorization and retirement attitudes. *Journal of Vocational Behavior*, 91, 35-45.

- Veth, K.N., Emans, B., Van der Heijden, B.I.J.M., Korzilius, H.P.L.M., & De Lange, A. (2015). Development (f)or maintenance? An empirical study on the use of and need for HR practices to retain older Workers in Health Care Organizations. *Human Resource Development Quarterly*, 26 (1), 53-80.
  - Evers, A.T., Van der Heijden, B.I.J.M., & Kreijns, K. (2015). Organisational and Task factors influencing teachers' professional development at work. *European Journal of Training and Development*, 40(1), 36-55.
- o Recent publications by Baruch, Y.
- Baruch, Y. Humbert, A. & Wilson, D. (2016). The Moderating Effects of Single vs. Multiple-Grounds of Perceived-Discrimination on work-attitudes: Protean Careers and Self-Efficacy roles in explaining intention-to-stay. *Equality, Diversity and Inclusion*, 35, 3,
  - Baruch, Y., Altman, Y. & Tung, R. L. (2016). Career Mobility in a Global Era – Advances in Managing Expatriation and Repatriation. *Academy of Management Annals*, in press. Doi: 10.1080/19416520.2016.1162013
- o Recent publications by Metz, I.
- Kulik, C. T., Metz, I., & Gould, J. A. (2016). In the company of women: The wellbeing consequences of working with (and for) other women. In M. Connerley & J. Wu (Eds.), *Handbook on well-being of working women* (pp. 189-207). Springer.

This chapter explores how women's well-being in organizational contexts is enhanced – but also diminished – by other women. On the one hand, the relational demography literature, particularly research based on social categorization and social identity theories, suggests that women will be attracted to other women and are likely to advocate on their behalf. On the other hand, the literature on mentoring and leadership provides evidence that women can be disadvantaged by female mentors and supervisors. Further, research based on status characteristics theory suggests that the mere presence of other women may devalue occupations and organizational roles, yet the number of female top managers appears to positively affect subsequent female representation in middle management positions. We review the psychology, sociology and management literatures to produce a better understanding of how social (e.g., societal stereotypes) and structural (e.g., gender composition) factors influence whether the presence of other women has a positive or negative effect on the well-being of working women.

- Kulik, C. T. & Metz, I. (2015). Women at the top: Will more women in senior roles impact organizational outcomes? In S. Jackson & M. Hitt (Eds.), *Oxford Research Reviews*. Oxford: Oxford University Press.

(available online at <http://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780199935406.001.001/oxfordhb-9780199935406-e-7> ) [included in Kennesaw State University Women's Leadership Center's "Best of 2015" annual list of the best research performed in the area of women's leadership]

There is now an international agenda to increase women's representation at the top of organizations. This agenda is driven in part by a business case arguing that gender diversity brings value, particularly economic value, to organizations. In this article, we review the empirical evidence linking women's representation in senior leadership roles to countable, verifiable organizational outcomes (e.g., organizational financial performance, practices, and demographics). We consider women's impact when they are CEOs, directors on corporate boards, members of the top management team, and managers. We conclude that women at the top have an impact on organizational outcomes, but this impact is more visible on organizational practices and organizational demography than on financial performance. We recommend that researchers studying the gender-performance link at the organizational level make their theoretical perspectives explicit, distinguish among mediating mechanisms, be selective in their outcome choices, and increase their emphasis on contextual moderators.

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### 3. Careers Division Early Career Faculty and Doctoral Consortia

#### A. CAR Early Career Faculty Consortium

Dear Colleagues,

We are pleased to announce that the **Careers, OB, and GDO Divisions** will co-sponsor the "CAR Early Career Faculty Consortium" for junior faculty as part of the pre-conference activities at the Academy of Management Annual Meeting. This session will provide a platform for early career faculty to meet, connect, and learn from highly distinguished speakers and from each other.

Please forward this message to the junior faculty as we expect space for this program to fill up quickly.

Submission: **12747** | Sponsor(s): **(CAR, OB, GDO)**

Scheduled: **Saturday, Aug 6 2016 1:00PM - 4:30PM** at **Anaheim Convention Center 203A**

**CAR Early Career Faculty Consortium**

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

Organizer: **Emma Parry**; Cranfield U.;  
Speaker: **Douglas T. Hall**; Boston U.;  
Speaker: **Hugh P. Gunz**; U. of Toronto;  
Speaker: **Sherry E. Sullivan**; Bowling Green State U.;  
Speaker: **Maury Peiperl**; Cranfield School of Management;  
Speaker: **Scott Seibert**; U. of Iowa;  
Speaker: **Roxana Barbulescu**; HEC Paris;

Early career faculty are often faced with multiple challenges in their careers. The academic world has become more and more competitive and stressful with increasing pressure for both teaching and research excellence. This year's "CAR Early Career Faculty Consortium" provides a platform for junior faculty to gain some insights into how to navigate their early academic careers successfully and meaningfully; while at the same time, to meet, connect, and learn from each other.

Our speakers are a group of distinguished senior faculty in the Careers field based in different countries. They will share insights on the following five topics: (1) publishing careers papers in top journals; (2) strategically developing a research pipeline; (3) preparing for tenure & promotion; (4) building your network—the importance of high quality relationship building; and (5) making your career and life meaningful and balanced.

The consortium will include a key-note address, presentations and interactive discussion sessions with senior faculty members. In order to maintain an in-depth interaction between senior and junior faculty, space for this consortium is strictly limited.

There is no charge for the consortium, but pre-registration is required. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 31, 2016. However, we will be doing rolling admissions, so earlier applications are highly encouraged as the number of participants is limited.

We are looking forward to hearing from you!

Warm Regards,  
Yan & Emma

Dr. Yan Shen  
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Peter B. Gustavson School of Business  
University of Victoria  
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Victoria BC, V8W 2Y2 Canada

Dr. Emma Parry  
Professor of Human Resource Management  
Cranfield School of Management  
Cranfield

Bedfordshire MK43 0AL  
UK

## **B. Careers Doctoral Consortium**

Dear Colleagues,

We are pleased to announce that the **Career Division (CAR)** will sponsor the CAR "Careers Doctoral Consortium" for Doctoral Students as part of the pre-conference activities at the Academy of Management Annual Meeting. CAR will provide a forum for early stage doctoral students to meet, connect, and learn from highly distinguished speakers and from each other.

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

**Submission: 15091 | Sponsor(s): (CAR)**

**Scheduled: Saturday, Aug 6 2016 9:00AM - 12:30PM at Anaheim Convention Center in 203A**

### **Career Doctoral Consortium**

Organizer: **Julie Unite**; Humber, Mundie and McClary;  
Organizer: **Richard Donald Cotton**; U. of Victoria;  
Organizer: **Katharina Chudzikowski**; U. of Bath;  
Speaker: **Jon P. Briscoe**; Northern Illinois U.;  
Facilitator: **Evgenia Lysova**; VU U. Amsterdam;  
Speaker: **Mila B. Lazarova**; Simon Fraser U.;  
Speaker: **Anders Dysvik**; BI Norwegian Business School;  
Speaker: **Jelena Zikic**; York U.;  
Facilitator: **Astrid Reichel**; WU Vienna U. of Economics and Business;  
Speaker: **Holly Slay Ferraro**; Seattle U.;  
Facilitator: **Markus Lutzke**; WU Vienna U. of Economics and Business;  
Speaker: **Suzanne C. de Janasz**; Seattle U.;  
Facilitator: **Stefanie Gustafsson**; U. of Bath;

Doctoral students are often faced with multiple and oftentimes unfamiliar challenges. The PhD process can be demanding and overwhelming and very often students are left to navigate for themselves these challenging issues. Building a support network and effective strategies to manage this process can be critical to ensure future success.

Our aim is to bring together experienced scholars from a broad range of cultures and institutions to discuss the following themes:

(1) Low hanging fruit: Making the most of AOM Annual Meetings

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

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

To apply, please submit the following documents to the organizer, Julie Unite ([julieunite@hotmail.com](mailto:julieunite@hotmail.com)):

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

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 21, 2016. However, we will be doing rolling admissions, so earlier applications are highly encouraged as the number of participants is limited.

We are looking forward to hearing from you!

Warm Regards,  
Julie, Katharina & Rick

Dr. Julie Unite  
Research Associate; Cross Cultural Collaboration of Contemporary Careers (5C)  
Industrial/Organizational Psychologist; Humber, Mundie and McClary  
<http://www.humbermm.com>

AND

Dr. Katharina Chudzikowski  
Associate Professor in Organisational Studies  
Director of Studies Integrated PhD/MRes Programme  
School of Management  
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<http://www.bath.ac.uk/management/faculty/katharina-chudzikowski.html>

AND

Dr. Rick Cotton  
Assistant Professor of Cross-Cultural OB, International Business and HRM  
Peter B. Gustavson School of Business  
PO Box 1700 STN CSC  
University of Victoria  
Victoria BC, V8W 2Y2 Canada  
<http://www.uvic.ca/gustavson/faculty/faculty/faculty/current/cottonr.php>

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#### **4. New Initiatives from Community of Academy of Senior Scholars (CASS)**

At this year's Annual Meeting in Anaheim the new initiative of the Academy of Management to serve its senior members, the Community of Academy Senior Scholars (CASS), will co-sponsor several events that members of this division are cordially invited to attend. CASS was created to provide programs and activities that are relevant and helpful for senior members of the Academy who are contemplating or in retirement from their primary career.

This year CASS is sponsoring or hosting two program activities. First, on Monday morning of this year's Annual Meeting we will host a special CASS session that has two parts. The first part will be a strategic planning session, led by Myron Fottler, to discuss and organize how CASS can best serve all senior members of the Academy. The second part will consist of a discussion panel of past presidents entitled "To Retire or Not To Retire: That is the Question". Moderated by Regina Greenwood and Julia Baker, these presenters will share the decision process they followed as they considered retirement. Panelists include Bill Starbuck, Mike Hitt, and Anne Huff with others scheduled to appear via SKYPE. Their experiences will frame an audience driven conversation about retiring, retirement, and finding new or encore careers. This two part session will start at 7:30 and a light breakfast will be provided. Please check the program for location.

The second activity will be a program co-sponsored with several divisions called "Then and Now". This year's offering, in a series that has included Gary Latham, Ed Locke, Fred Luthans, and Victor Vroom, we present the work of Sim Sitkin on Organizational Trust. The purpose of this session, chaired by Craig Crossley, is to spotlight a senior scholar's contribution to the management body of knowledge by having that person discuss and describe how he or she got involved in this area and then developed it. To complement this distinguished scholar's presentation, two recent scholars on this topic, Nicole Gillespie and Bart de Jong, will discuss how this original work has evolved. Please check your program for time and place.

CASS invites any member who might find the sessions sponsored by it to come and join us. We believe that there is a need in the Academy for an organized group of its senior scholars who

wish to both socialize with and learn from each other the challenges and opportunities that senior scholars face.

### **More information about CASS**

Community of Academy Senior Scholars (CASS) is a new Academy group with a mission of providing programs and activities that serve the needs and interests of the Academy's Senior Scholars. We are not affiliated with any specific division as our goal is to serve all Academy of Management members who have reached a point in their careers where they are contemplating retiring or seeking a new career path or have actually retired. The Academy and we CASS members are committed to keeping these members involved in the Academy and its divisions.

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## **5. Call for Hughes Award Nominations**

**Call for Nominations:  
The Everett Cherrington Hughes Award for Careers Scholarship  
Deadline: 31 May, 2016**

The Hughes award recognizes scholarship which has made a significant contribution to the task of linking careers theory with the broader field of organization studies.

It is the Careers Division's premier award, a way of honoring those who have worked to build bridges between careers and other areas of organizational enquiry. There is no requirement, express or implied, that the recipient of the award be a current or former member of the Careers Division, or of the Academy. The aim of this award is to acknowledge the work of scholars who have forged, rather than severed, connections between careers and other fields of social inquiry. The award carries, with the permission of his family, the name of Everett Cherrington Hughes. It does so to commemorate his seminal role in establishing careers as an object of scholarly study, but more particularly because it rewards the kind of contribution his work embodied. Past recipients of the award are: Edgar Schein, Tim Hall, Lotte Bailyn, Michael Arthur, Jeffrey Greenhaus, Barbara Lawrence, Kathy Kram, and John van Maanen.

Nomination materials should be emailed to committee chair Maury Peiperl (Maury.Peiperl@gmail.com). The following information is required for a nomination to be considered and must be emailed as one unit by the May 31<sup>st</sup> deadline: (1) letter of support from primary nominator, (2) a copy of the nominee's vita, and (3) at least one additional letter of support. Letters of support should clearly detail how the nominee meets the requirements of this honor. Also, in addition to organizing the nomination, the primary nominator is responsible for communicating with those who write letters of support. Please remember that the award committee does not use a rolling nomination procedure.

Thank you in advance for your participation in this important process. Please email Maury Peiperl with any questions.

Committee Members:

Chair: Maury Peiperl [Maury.Peiperl@imd.ch](mailto:Maury.Peiperl@imd.ch)

Member of CAR: Monica Higgins [Monica\\_Higgins@harvard.edu](mailto:Monica_Higgins@harvard.edu)

Member, non-CAR : Carolyn Egri [egri@sfu.ca](mailto:egri@sfu.ca)

## 6. Call for Papers

### A. EAMI 2017

#### SAVE THE DATE

17<sup>th</sup> Managing in a Global Economy Conference  
EAMI XVII – Gold Coast, Queensland, Australia  
**June 18-21, 2017**

***Theme: The Bamboo Network, Asian Tigers, and World Markets Today: Retrospect and Prospect***

Submission Deadline: **December 2, 2016**  
Website: [eamiconference.org](http://eamiconference.org)



Co-Sponsored by **Eastern Academy of Management-International and Bond University of Australia**

***Program Chair: David Ford, University of Texas – Dallas, USA***  
***Conference Coordinator: Marie-Line Germain, Western Carolina University, USA***

*Host Program Coordinators: George Hrivnak & Amy Kenworthy, Bond University, Australia*

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### **AN INVITATION TO GOLD COAST, AUSTRALIA**

The Gold Coast is a coastal city in southeastern Queensland on the east coast of Australia. The Gold Coast metropolitan area converges with that of Greater Brisbane, forming part of an urban conurbation of over 3 million people. The Gold Coast is known for its 57km of white sand beaches, surfing, swimming, food and wine, entertainment, shopping, subtropical climate, lush hinterland, wildlife, and theme parks. Traveling to any other Australian destinations like Sydney, Melbourne, Cairns, or Uluru/Ayers Rock is very easy to do from The Gold Coast. As we have done in past years, we will be offering an optional trip to The Great Barrier Reef immediately after the EAM-I.

### **CONFERENCE THEME**

#### ***The Bamboo Network, Asian Tigers, and World Markets Today: Retrospect and Prospect***

The latter half of the 20<sup>th</sup> century saw the rise of the Asian Tiger economies (Hong Kong, Singapore, South Korea, and Taiwan), driven in large part by the trade and export policies of their respective governments. At the same time, the emergence of the Bamboo Network (Malaysia, Indonesia, Thailand, Vietnam, the Philippines, and Singapore), facilitated by the establishment of Chinese-owned family businesses in these countries, has also played a role in the prosperity of countries along the Asia-Pacific axis. Now, early in the 21<sup>st</sup> century, in the wake of the 2008 world economic crisis, some economies have largely recovered while others (e.g., Japan) are still struggling to get back on firm footing. Scholars are invited to explore opportunities for research in ways that look at past (retrospect) and future (prospect) challenges that businesses face in these countries, including Australia, as well as unique and innovative solutions to some of the problems associated with engagement with the rest of the world.

Following past conference practice, there will be a mix of academic sessions, site visits, cultural activities, and keynote addresses by local experts. This conference is open to a discussion of perspectives on economic, cultural, technological, sustainability, and ethical factors that affect global managers. The theme is meant to be interpreted broadly. Papers, cases, roundtable discussions, and exercises exploring the complexities of our new world challenges are welcomed. Papers addressing the practical approaches to dealing with these challenges in specific Asia-Pacific nations are also welcomed and will be grouped with papers dealing with similar issues from other countries, to create comparative sessions.

### **SUBMISSION DOMAINS**

#### **1. Business Policy and Strategy**

Focuses on issues associated with strategic management in a global economy. Particular emphasis will be on strategic, policy and management issues that arise when engaged in international business. This domain also includes government-business interface.

## **2. Diversity**

Focuses on how individuals differ and the implications for work and business practices in organizations around the world. The concept of difference is considered broadly to include both surface and deep level aspects (e.g., gender, culture, personality).

## **3. Entrepreneurship**

Focuses on issues related to the creation, support, and growth of small businesses and entrepreneurial organizations. This domain includes innovative small business practices and supporting entrepreneurial ventures in developing countries.

## **4. Human Resources**

Focuses on aspects of human resource management including recruitment, selection, performance appraisal, compensation, socialization, training, and the development of human capital around the globe.

## **5. Management Education & Development**

Focuses on issues of pedagogy and learning across cultures (e.g., distance learning) and classroom teaching methods that facilitate the acquisition of skills for managing in a global economy.

## **6. Organizational Behavior and Theory**

Focuses on motivation, leadership, organizational learning, change, and the management of people in organizations across the globe.

## **7. Research Methods**

Focuses on methodologies that advance management research and practice. These include quantitative and qualitative methods, survey and archival methods, experimental and non-experimental methods, cross-cultural approaches, and statistical modeling approaches.

## **8. Social Issues in Management**

Focuses on the ways that organizations operating in a global environment fulfill their social responsibilities, create ethical cultures, and address issues surrounding sustainability.

## **9. Technology, Communication, IS**

Focuses on the use of technology and IS to manage and increase efficiency and effectiveness of the firm in a global environment. This domain also explores communication within and across organizations and how technology interacts with human systems.

## **SUBMISSION GUIDELINES**

Submissions may take the form of either theoretical or empirical papers, symposia, panel discussions, cases, or experiential learning sessions. All submissions are to be written in English and follow Academy of Management style guidelines at [www.aomonline.edu](http://www.aomonline.edu). All papers and proposals should be submitted electronically via the conference website at <http://eamiconference.org> or [www.eaom.org](http://www.eaom.org).

If a proposed idea does not seem to fit any of the domains described above, authors should contact Program Chair David Ford ([mzad@utdallas.edu](mailto:mzad@utdallas.edu)). Your submission will be directed to the most appropriate domain.

Those submitting work to the conference are expected to serve as reviewers.

No participant is allowed to be included as an author, presenter, session chair, discussant, etc. in more than three program sessions.

Once a submission is accepted, all panelists and at least one author in each co-authored paper must register for the conference. If authors/panelists do not register by the deadline, their submissions will not appear in the Conference Program or Proceedings.

Conference administrators cannot accommodate special requests regarding the timing of individual presentations.

## **ABOUT EAM-I**

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In 1985, the first **Managing in a Global Economy** Conference initiated a series of biennial international conferences. Offered in partnership with local host universities in international locations, the EAM-I Conferences have become a source of collaboration and learning among academics and practitioners since their inception. The first EAM-I conference was held in Tilburg in the Netherlands. Since then conferences have been held in locations around the world, including Berlin, Singapore, Cape Town, Amsterdam, Rio de Janeiro, Bangalore, Sevilla, and, most recently, Lima, Peru. A regional affiliate of the Academy of Management, the EAM was the sponsor of the first Managing in a Global Economy, EAMI – Tilberg conference. See the EAM-I Conference Homepage at URL <http://www.eamiconference.org/> for additional information.

## **ABOUT BOND UNIVERSITY FACULTY OF BUSINESS**

As Australia's first and largest private university, Bond University is recognized internationally as a leading independent university.

*Located on Australia's beautiful Gold Coast, Bond University's Faculty of Business is ranked among the best business schools in Australia. Bond offers a unique learning environment based on small class sizes and an accelerated three-semester-per-year timetable. Bond faculty and staff tailor industry-relevant learning experiences to the needs of each student, one by one. Students have the opportunity to select their preferred area of study from a diverse array of undergraduate, postgraduate, and research programs each utilizing dedicated learning facilities, global industry connections, internationally diverse cohorts and world class academics.*

## **EAM-I CONFERENCE DIRECTORS**

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Shanthi Gopalakrishnan, New Jersey Institute of Technology, USA

Joy Schmeer, Rider University, USA

Joan Weiner, Drexel University, USA

## **B. Journal of Vocational Behavior**

## **Special Issue: Understanding the Experiences, Attitudes and Behaviors of Sexual Orientation and Gender Identity Minority Employees**

Despite recent social and legislative progress concerning sexual orientation and gender identity minorities (e.g., LGBTQQI+... individuals), much work is still needed. Sexual orientation and gender identity are still controversial topics in the media and political spectrums, individual states, cities, and municipalities are left to enact their own anti-abuse legislation, and federal protection from workplace discrimination is still lacking despite versions of the Employment Non-Discrimination Act (ENDA) having been introduced in Congress for the past 15 years. Even in regions and organizations where anti-discrimination legislation and policies are in place, many sexual orientation and gender identity minorities must make difficult vocational choices (e.g., identity management, career choices/changes) as a function of their identities. These choices can have serious consequences for individual employees, their coworkers, their customers/clients, and the organizations in which they work.

The purpose of this special issue is to advance knowledge of the experiences, attitudes, and career choices among sexual orientation and gender identity minority employees. Contributions can include quantitative and qualitative methodologies, with strong preferences for longitudinal research, conceptual or theory-building reviews, and meta-analyses. All contributions should focus on the level of the employee, rather than on group-, team-, or organizational-level perspectives. Suitable manuscripts may focus on issues including but not limited to:

- Managing sexual orientation or gender identity at work
- Career choices for sexual orientation or gender identity minority employees
- Stereotyping, prejudice, or discrimination against sexual orientation or gender identity minority employees
- Methodological advances in studying sexual orientation or gender identity minorities in workplace contexts
- Workplace attitudes (e.g., job satisfaction, PO fit) among sexual orientation or gender identity minorities
- Work/life issues for sexual orientation or gender identity minority employees
- Mentoring and leadership issues related to sexual orientation or gender identity minority employees
- Sexual orientation or gender identity minority employees' career choices over the lifespan (e.g., midlife career change, transitioning to retirement)

**Submitted papers will be handled by Guest Editors, Larry Martinez and Katina Sawyer.**

### **Timeline and Submission**

Papers should be submitted between 31 May and **30 September 2016**. Please consult Journal of Vocational Behavior's [Guide For Authors](#) before submitting. Manuscripts should be submitted to the journal online, where you can select the special issue portal. For more information about the special issue or to ask about the suitability of your paper, please , contact Guest Editors,

Larry Martinez ([larry.martinez@pdx.edu](mailto:larry.martinez@pdx.edu)) and Katina Sawyer ([katina.sawyer@villanova.edu](mailto:katina.sawyer@villanova.edu)). For questions about the submission process, please contact the editorial office, [ivb@elsevier.com](mailto:ivb@elsevier.com).

## **Special Issue on Vocational Behavior of Refugees**

### **Call for Papers**

#### **Special Issue in *Journal of Vocational Behavior***

#### **Vocational Behavior of Refugees: How do Refugees Seek Employment, Overcome Work-Related Challenges, and Navigate their Careers?**

#### **Guest Editors:**

Alex Newman, Deakin University ([a.newman@deakin.edu.au](mailto:a.newman@deakin.edu.au))

Jenny Bimrose, Warwick University ([jenny.bimrose@warwick.ac.uk](mailto:jenny.bimrose@warwick.ac.uk))

Ingrid Nielsen, Deakin University ([ingrid.nielsen@deakin.edu.au](mailto:ingrid.nielsen@deakin.edu.au))

Hannes Zacher, Queensland University of Technology ([hannes.zacher@qut.edu.au](mailto:hannes.zacher@qut.edu.au))

#### ***Scope of the Topic***

Over the last two years we have witnessed the largest migration of refugees in history. As of early 2016 over 4.7 million people have fled the civil war in Syria and the terror regime of the so-called “Islamic State” in both Syria and Iraq, and a significant number presently live in refugee camps in the Middle East (UNHCR, 2016). The effects of this crisis have been immense, not only in neighbouring countries such as Lebanon, Jordan, and Turkey, but also in countries such as Greece, Germany, Hungary, and Austria, which are the final destinations for many refugees, and countries which have agreed to resettle smaller numbers of refugees from the conflict zones including Canada and Australia. The government authorities in these countries are in the process of developing policies to deal with the immediate influx of refugees, but also have to think of ways in which to integrate refugees into the mainstream society in the medium to long term.

Integration into mainstream society is an extremely challenging process for many refugees (Yakushko, Backhaus, Watson, Ngaruiya and Gonzalez, 2008). In addition to applying for asylum status and refugee resettlement and seeking family reunification, and learning the culture and language of the host country, refugees also have to seek employment to support the immediate needs of their families and re-establish a livelihood (Colic-Peisker and Tilbury, 2006). Policy makers have begun to recognize the importance of assisting refugees to obtain employment quickly, as stable employment amongst refugees has been found to reduce welfare dependency and to enhance the educational and health outcomes amongst the children of refugee families (Khoo, 2005; Pernice and Brook, 1996). However, current knowledge of how refugees, practitioners, organizations, and policy makers negotiate these issues is very limited (Morrice, 2011). Very few studies have examined refugees’ vocational behavior, including seeking employment, overcoming work-related challenges and traumata, and navigating careers after leaving their home country. In addition, we have limited understanding as to how

organizations, practitioners, and policy makers can best assist refugees in the adaptation process.

In order to improve our understanding of the challenges and opportunities faced by refugees in seeking work, overcoming challenges and traumata, and adapting their careers, this special issue invites articles that answer the following or related questions:

1. What are the effects of human, social, and psychological capital in predicting the success of refugees in obtaining and maintaining employment and succeeding in their career?
2. What factors influence the career adaptability and career success of refugees, in the post resettlement phase?
3. How do refugees navigate their careers (including the identification and exploitation of career opportunities and overcoming career challenges and traumata) after leaving their home countries?
4. How do refugees deal with the fact that they cannot always utilize their knowledge, skills, or qualifications post resettlement?
5. How does skill under-utilization impact on the psychological wellbeing of refugees at work, and, in turn, how does this influence their relationship with family members and their colleagues?
6. How can organizations, leaders, and policy makers assist refugees to find work and maintain employment?
7. What factors influence the organizational commitment and job satisfaction of refugees at work?
8. What forms of support assist refugees to deal with the challenges they face at work?
9. What is the role of volunteers and professionals who support refugees in finding work and navigating their careers?
10. Which professional approaches and training programs show most promise?

We encourage authors to utilize a diversity of methodological approaches (e.g., interview, survey, experience sampling) and theoretical perspectives (e.g., career construction theory, social cognitive career theory, social capital theory, conservation of resources theory, cumulative advantage/disadvantage theory) when developing manuscripts for this special issue. We encourage both the use of quantitative and qualitative methods for empirical papers.

## References

- Colic-Peisker, V., & Tilbury, F. (2006). Employment niches for recent refugees: Segmented labour market in twenty-first century Australia. *Journal of Refugee Studies, 19*, 203-229.
- Khoo, S.E. (1994). Correlates of welfare dependency among immigrants in Australia. *The International Migration Review, 28*, 1, 68-92.
- Morrice, L. (2011). *Being a refugee: learning and identity: A longitudinal study of refugees in the UK*: Staffordshire Sterling, VA: Trentham Books.
- Pernice, R., & Brook, J. (1996). Refugees' and immigrants' mental health: Association of demographic and post-immigration factors. *Journal of Social Psychology, 136*, 4, 511-519.
- UNHCR (2016). Syria Regional Refugee Response, Retrieved 23 February, 2015, from <http://data.unhcr.org/syrianrefugees/regional.php>

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

### ***Timeline and Submission/Review Process***

Interested authors should submit a short proposal (1,000 words maximum) that describes the paper they intend to write. Proposals are due by July 31, 2016. Please send you proposal to Alex Newman ([a.newman@deakin.edu.au](mailto:a.newman@deakin.edu.au)).

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

(a) responsiveness to the call, (b) degree of potential to enhance our understanding of vocational behaviour of refugees, (c) scientific merit, (d) likelihood of successful completion within timeline, (e) fit with other submissions, and (f) applicability to journal mission.

Should your proposal be invited to be submitted as a full paper, authors should submit their full paper online to the *Journal of Vocational Behavior* via [ees.elsevier.com/jvb](http://ees.elsevier.com/jvb), selecting the special issue portal. All manuscripts will go through full peer review. Please refer to the [Guide for Authors](#) before submission (also see below).

July 31, 2016: Initial manuscript proposals due

August 31, 2016: Proposals evaluated, invitations for full manuscript submission sent to authors

February 28, 2017: Full manuscript submission deadline

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## **7. 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. 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](mailto:marthur@suffolk.edu)

Holly Slay: [slayh@seattleu.edu](mailto: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/>

## **C. 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](mailto:yanshen@uvic.ca) .

***We’re on the web! The Careers Division home page:** <http://www.cardiv.org/>*