



# The Career Forum

Mina Beigi, Editor & Melika Shirmohammadi, Associate Editor

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## 2018-2019

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## INTRODUCTION



Dear CARs Division members,  
After I submitted the previous edition of our Newsletter in December 2018, I received the following message from one of our valued CARs division members:

“Hi Mina, just a note to thank you for the latest Career Forum – it is both interesting and informative. One small thing though, as I sit here in the glorious New Zealand sun and 24 degrees, I did wonder why it is called the Winter edition. Could we rename this to make it more inclusive for those of us living in the Southern Hemisphere?”

The message made perfect sense, and therefore, to take a tiny forward step toward respecting all our division members, and aligned with this year’s conference theme—Understanding the Inclusive Organization—I have labeled this edition as Issue 1. It is my hope that this year’s conference inspires meaningful conversations about all aspects of inclusive organizations among scholars and practitioners who can all play a role in contributing to more inclusive organizations around the globe. Each step counts, no matter how small it might look!

By now those of us who submitted works to this year’s conference have heard the submission decisions, and the conference schedules of those who plan to attend are getting fuller and fuller.

Our division’s executive members, Scott, Gina, Jamie, and Jos, have been working so hard to plan another excellent conference this year! As evident in their letters in the Newsletter, they have planned tons of interesting conference sessions and events. THANK you all!

In this edition of the newsletter, we hear the conference news from our executive members, celebrate our division members’ publications, congratulate those who received the Best Paper, Commendable Papers, and Outstanding Reviewers awards of the Career Development International Journal. We also share the Hughes Award’s call for nominations, Frontiers in Psychology’s call for papers, and the Careers Division International Conference’s call for submissions. As promised, we also include two sections, “Resource Corner” and “Did you know that,” to provide resources for those interested in teaching careers. We also shout out a loud THANK YOU and share the logos of all the institutions that supported our division this year.

And finally, I highly encourage and invite all of you to send your contributions to me at [m.beigi@soton.ac.uk](mailto:m.beigi@soton.ac.uk). Our Newsletter depends on them! If you are not sure whether an item fits the newsletter, simply drop me a line and I will be more than happy to respond.

Happy reading  
Mina

## NEWS FROM THE CAREERS DIVISION



**Message from  
Our Division  
Chair Scott  
Seibert 2018 -  
2019**

Dear colleagues and friends,

We are only 4 months away from our Boston meeting. I would therefore like to take this opportunity to tell you about the upcoming conference and other major activities the officers of the Careers Division have been working on.

Our top priority has been to design a stimulating and enjoyable Careers Division program. **Gina Dokko** (program chair) has been working on our scholarly program while **Jos Akkermans** (PDW chair) has selected a set of professional development workshops to help build your research and professional skill set. I am particularly excited about this year's **Plenary Session: Robots and Algorithms and AI, Oh My! Careers in the Age of Automated Work**. The session boasts a great group of scholars and thinkers and we expect this session to be of broad interest to the entire Academy. Also consistent with an interest in the implications of technology for careers, another session likely to attract a great deal of interest is the **PDW Session: Using People Analytics in Career Research**. I am also pleased to report that many of the papers and PDW sessions articulate nicely with the AOM conference theme of inclusion, something the Careers Division should rightly view as a central concern of our work. Please check Gina and Jos's letters below for more details on this exciting year's research, learning, and development opportunities.

Another priority project this year has been the **Division's Five Year Review**. The purpose of the Five Year Review is to monitor the basic governance processes of the division and help the division think strategically about its aims and purposes for the coming five years. As you may recall, AOM sent the entire membership of the careers division a survey concerning your perceptions of the division's strengths and weaknesses. In addition, AOM provided a full set of membership statistics and engagement metrics. I called upon the officers of the division, including **Bert Schreurs, Jamie Ladge, Gina Dokko, Jos Akkermans, Ryan Klinger, and Denise Jepsen** to help me process this information and develop plans for the divisions next five years. The Five Year Review was submitted to AOM in late February, where first the Division and Interest Group Committee and then the Board of Governors will review the report and provide feedback. We have posted the full report on our website under "about us" (<https://car.aom.org>), so please feel free to check it out and let any of the committee members, including myself, know what you think.

Here I would like just to touch upon a few of the highlights from the report. First, a big thanks is owed to the Division Chairs over the five previous years, **Bert Schreurs, Corinne Post, Tania Casado, Kimberly Eddleston, and Peter Hesselin** and their teams, too numerous to mention here, who set and achieved many important goals, giving the Careers Division a great reputation for excellence within the wider Academy. Among the signs of strength for the division is the fact that we have experienced 33% growth in membership over the last 5 years, doubling the rate of membership growth for AOM as a whole. Even more encouraging, student members making up a disproportionate share of the growth. Yet despite this growth, over 75% of the

membership still agrees that we have retained the advantages of a small division community and the overall level of satisfaction with the division is very high (4.5 out of 5). These metrics are a testament to the strength of the division and bode well for the future of our division and of our field. These positive results are no doubt due to the many initiatives put in place over the last five years, including ongoing activities targeted to students and junior faculty, just one example being the **Careers in the Rough PDW** and the **Virtual Careers in the Rough**. Many thanks are due to **Lauren Keating** and **Igor Bartolec** for organizing the in-person and virtual Careers in the Rough sessions this year. Focused fundraising activities, thanks most recently to the efforts of **Denise Jepsen**, have also put the division on firm financial footing, allowing us to initiate some new and exciting activities.

Indeed, the most important part of the Review is to set the agenda for the division in the five years to come. Based on both quantitative and qualitative feedback from the membership, the Review Committee has articulated five broad strategic areas around which to focus our future efforts. Within each area, we identified several specific programs or activities the division leadership plans to pursue in the furtherance of those strategic goals. Below I list the five strategic goals and one specific activity. Again, please refer to the full report for details. Most importantly, please get in touch with any of the Careers Division board members if you are interested in volunteering to help with any of these activities.

Goal 1: Improve Productive Interaction among junior and senior scholars

- Establish mentoring opportunities between senior and junior careers scholars

Goal 2: Improve Opportunities for Research Collaboration among Members

- Plan research incubator sessions focused on theory development using division-sponsored PDW, Plenary, or Virtual sessions

Goal 3: Provide Value to the Membership beyond AOM Conference

- Host a mid-year international careers conference outside of the U.S.

Goal 4: Raise the Scholarly Prestige of the Division

- Focus a division award on up-and-coming careers scholars, such as with a Best Published Paper award, and feature well-cited careers publications more prominently on the division website

Goal 5: Continued Efforts to Recruit, Engage and Sustain Members

- Build upon successful efforts to recruit scholars who are submitting to the division but are not currently members

In pursuit of virtually all of the goals named above, I am excited to announce a **Careers Division International Conference** to be hosted at **Vienna University of Economics and Business, 14-15 February, 2020!** The theme of the conference is **Careers in Context: Theorizing in and about Turbulent Times**. This conference is being held in a central location in Europe, home to almost half of the Career Division's membership, and is designed to provide a setting where students, junior and senior careers scholars can interact, network, and seek to establish collaborations in a context focused exclusively on careers scholarship, broadly defined. We are calling for a full range of paper, symposium, and professional development workshop (PDW) submissions. In order to en-

courage a focus on the development of early stage work, we are asking only for extended abstract paper and symposium submissions. The full call is included with this newsletter, so please check there for further details regarding further submission criteria, deadlines, costs, and other details. This is a great opportunity for the division to take a significant step forward in its support for careers scholarship and community building. Whether you wish to present your work, contribute to the development of careers research, or just take this opportunity to meet and network with other scholars in the careers field in a great location, I hope you will

plan to support this Careers Division initiative by participating in the conference.

Okay, whew, that was a long letter as far as these things go! There are many other people I could thank for their hard work and support during the last year, so please come to our **Division Social Event** immediately after our **Business Meeting** (Monday, August 12, 4:30 – 6:30 pm in the Sheraton Boston Hotel, Back Bay Ballroom A) to help me recognize and thank them.

Scott Seibert

Careers Division Chair, 2018-2019





**Message from  
Our Division  
Chair Elect  
Jamie Ladge**

Dear colleagues and friends,

I'm thrilled that this year's AOM meeting will be held in my hometown! Boston is a vibrant city with a rich history and many things to do and see. The Careers' Division PDW and Scholarly Program are now being finalized. Thanks to all of you for submitting your work to our division. From the many excellent submissions, Gina Dokko (Program Chair) and Jos Akkermans (PDW Chair) have worked tirelessly to design the very best program possible. They each have spent many hours to put together an exciting and informative program that promises to appeal to a wide range of scholarly interests.

As division chair-elect, I have been given the responsibility of organizing the division-specific awards. In doing so I put together five award committees for each award which include:

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

I like to personally thank **Erin Makarius, Daniel Spurr, Ariane Froidevaux, Yehuda Baruch, and Keimei Sugiyama** for volunteering to serve as award committee chairs this year. Each award committee consisted of a mix of our division's best reviewers, past award recipients, and new members including: Serge de Motta Veiga, Bar-

bara Larson, Rick Cotton, Ying Zhou, Hye Joon Park, Fida Afionni, Jeff Yip, Sherry Sullivan, Tracy Anderson, Yseult Freeney, Mihaela Dimitrova, Maria Tims, Alyson Grounden Rock, Jen Tosti Kharas, Kyle Ehrhardt, Igor Bartolec, Lauren Keating, Caitlin Porter, Ryan Klinger and Julie Wellman. If you see any of them around Boston during our annual meeting, please thank them for their generous and diligent service to our division!!

Lastly, please join us in celebrating the finalists and winners of our division's awards. The award ceremony is scheduled to take place during the Careers' Division Business Meeting (Monday pm). Afterwards, during the Careers' Division Social, we will raise our glasses to finalists and winners, to great friends, and to another successful AOM conference.

Cheers,  
Jamie Ladge  
Division Chair-Elect



**Message from  
our Division  
Program Chair  
Gina Dokko**

Hello Careers Division Members!

First and foremost, I would like to express my gratitude to everyone who contributed to the 2019 Careers Division program as authors, presenters, reviewers, and (especially) emergency reviewers. I am always impressed and amazed by the generosity of Careers scholars; all of time and energy you give to making this whole endeavor work makes us a vibrant community. The Careers Division is thankful for your involvement.

I am certain that you'll find our program this year both intellectually stimulating and enjoyable. The AOM theme this year is "Understanding the Inclusive Organization" and we in the Careers Division are well placed to contribute to the many interesting questions and challenges presented by this theme. The **Careers Division Scholarly Program** in Boston consists of 24 symposia (including sponsored, co-sponsored and triply-sponsored symposia) and 64 papers (14 paper sessions and 2 discussion paper tables). We sustained our high level of submissions from last year making this year again highly competitive and helping us to maintain a high-quality program.

Our symposia and paper sessions span a full range of our disciplines, theoretical perspectives and methodologies, and represent the cutting edge in Careers research. Research in ca-

reers is increasingly diverse, and our Division's history and practice of inclusion and community serves us well as we expand our focus to include more perspectives. Scholars who might in the past have sent their work to other divisions, are starting to find new connections to careers research and researchers. Topics that have long been in the Careers realm, such as career mobility and boundaryless careers, are attracting new interest across the Academy. In the spirit of diversity and inclusion, we welcome this interest along with the different perspectives and energy it brings, while keeping our center firmly grounded in the interests of our membership. Topics like career management, mentoring and developmental relationships, career adaptability, career success, cross-cultural and expatriate careers continue to form the core of our program, and the research of our members continues to build knowledge about careers and push the intellectual boundaries of careers research. I am looking forward to attending as many sessions as possible, and I hope to see you there!

I'm also excited to share information about our plenary session with you. We will have a stellar panel discussing the impact of the increasing use of big data analytics and automation in work on careers. The session, titled: **Robots and Algorithms and AI, Oh My! Careers in the Age of Automated Work** will feature highly acclaimed scholars and thinkers with a broad range of expertise on the subject including:

- Ethan Bernstein, Associate Professor, Harvard Business School
- Matthew Bidwell, Associate Professor, Wharton, University of Pennsylvania
- Raj Echambadi, Dean, D'Amore McKim School of Business, Northeastern University
- Julia Kirby, Sr. Editor, Harvard University Press,

author of “Only Humans Need Apply”

- Matt Sigelman, CEO, Burning Glass

The moderator for the panel is Melissa Mazmanian, Associate Professor, UC Irvine School of Information and Computer Science and the Merage School of Management. Please look for the location and time of the plenary. It’s going to be very interesting with time for interaction, and we look forward to your participation!

Following Monday’s **Business Meeting** (Monday, August 12, 4:30 – 6:30 pm in the Sheraton

Boston Hotel, Back Bay Ballroom A), you are all cordially invited to the **Division Social Event** that will take place on-site immediately after (6:30 – 8:30 pm in the Sheraton Boston Hotel, Berkeley AB). The event is a perfect opportunity to meet, reconnect, network or just enjoy the other members of the Careers Division and the Academy. I very much hope to see you at our sessions and social events!

Gina Dokko, Division Program Chair  
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**Message from  
Our Division  
PDW Chair Jos  
Akkermans**

Dear Careers Division members,

It is that time of year again when the decisions for the annual conference have been finalized, and we can all start looking forward to seeing each other and catch up with all the interesting research everyone is doing. Please allow me to give you a brief overview of this year's **PDW program** of our division.

First of all, I would like to thank all of you who submitted PDWs for this year's conference. It was really great to see such a diverse and interesting set of workshops proposed for the conference, and I very much enjoyed reading all of them. We received **14 PDW proposals** this year for a combined total of **35 requested hours**. This is a clear increase from last year, which is hopefully a sign that the PDW part of the conference is becoming ever more popular and important. On top of this, we also received **26 cosponsor requests**, another sign that Careers is valued as a home for PDWs. All the sessions were of high quality and would have been great additions to the conference.

The downside of such a large number of submitted PDWs is that I could not accept all of them, considering that our division only has 15 hours available for PDW sessions, and we only have 8 cosponsor credits for PDWs. Thus, I had to make some very difficult decisions about which sessions to accept. My main aims were to have a balanced set of workshops, in which both trend-

ing career topics, state-of-the-art methodologies, and career support sessions were all represented. I also looked at the fit of the proposed workshops with this year's conference theme of "understanding the inclusive organization". In the end, I was able to accept 8 PDWs for our division, and we also cosponsor another 8 sessions. I believe we have a very inspiring set of workshops set up for our members, that I hope you will enjoy a lot.

In terms of sessions about trending topics in careers, we have two sessions that also fit in very well with the conference theme of understanding the inclusive organization. The PDW **Gender and Inclusion in Organizations: Moving Beyond Mansplaining, Manels, and Womenial Tasks** focuses on inclusive work practices in academic careers. The session will feature a mix of scholars sharing their stories about the topic, and discussing implications for inclusive organizations. Next, the workshop **The Careers Experiences of Individuals with Autism** presents research on the career experiences of individuals with Autism Spectrum Disorder, and opens a discussion on how students with ASD can be prepared for a successful transition into the workforce. Our division also cosponsors sessions about changing trends in career mobility, fostering work-life inclusive business schools, and the study of resources in organizational research.

We also feature several sessions related to methods and statistics. Based on very successful sessions during last year's conference, we again have a workshop on **Sequence Analysis in Career & HRM Research** and on **Using People Analytics in Career Research**. Both sessions offer important information about and support in using cutting edge techniques to study peoples' careers. We also cosponsor several workshops related to methods about navigating qualitative

dissertations, a workshop that helps to start writing method papers, and a session focused on helping with writing.

Finally, we also support several sessions related to career support in various ways. Our **CAR Doctoral Consortium** and **Careers in the Rough** workshops are again part of the program. Both sessions aim to support junior scholars with the challenges they might face, and with the papers they are writing. In addition, we have two sessions for people who are in a more senior stage of their career. These sessions focus on **Socio-politically Engaged Academics**, discussing how academics might contribute in certain political and societal roles, and on **Transitioning from Faculty to an Administrative Role**, discussing how academics can successfully move into various roles, such as head of department or program director. We also cosponsor sessions on making practical impact with our research and on strategies for non-US scholars to succeed

on the US job market. I hope that this mix of sessions offers something for everyone in our division.

Please note that some of the PDW sessions require preregistration. Don't forget to check the website at <http://aom.org/annualmeeting/registration/pdw/> and register if this is required.

I hope to see you all in Boston during the PDW sessions. Also, please make a note in your schedules for our **CAR PDW Social Event**, which we are hosting on Saturday evening at Kings Back Bay. This venue is very close to the Sheraton hotel that our division hosts its sessions in. Big shout out to Serge da Motta Veiga and Erin Makarius, who did all the work in organizing this session. It promises to be a very nice social event!

Best wishes,  
Jos

*Careers Division PDW Chair*

## NEWS FROM OUR MEMBERS

### Publications

- ◆ Akkermans, J., Bal, P. M., & De Jong, S. B. (2019). Buffering the breach: Examining the three-way interaction between unit climate level, strength, and psychological contract breach. *Frontiers in Psychology*, 10(473), 1-13. doi:10.3389/fpsyg.2019.00473
- ◆ Akkermans, J., Tims, M., Beijer, S., & De Cuyper, N. (2019). Should employers invest in employability? Examining employability as a mediator in the HRM - commitment relationship. *Frontiers in Psychology*, 10, 717. doi:10.3389/fpsyg.2019.00717
- ◆ Reina-Tamayo, A. M., Bakker, A. B., & Derks, D. (2018). The work engagement–performance link: An episodic perspective. *Career Development International*, 23(5), 478-496.
- ◆ Audenaert, M., Van der Heijden, B., Conway, N., Crucke, S., & Decramer, A. (2019). Vulnerable workers' employability competences: The role of establishing clear expectations, developmental inducements, and social organizational goals. *Journal of Business Ethics*, 1-15. doi: 10.1007/s10551-019-04140-9
- ◆ Baruch, Y., Point, S., & Humbert, A. L. (2019). Factors related to knowledge creation and career outcomes in French academia: The case of the human resource management field. *Academy of Management Learning & Education*, doi: 10.5465/amle.2018.0028
- ◆ Beigi, M., Callahan, J., & Michaelson, C. (2019). A critical plot twist: Changing characters and foreshadowing the future of organizational storytelling. *International Journal of Management Reviews*. doi: 10.1111/ijmr.12203
- ◆ Block, C. J., Cruz, M., Bairley, M., Harel-Marian, T., & Roberson, L. (in press). Inside the prism of an invisible threat: Shining a light on the hidden work of contending with systemic stereotype threat in STEM fields. *Journal of Vocational Behavior*.
- ◆ Blokker, R., Akkermans, J., Tims, M., Jansen, P., & Khapova, S. (2019). Building a sustainable start: The role of career competencies, career success, and career shocks in young professionals' employability. *Journal of Vocational Behavior*, 112, 172-184. doi:10.1016/j.jvb.2019.02.013
- ◆ Chiesa, R., Van der Heijden, B.I.J.M., Mazetti, G., Mariani, M.G., & Gugliemi, D. (2019). "It is all in the game!": The role of political skill for perceived employability enhancement. *Journal of Career Development*, 1-14. doi: 10.1177/0894845319832666
- ◆ Fasbender, U., Van der Heijden, B.I.J.M., & Grimshaw, S. (2019). Job satisfaction, job stress and nurses' turnover intentions: The moderating roles of on-the-job and off-the-job embeddedness. *Journal of Advanced Nursing*, 75, 327-337.
- ◆ De Vos, A., Van der Heijden, B.I.J.M., & Akkermans, J. (in press). Sustainable careers: Towards a conceptual model. *Journal of Vocational Behavior*.
- ◆ Forrier, A., De Cuyper, N., & Akkermans, J. (2018). The winner takes it all, the loser has to fall: Provoking the agency perspective

in employability research. *Human Resource Management Journal*, 28(4), 511-523. doi:10.1111/1748-8583.12206

◇ Frie, L.S., Potting, C.J.M., Sjoer, E., Van der Heijden, B.I.J.M., & Korzilius, H.P.L.M. (in press). How flexperts deal with changing expertise demands: A qualitative study into the processes of expertise renewal. *Human Resource Development Quarterly*, 30, 61-79.

◇ Froidevaux, A., Hirschi, A., & Wang, M. (2018). Identity incongruence and negotiation in the transition from work to retirement: A theoretical model. *Organizational Psychology Review*, 8(4), 228-255. doi: 10.1177/2041386619830754

◇ Gan, I. (2018). Alternative work arrangements: Reshaping the future of nurses' workplace communication and relationships. *Nursing Forum*. doi:10.1111/nuf.12321

◇ Gorgievski, M., Van der Heijden, B.I.J.M., & Bakker, A.B. (in press). Effort-reward imbalance and work-home interference: A two-wave study among European male nurses. *Work & Stress*, doi: 10.1080/02678373.2018.1503358

◇ Alessandri, G., Consiglio, C., Luthans, F., & Borgogni, L. (2018). Testing a dynamic model of the impact of psychological capital on work engagement and job performance. *Career Development International*, 23(1), 33-47.

◇ Ibrahim, M.A., & Van der Heijden, B.I.J.M. (2019). Learner characteristics' factors and their relationship with drop-out in distance learning: The case of the Arab Open University in Saudi Arabia Riyadh Branch. *Psychology*, 10, 199-212.

◇ Moeller, J., Ivcevic, Z., White, A. E., Menges,

J. I., & Brackett, M. A. (2018). Highly engaged but burned out: Intra-individual profiles in the US workforce. *Career Development International*, 23(1), 86-105.

◇ Kindsiko, E. & Baruch, Y. (2019). Careers of PhD graduates: The role of chance events and how to manage them. *Journal of Vocational Behavior*, 112, 122-140. doi.org/10.1016/j.jvb.2019.01.010

◇ Lee, J., Shirmohammadi, M., Baumgartner, L. M., Oh, J., & Han, S. J. (2019). Warriors in suits: A Bourdieusian perspective on the construction and practice of military masculinity of Korean men. *Gender, Work & Organization*. 1-22. doi: 10.1111/gwao.12358

◇ Peters, P., Blomme, R., De Jager, W., & Van der Heijden, B.I.J.M. (2019). The impact of work-related values and work control on the career satisfaction of female freelancers. *Small Business Economics*.

◇ Peters, P., Van der Heijden, B.I.J.M., Spurk, D., De Vos, A., & Klaassen, R. (2019). Please don't look at me that way: An empirical study into the effects of age-based (meta-) stereotyping on employability enhancement among supermarket workers. *Frontiers in Psychology*, 10, article 249, 1-14.

◇ Ruiller, C., Van der Heijden, B., Chedotel, F., & Dumas, M. (accepted). 'You have got a friend': The value of perceived proximity for teleworking success in dispersed teams. *Team Performance Management*.

◇ Van der Heijde, C.M., Van der Heijden, B.I.J.M., Scholarios, D., Bozionelos, N., Mikelsen, A., Epitropaki, O., Marzec, I., Jędrzejowicz, P., & Looise, J. (accepted). *Learning*

climate perceptions as a determinant of employability: An empirical study among European ICT professionals. *Frontiers in Psychology*.

◇ Woods, S. A., Wille, B., Wu, C. H., Lievens, F., De Fruty, F. (2019). The influence of work on personality trait development: The demands-afordances transactional (DATA) model, an integrative review, and research agenda. *Journal of Vocational Behavior*, 110, Part B, 258-271.

◇ Zheng, Y., Wu, C. H., & Graham, L. (in press).

Work-to-nonwork spillover: The impact of PSM and meaningfulness on outcomes in work and personal life domains. *Public Management Review*.

◇ Zhou, Y., Zou, M., Woods, S. A., & Wu, C. H. (in press). The restorative effect of work after unemployment. *Journal of Applied Psychology*. <https://psycnet.apa.org/record/2019-08718-001> [This paper received 2018 Academy of Management - Careers Division 2018 Best Overall Paper Award]



## »»» Awards - Career Development International

The Editors of Career Development International are pleased to recognize the following as Best Paper, Commendable Papers and Outstanding Reviewers for 2018. Congratulations to the winners!



### **BEST PAPER**

Maral Darouei, Helen Pluut, (2018) "The paradox of being on the glass cliff: why do women accept risky leadership positions?", Career Development International, Vol. 23 Issue: 4, pp.397-426

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### **COMMENDABLE PAPERS**

Guido Alessandri, Chiara Consiglio, Fred Luthans, Laura Borgogni, (2018) "Testing a dynamic model of the impact of psychological capital on work engagement and job performance", Career Development International, Vol. 23 Issue: 1, pp.33-47

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Andrea Marcela Reina-Tamayo, Arnold B. Bakker, Daantje Derks, (2018) "The work engagement–performance link: an episodic perspective", Career Development International, Vol. 23 Issue: 5, pp.478-496

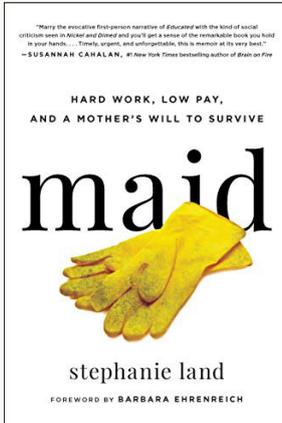
Julia Moeller, Zorana Ivcevic, Arielle E. White, Jochen I. Menges, Marc A. Brackett, (2018) "Highly engaged but burned out: intra-individual profiles in the US workforce", Career Development International, Vol. 23 Issue: 1, pp.86-105,

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### **OUTSTANDING REVIEWERS**

Dr. Gayle Baugh

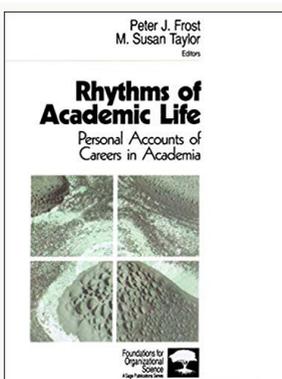
## RESOURCE CORNER



**Book: “Maid: Hard Work, Low Pay, and a Mother’s Will to Survive”** by **Stephanie Land** and **Barbara Ehrenreich** is a nonfiction book that might be used when discussing precarious work conditions in career-related courses. Coming from a working class family, Stephani Land has never been unfamiliar with poverty, but at 28, pregnant and abused, she finds herself in need of governmental help. The limitations of a homeless shelter do not appeal to her, so she decides to try a part-time housecleaning job in a company led by two women who have also started their career as maids.

She faces problems finding daycare at a good cost for her daughter, but she goes on and fills her working days. To earn more, she also tries advertising in local papers and offers cleaning services, which almost doubles her pay.

After breaking up with her not-so-ideal boyfriend and getting help from a fundraising website, she rents an apartment. As she describes her days moving through vacant houses cleaning their filthy bathrooms and changing their sheets, she never stops dreaming about being a writer. The book is the work of the writer she dreamt to be!



**Book: Rhythms of Academic Life: Personal Accounts of Careers in Academia** by **Peter J. Frost** is a comprehensive manual about an academic career covering several topics such as publishing, research, teaching, pedagogy, teamwork, sabbaticals, and tenure. A diverse group of scholars share their insights from academia together with personal and often humorous accounts of their journeys throughout an academic career.

## DID YOU KNOW THAT?

The common definition of “career” as a profession or life-long occupation is well known to all, but how many of us know that “career” has its roots in medieval jousting tournaments? In sixteenth century English, “career” referred to the short bursts speeds of horseback jousting knights, as well as to the courses they rode. The word subsequently evolved over the centuries to mean “to go fast” and by the 1800s acquired the common meaning we recognize today (Merriam-Webster.com).

 **CALL FOR NOMINATIONS: THE HUGHES AWARD**

Dear Careers Division Members,

The Everett Hughes Award is Careers Division's premier award. Now is the time to nominate eminent scholars that have contributed to the Careers field.

**Call for Nominations:**

**The Everett Cherrington Hughes Award for Careers Scholarship**

**Deadline: May 31, 2019**

The Hughes award recognizes scholarship that 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 inquiry. 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 influential 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, John van Maanen, and Denise Rousseau. More ample information can be found here: <http://car.aom.org/careers/new-item1>

Nomination materials should be emailed to committee chair **Jon Briscoe** ([jonbriscoe@niu.edu](mailto:jonbriscoe@niu.edu)). The following information is required for a nomination to be considered and must be submitted together as attachments in a single email by the May 31, 2019 deadline: (1) letter of support from the 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 Jon Briscoe with any questions at [jonbriscoe@niu.edu](mailto:jonbriscoe@niu.edu)

Committee:

**Jon Briscoe**, Chair, CAR division member

**Wolfgang Mayrhofer**, CAR division Member

**Beth Becky** External division member

**Jon Briscoe**

Northern Illinois University

DeKalb IL



## CALL FOR PAPERS

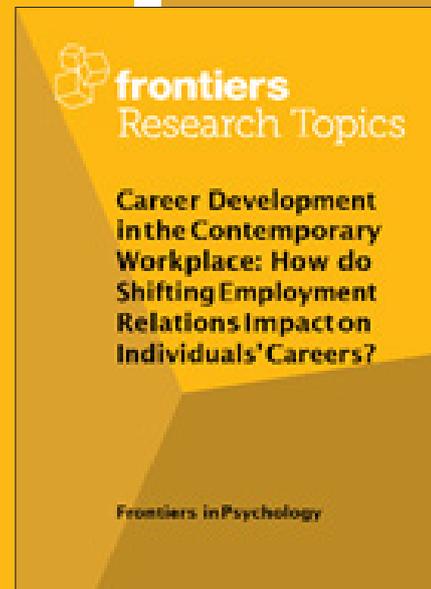
This Research Topic aims to bring together both theoretical and empirical research that can illustrate in which ways major shifts in the nature of work and employment relations can influence individual career development in the contemporary workplace. We wish to collect research projects proposing and testing (new) theories and models for dealing with individual career management complexities in volatile, uncertain, complex, and ambiguous (VUCA) employment contexts.

We welcome research projects that position positive psychological and organizational behavior (OB) topics such as: career and workplace well-being; recent conceptualizations of career success, career agency and agility in times of frequent transitions; flourishing and thriving; career resources (e.g., career adaptability, career competencies); employability; career engagement; work-life balance/integration; psychological contracts; organizational culture/climate; and human resource management support practices in the realm of organizational career development behavior in multi-culturally diverse and multinational career contexts. **Extended submission deadline: June 25th 2019.**

For more information: [psychology@frontiersin.org](mailto:psychology@frontiersin.org)  
[frontiersin.org/psychology](http://frontiersin.org/psychology)

### TOPIC EDITORS

Melinde Coetzee, University of South Africa,  
South Africa  
Jos Akkermans, Vrije Universiteit  
Amsterdam, Netherlands



## CALL FOR SUBMISSIONS: THE CAREERS DIVISION INTERNATIONAL CONFERENCE

“Careers in Context: Theorizing in and about Turbulent Times”

AOM Careers Division Community Conference

Vienna, Austria | 14 – 15 February 2020

Scholarly interest in careers has been active since the rise of industrialization when, for the first time, social and occupational mobility became a central but problematic component of modern life. Organizational scholars working in the late 1970s produced seminal work on careers in organizations, which by the end of the 1980s had emerged as a multi-disciplinary field of study. However, at least since the early 1990s, scholars have recognized changes in the structure of organizational careers due to the emergence of new forms of work and organization. We are now well into what is often termed the fourth industrial revolution. Major events in the world economy, politics, and society provide new challenges, necessitating the development of new approaches to understanding careers at the nexus of individual, organizational, institutional, and national contexts.

The aim of this AOM Careers Division Community Conference is to present and develop high-quality research, foster extensive discussion, and bring multiple disciplinary perspectives together to focus on new and emerging issues, concepts, and theories in the area of careers studies, broadly conceived. We also seek to serve scholars dealing with career-related topics who find it difficult to attend the AOM annual meeting in August but who wish to present their research and connect with other members of the careers community. At the same time, scholars who



normally attend the Annual AOM meetings are also very welcome to submit their research or workshop ideas and participate at the conference.

We are calling for proposals for presentations, symposia, and professional development workshops (PDW) at this AOM Careers Division Community Conference. We aim to attract topics across the whole field of careers research, and specifically with a focus on career topics related to turbulent times (e.g., economic crises, organizational re-structuring, immigration and refugee crises) and across diverse contexts (e.g., Western and Eastern contexts; early, middle and late careers; blue-, pink- and white-collar workers). Possible topics may include, but are not limited to:

- Career resilience, adaptability, sustainability, employability, and re-employment;
- Dealing with critical career transitions and career shocks;
- Implications of nonstandard work arrangements for careers;
- Careers in context (e.g., entrepreneurial, professional careers, leadership development);
- Different ways of conceptualizing and predicting career success;
- Career self-management, developmental, and life span perspectives;
- Cross-cultural differences in career systems, international careers and expatriates;
- Intra-individual career development, temporal perspectives on careers;
- Quant, qual, critical approaches; conceptual and methodological advances welcome;

We invite scholars and students from Europe and around the world to share their research and ideas in a constructive and developmental environment, network with prominent careers scholars and practitioners, and focus intensely on the broad topic of careers while enjoying the beauty and culture of the world-class city of Vienna.

### **Conference Date, Location, Format, and Fees**

The conference will take place Friday and Saturday, 14 and 15 February 2020, and will be held at the campus of Vienna University of Economics and Business. We plan to have two or more simultaneous tracks, depending on submissions, built around individual paper presentations, presenter symposia, and professional development workshops. Formats that provide for extended discussion time and developmental feedback will be encouraged. There will be a scholarly keynote lecture by Wolfgang Mayrhofer (WU Vienna), local host of the conference, and one practitioner keynote lecture by Dr. Klaus Niedl, Global HR Director, NOVOMATIC AG.

The conference fee is €200 for faculty, €100 for students (with valid student ID at the time of the conference). The conference fee includes registration, morning and afternoon refreshments, and a light lunch for each day. Transportation and housing are not covered and are the responsibility of the conference attendee.

Vienna is frequently ranked as one of the most livable cities in the world and its cultural institutions attract millions of visitors yearly. Vienna is easily reached by plane, train, or car. Many hotels provide easy access to Vienna University, site of the conference. We are in contact with

several nearby hotels to provide accommodation at a reduced price for the participants.

### Key Dates and Deadlines

May, 2019	Call for Submissions
15 June	Submission Website Opens
1 September	Deadline for All Submissions
September - October	Review Period
31 October	Decision Notifications Sent
Mid November	Conference Registration Opens
1 December	Participants Confirmation of Attendance
15 December	Online Program Available
15-14 February, 2020	Careers in Context Conference: Vienna. Austria

**Attendance and Commitments.** If your proposal is accepted for presentation, the participant(s) attending to present the research or participate in any conference format MUST be registered to attend the conference. The Academy is a voluntary association whose existence and operations are dependent on cooperation, involvement, and leadership from its members. Conference attendees should honor all professional commitments, including presentation of accepted papers and participation in scheduled roles, such as chair, discussant, or panelist. Program participants are required to present their submission in person. If absence from a scheduled meeting is unavoidable, presenters must contact appropriate individuals and pursue suitable alternative arrangements. Leaders have the same responsibilities and should perform their obligations and responsibilities in a timely, diligent, and sensitive manner, without regard to friendships or personal gain. Program participants are NOT required to be AOM members.

**The Scientific Committee.** Scott Seibert, Rutgers University; Wolfgang Mayrhofer, Vienna University of Economics and Business; Bert Schreurs, Vrije Universiteit Brussel; Evgenia Lysova, Vrije Universiteit Amsterdam; Daniel Spurk, University of Bern; Andreas Hirschi, University of Bern; Stefanie Gustafsson, University of Bath.

### Submission Information

The scientific submissions will be evaluated according to the following criteria: Conceptual contribution to careers theory, methodological rigor, integration of theoretical framework and data, practical relevance, interestingness/novelty, and fit with the conference theme. Submissions are to be made through the conference website that will be available about the mid of June.

**Guidelines for Submissions**

	Submission Type		
	Paper	Symposium	PDW Session
Title Page	Full names of all authors Position Institutional affiliations Contact information for all authors	Full names of all authors Position Institutional affiliations Contact information for all authors	Full names of all presenters Position Institutional affiliations Contact information for all presenters
Max Page Length	1,500 word abstract (not full papers)	2,500 word abstract composed of a 500 word symposium summary and 500 words for each paper (3 or 4 papers in sum)	1,500 word abstract
Content	Clearly explain the contribution, theory, method, and (expected) results of the study	Explain the overall aim of the symposium: Contribution, theory, method, and (expected) results for each paper. Describe the role of the leader, facilitator or discussant.	Clearly explain the aims, structure, content, and expected outcomes for participants. PDW content and format should offer a high quality, interactive learning experience for participants.
Document Type	PDF	PDF	PDF
Review Process	Papers will be single blind reviewed	Symposia will be single blind reviewed	PDWs will be single blind reviewed
Presentation Format	Papers will be grouped into 90 minutes sessions of 4 papers, with about 12 minutes for discussion for each paper.	Symposia will be organized as 90 minutes sessions. May include a discussant, but format is open to presenters.	Session may be formatted for 90 minutes or 3 hours.

For further information, please contact: [CARCon2020@wu.ac.at](mailto:CARCon2020@wu.ac.at)

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## The Career Forum

The Career Forum is a publication by and for the members of the Careers Division of the Academy of Management and it is produced twice a year.

### About Careers Division

The Careers Division of the Academy of Management addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life.

Major topics include: individual career development; career management strategies; career planning; relationships between human resource systems and careers; life cycle interactions with work; race, culture, and gender effects on careers; labor force diversity; internal labor structures and functions; cross-cultural careers; and effects of demographic and social changes on work.

## NEXT ISSUE

Issues: Two times a year

Issues 1 and 2

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: [m.beigi@soton.ac.uk](mailto:m.beigi@soton.ac.uk)