

The Career Forum

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Contents

INTRODUCTION	2
NEWS FROM THE CAREERS DIVISION	3
MEMBER SPOTLIGHT	16
NEWS FROM OUR MEMBERS	19
RESOURCE CORNER	26
DID YOU KNOW THAT?	26
CALL FOR PAPERS	27
SPONSORS	32
THE CAREER FORUM	33

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INTRODUCTION

Dear Careers Division Members,

I am happy to share with you another issue of the Career Forum. This newsletter covers important news and updates from our executive committee and members, calls for papers from journals, and other information that we hope you find timely and helpful!

I strongly encourage you to read the letters from the executive committee as you plan your Academy of Management 2022 annual meeting experience. The Careers Division team has done a superb job putting together an intriguing, insightful, and interactive program, including in-person and online sessions and socials. Reading the executive team's letters, I have been fascinated with the diverse and exciting topics included in the program. I hope you can participate in as many CAR division activities as possible and find inspiration in the great work that colleagues worldwide are doing about careers!

I encourage you to review a special section in this issue called "news from regional ambassadors program," where organizers have shared the most exciting updates about their excellent program. Also, I invite you to check our "Member Spotlight," which features a dedicated and prolific scholar in our field. I am sure you will enjoy getting to know her better



through reading the account she has generously shared with us. Don't forget to look at the "did you know that" and "resource corner" sections and the different calls for papers included in this issue.

I close with a warm welcome to our newly elected CAR division officers and a loud shoutout to the executive committee for their continuous efforts that have kept things moving and happening for our division.

Finally, I sincerely thank those who sent their contributions and inputs to the newsletter. I look forward to receiving more information from you for the next issue! Feel free to reach out to me at any time and share your news and suggestions.

I wish you a peaceful time and a positive AOM conference experience!

Melika Shirmohammadi
Newsletter Editor, Careers Division

NEWS FROM THE CAREERS DIVISION

Message from our Division Chair, Jos Akkermans



Dear colleagues and friends,

Wow, my year as Division Chair is already coming to a close! I can't believe the year has gone by so fast. I've thoroughly enjoyed working with so many passionate and talented people in our division. Even in a challenging year with a global pandemic stretching us all to our limits, our executive committee members and volunteers have come up with fantastic initiatives that will benefit our division moving forward. I am so proud of serving as the chair of the AOM division that has inspired and supported me throughout my academic career. This role is undoubtedly one of the most meaningful and honorable experiences I've had until now.

Let's briefly recap our division's goals and priorities. During the previous 5-year review, we defined several goals: nurturing interactions between junior and senior scholars, improving opportunities for collaboration, providing value beyond the annual conference, raising the division's prestige, and continuing to recruit members and sponsors. During the past three years, Scott Seibert, Jamie Ladge, and Gina Dokko made significant progress toward these goals. So, this year, we continued building on those efforts.

We are definitely on track! The mentoring committee (consisting of Marijke Verbruggen, Stefanie Gustafsson, Jeff Yip, and Janine Bosak) has ensured we have another round of our excellent mentoring program this year. In this second round, we again have a group of junior career scholars connected with a senior mentor who provides them with advice and support during this 1-year program. From what I am hearing from the participants, everyone enjoys it a lot. Furthermore, the research collaboration team (Beatrice Van der Heijden, Mel Fugate, and Alycia Damp) designed a fascinating caucus session on employability research across the globe. Though it is, unfortunately, not on the annual conference program, I am convinced that their efforts will help generate valuable collaborations in research on employability and careers.

Our officers also created some inspiring video content this year. For example, the prestige committee (Sherry Sullivan, Silvia Dello Russo, and Janine Bosak) organized interviews with

several previous Hughes Award winners. You can see the interviews with [Michael Arthur](#), [Lotte Bailyn](#), and [Ed Schein](#) on our division's YouTube channel. In addition, our Value Beyond August team (Stefanie Gustafsson, Jeff Yip, and Alex Newman) launched a brand new initiative this year: the Careers Around the World webinar series. Interested to find out more? Good news! The sessions with career research from the [Middle East Region](#), [Asia](#), and [Africa](#) are available on our YouTube channel, so you can watch them anytime. A special thanks to Fida Afiouni, Jeff Yip, and Andrea Lane for hosting these sessions!

As you may remember, one of my main priorities this year was setting up a system for external communication, so we can share all the great things we're doing more easily and widely. I am excited that our communications team (Alycia Damp, Victor Chen, Melika Shirmohammadi, Mostafa Ayoobzadeh, and Noemi Nagy) has made significant progress doing precisely that. We now have a dedicated [LinkedIn](#) and [Twitter](#) handle where we regularly share news and updates. Also, as mentioned already, our [YouTube](#) account is gaining more content you can watch whenever you please. Make sure to follow us if you haven't done so already!

We achieved another important milestone this year as we made several changes to our bylaws, which will help us achieve the division's strategic goals even more effectively. Among the proposed changes, the most nota-

ble were shifting the Secretary and Treasurer roles to appointed positions and introducing a brand new position: the Communications Chair. Introducing an officer dedicated to leading our division's communication strategies will allow us to build on this year's efforts to implement a system for internal and external communication. In the end, 168 members (17.8%) cast a vote on the proposed bylaw changes, with 154 (91.7%) agreeing with them. I want to thank you all for voting and allowing the division to move forward with these changes. For now, these changes will not be immediately visible during the current tenures of our officers. Once these terms end, we will solidify the proposed changes.

All this good news already and I haven't even talked about the conference yet! This year, we will finally have the opportunity again to meet each other "live" during the annual conference in Seattle! Thankfully, AOM also facilitates online attendance, so everyone can join the conference how they feel most comfortable doing so. I sincerely hope this approach will help us experience the meeting in a meaningful and enjoyable way, both offline and online. I admire the incredible work that our program chair, Denise Jepsen, and PDW chair, Serge Da Motta Veiga, have done to create a fantastic hybrid program for our members. Please read their contributions to this newsletter to see all the exciting sessions our division will host this year! Also, this year we will organize our first-ever award ceremony to celebrate this year's Careers Division award win-

ners. Our division chair-elect, Rick Cotton, worked hard (in collaboration with all the award committees!) to ensure we'll have a great session. Please join this session on Monday, August 8th, at 5:30 PM so we can all celebrate this year's award winners. Of course, we'll also have our annual Business Meeting during the conference. Because we want to ensure maximum participation among all conference participants, this session will be fully online. The meeting takes place on Monday, August 8th, at 4:30 PM.

The conference will also mark the official starting point for our new division officers. This year's outgoing division chair, Gina Dokko, made a fantastic effort to organize the elections. On behalf of the division, I want to thank everyone who ran for office this year. And if you didn't make it this year, please try again next year! I'll be knocking on some virtual doors then, as I'll be responsible for the nominations next year. As you can see in Gina's contribution to this newsletter, we have an incredible team of new officers. Even though it is not August yet, I want to already warmly welcome Daniel Spurk as our new PDW chair and Alison Dachner as our new Treasurer. Moreover, a special welcome to our three new representatives-at-large, Noe-

mi Nagy, Rebecca Paluch, and Caitlin Porter. I am convinced you will all make meaningful contributions to the division moving forward.

Of course, we also have to say goodbye to several officers. First, I want to thank Jennifer Tosti-Kharas for being an awesome treasurer during the past three years. Also, thank you to Marijke Verbruggen and Stefanie Gustafsson for serving as a representative-at-large and initiating such wonderful activities like the mentoring program and the webinar series. Finally, a special thank you to Beatrice Van der Heijden, who stayed on last year for an additional fourth year as representative-at-large. I will miss having you on the team next year!

And that wraps up my final newsletter contributions as the CAR Division Chair. But, of course, there is no reason to be sad about this. We still have the annual conference ahead of us, and I am extremely excited about seeing many of you there (both offline and online). I wish you all a lot of health and happiness, and I look forward to seeing you in August!

Best wishes ,
Jos Akkermans
Division Chair, Careers Division

Message from our Division Chair-elect, Richard Cotton



Dear friends and colleagues,

I hope you are doing well! I also hope you are taking the time to relish and enjoy your family, friends, and colleagues. We have all been through a lot over the last couple of years, that's for sure!

I am personally both excited and grateful for the chance to participate in AOM in person this year, and hope to see you there! And, whether you attend AOM live, virtually, or in hybrid form, it will be another great opportunity for us to get the Careers Division family back together.

With lessons learned from the last two on-line AOM conferences and despite this year's increased complexities, I am confident that the 2022 AOM Annual Meeting will be an interesting and moving experience. We are in good hands with Denise Jepsen (our program chair) and Serge da Motta Veiga (our PDW chair) for what looks to be a fabulous program featuring a wide range of topics, themes, and perspectives. This will be a great chance for you to engage with the latest careers research, teaching topics, and more and, the big bonus compared to last year is that we will have

many ways to connect during the academic program and between sessions. So, whichever conference format works best for you, I hope you are looking forward to reconnecting.

I am also very happy to report that our Careers Division Awards Ceremony will be in-person for the first time in three years and will be held on Monday, August 8 at 5:30PM Pacific. As Division Chair-Elect, I am responsible for managing the awards process, which has been an excellent experience. As you may recall, we have three awards directly tied to AOM conference submissions: the Careers Division Best Overall Paper Award, Michael Driver Best Symposium Award, and the Arnon Reichers Best Student Paper Award. We also have the two recent additions to our awards line-up: the Careers Division Best Published Paper Award and Mid-Career Award, both of which will have a winner and a second-place finalist announced to celebrate these lofty achievements. We are thrilled to be able to provide this recognition in person and to give

these celebrants the accolades they've earned. Hope to see you there!

I am also going to take this opportunity to sincerely thank all the committee members who volunteered their time and effort to make what were often very difficult decisions as to who should win top honours. The committees were composed of our Division's best reviewers, past award winners, recognized scholars, and rising stars. These volunteers also represent the diverse strengths of our division in terms of seniority, geography, career stage, gender, and research interests. The chairs were Jennifer Tosti-Kharas (Best Overall Paper Award), Ariane Froidevaux (Best Symposium Award), Beatrice Van Der Heijden (Best Student Paper Award), Daniel Spurk (Mid-Career Award), and Yehuda Baruch (Best Published

Paper Award). Committee members included: Eric Adom Asante, Matthew Bidwell, Nikos Bozionelos, Kira Choi, Silvia Dello Russo, Shasa Dobrow, Peter Heslin, Annabelle Hofer, Robert Kase, Erin Makarius, Ariane Ollier Malatterre, Julia Richardson, Yan Shen, and Adam Smale. A big, heartfelt thank you for all of your hard work in making the 2022 Careers Division Awards possible!

Stay safe, and we will look forward to seeing you at AOM in-person and on-line. Lastly, if you are able, please come to the awards session to celebrate and congratulate both winners and nominees!

See you soon and all the very best,
Rick Cotton
Division Chair-elect, Careers Division

Message from our Division Program Chair, Denise Jepsen



Hi to our Careers Division friends and colleagues,

I'm so excited to share our program with you this year. So much to offer, and something for everyone. Of course, we don't know is how the program will feel with three parallel offerings (in-person, online and hybrid). I hope that whether you attend AoM in person, at your desk or in py-jamas, your careers scholarship, social and community needs are met.

Programming this year has an extra layer of complexity as we tried to group by presenters' preferences for delivery mode and timing, so you might see some unusual combinations. Perhaps that will lead to some serendipitous experiences and opportunities. Keep in mind, too, that the presentation mode may change for some sessions or papers within a session if presenters are unable to travel due to last minute health, budget, visa or other issues. But if we all stay chilled and keep our laptops and earphones near and charged, we can enjoy the richness of our Division's offering again this year. As you can see from below, the majority of sessions are available either in person or hybrid, with only a small portion of sessions being online only.

To the stats now. We received more submissions this year than last, reflecting a partial return to pre-Covid numbers. There were 124 scholarly paper submissions, compared with 98 last year. With an acceptance rate of 65% (63% last year), we have 81 papers in 20 sessions on this year's program. Reviewers did a fabulous job rating and giving feedback on all those papers, thank you.

We received 35 symposium submissions this year, compared with just 17 last year. With an acceptance rate of 75% (88% last year), we have 27 symposia on the program now. Although some good submissions had to be rejected, we welcome some joint symposia with other Divisions.

So, what does the schedule look like? Symposia and paper sessions are scheduled for Monday and Tuesday. Most sessions are available to everyone because they are either live or hybrid, and

three or four sessions each day are virtual only. Busy though your schedule may be, try not to miss those virtual-only synchronous live sessions.

CAR Symposia. A wide range of topics are addressed in the symposia, including career meaning, methodologies, theory, women and family, job design and just a little on the impact of Covid-19. Keep an eye out especially for these 17 Career Division-specific symposia:

Monday, live or hybrid	<ul style="list-style-type: none"> * Working for an Algorithm: Studying Gig Workers' Career Experiences * Digitally Enabling or Constraining: Unfolding the Paradox of Platform-Mediated Work * Women in the New World of Careers * Understanding Job Search Processes for a Better Job Search Experience * Person-Environment Fit: New conceptualizations and the role in recruiting and job search * Examining Gender Equality In Various Organizational And National Contexts
Monday virtual only	<ul style="list-style-type: none"> * Re-thinking White Standards of Leadership to Develop Women, Black, South- and East-Asian Leaders * Covid's Impact upon Careers: Findings from A Global Study
Tuesday live or hybrid	<ul style="list-style-type: none"> * Creating a Better World for Older and Younger Workers in the Multigenerational Workforce * Tell Me Something Good: Enabling Conditions for Positive Individual Outcomes * Antecedents and Consequences of Entrepreneurial Careers: Integrate Micro and Macro Perspectives * Macro patterns of employee mobility: Learning from large-scale employment data * Everyday Work-Family Lives: Episodic, Dyadic, and Daily Investigations * Mobility and Human Capital Flow: Preferences, Signals, Comparisons, and Climates * Sustainable Careers in Nursing: Focusing on Health, Happiness and Productivity * Crossing Boundaries in "Boundaryless Careers": Implications for Organizations & Employees
Tuesday virtual only	<ul style="list-style-type: none"> * Understanding the Aging Workforce: Defining A Research Agenda

CAR Paper Sessions. The paper sessions comprise three or four full papers on the topic. In designing the program we tried not to clash similar themes in concurrent sessions, but sometimes we just couldn't avoid it. Check your program for these sessions:

Monday, live or hybrid	<ul style="list-style-type: none"> * Activism and the Dark Side in Careers * Conceptualizing Careers * Covid, Women and Entrepreneurship * Emerging Career Theory * Expatriate Careers * Flexibility and Family Impact on Careers and Retirement * Job Search and Transitions * Meaningfulness and Stigma
Monday virtual only	<ul style="list-style-type: none"> * Meaningfulness and Calling * Women's Careers Around the World
Tuesday live or hybrid	<ul style="list-style-type: none"> * Career Agency, Identity and Social Class Factors * Career Shocks, Worries and Plateaus * Career Success * Diverse Career Research Methods * Innovative Career Research Methods * Multiple Jobholding, Job Crafting * Psychological Contract, Motivation and Learning Impact on Career Outcomes
Tuesday virtual only	<ul style="list-style-type: none"> * Employability, promotability, marketability * Entrepreneurial careers entry and exit
Anytime asynchronous, on demand, not live, virtual	<ul style="list-style-type: none"> * Career Adaptability and the Psychological Contract * Embeddedness, Empowerment, Emotions and Passion

We are honoured to have Stephen R Barley deliver the Everett C Hughes Award speech this year at 3pm on Monday. That session is online only, but we will record it for later dissemination.

We will revert to our laptops for the Careers Division Business Meeting which is online only at 4.30pm on Monday, and then re-convene at 5.30pm for the in-person Awards Ceremony, catching up and networking.

My thanks again to the reviewers who delivered on their service to their academic community again this year. To those 171 experienced and new reviewers who signed up, thank you. Your 448 completed reviews made this year's program possible. To the authors, organisers and submitters, thank you for your contributions to our collective program. To our session moderators (formerly "session chairs"), thank you for your extra technical and logistics attention this year as you deal with the inevitable last-minute issues that are bound to arise.

In closing, I hope that if travelling to Seattle your journey is uneventful, or if not, that your time shifting is easier than the jet lag alternative.

See you on screen or in the corridors, with best wishes,

Denise Jepsen

Division Program Chair, Careers Division



Message from our PDW Chair, Serge da Motta Veiga



Dear Careers Division friends and colleagues,

I hope you are getting more and more excited about the upcoming AOM conference, which will take place both in person in Seattle and virtually around the world. I am aware that some of you are worried about attending such a large conference in person, which is why the program includes many hybrid (or virtual) components.

After some weeks of submitting, reviewing, and organizing, I am delighted to bring you a range of fabulous PDWs in this year's AOM meeting. As a team, we ended up retaining the Friday/Saturday/Sunday timing for the PDWs because we figure that's what we are all used to. None of the PDWs are concurrent, with some being in person, some asynchronous, some virtual, and yet some in hybrid (in person and virtual simultaneously) format. That way, you could even attend them all if you would like. Some highlights include, firstly, PDWs to support all levels of careers scholarship, including the following:

- Careers in the Rough (asynchronous with the opportunity for those involved in the session to meet in person for coffee during the conference)

- Sequence Analysis in Career & HRM Research: Techniques and Practical Applications (in person on Friday)
- CAR Doctoral Consortium (hybrid on Saturday)

And a group of PDWs that support your own career opportunities:

- Academic Job Opportunities in China (virtual on Friday)
- The Road Less Travelled: Advantages of Positions in a Balanced or Teaching University (in person on Friday)
- From Lab to Business School: Leveraging STEM Experience to Thrive in Management (in person on Saturday)
- Getting Your Foot in the Door: Behind the Scenes of an Academic Job Search (in person on Saturday)
- Time for Purpose: Leading an Impactful and Meaningful Academic Career (virtual on Saturday)

And last but not least, after two years of virtual socials, we will have our first **in-person social** since 2019, at **Pike Brewing Company**, on **Saturday, August 6th, from 7:30 pm until 9:30 pm** (Seattle time, of course). Come and have a drink (those drink tickets we all missed so much) and finger food with all your Careers Division friends and colleagues.

Keeping in mind that not everyone will be able to attend the conference in person, we will also be hosting a virtual social event. We will be using the same platform as last year (GatherTown accessed through the AOM social event link), since the feedback was very positive. We welcome you/avatar to chat with other Careers Division members. For two hours, there will be executive committee members and members of the Division lolling around our GatherTown rooms. We will have

prompts to help you meet and chat with those you may not have met, seen, or spoken with for a while. To accommodate the bulk of attendees around the world, we have chosen to hold this virtual social on Sunday, August 7th at 4 am Pacific time (7 am Eastern time, 12 pm in London, 1 pm in Paris, 3 pm in Dubai, 4:30 pm in Mumbai, 7 pm in Singapore and Beijing, and 9 pm in Sydney – sorry for missing some cities and time zones J). Keep an eye out for information on how to join the social event, bring a drink that suits your time zone, and let's see if we can re-connect in meaningful ways.

I can't wait to see you in person, virtually, both, or simply to hear your voices.

Serge da Motta Veiga
PDW Chair, Careers Division

Message from our Outgoing Division Chair, Gina Dokko



Dear Fellow Careers Division Members,

The Past Division Chair's primary responsibility is ensuring the future of the Division by managing the elections of our executive committee officers. Many thanks to all of you who voted in this year's CAR elections. About 25% of our division voted which is in the range of the last 10 years (20%-29%) and slightly higher than the average of other divisions for this year's election (approximately 23%).

Please join me in welcoming our new officers!

PDW Chair **Daniel Spurk** from Universität Bern.

Treasurer **Alison Dachner** from John Carroll University.

Representatives at Large (in alphabetical order):

- **Noemi Nagy**, University of South Florida
- **Rebecca Paluch**, University of British Columbia
- **Caitlin Porter**, University of Memphis

We are delighted to have such outstanding additions to our CAR executive committee team! Congratulations and thank you all for your past contributions and for those to come.

A special thank you to all of the people who ran for office. We greatly appreciate your contributions and willingness to serve. Every one of you received significant support from our membership, and we hope you will consider running again if you weren't elected this year.

I would also like to thank our Nomination Committee: Jos Akkermans, Denise Jepsen, Rick Cotton, and Serge da Motta Veiga, as well as Michael McShane from the AOM staff who made the process easy to follow.

There is a lot of fun and interesting work to do to make sure the Careers Division remains the warm and inclusive home of the scholarly activities around careers research, and I have every confidence that our newly elected Executive Committee members will rise to the challenge along with all of their colleagues on the committee.

Being responsible for elections has been a great way of ending my leadership journey with the Careers Division. From volunteer, to Secretary, to the leadership track starting with PDW Chair and ending with Past Chair, it's been a rewarding experience where I made friends, found research collaborators, and got to read and talk about a bunch of interesting careers ideas. I am lucky to be a full-fledged member of the nicest community in the Academy of Management! As I step away from a leadership role in the division I've served for so long, I know I'm leaving the division in very good hands. I'm looking forward to seeing where the new leadership takes the Careers Division!

Can't wait to see you in Seattle, in person!

Gina Dokko

Past Division Chair, Careers Division



MEMBER SPOTLIGHT

Julia Richardson

Professor of Human Resources Management and Head of School of Management and Marketing, Faculty of Business & Law, Curtin University, Perth, Australia



Tell us about yourself:

I was born in the UK and grew up on a dairy farm in Yorkshire, arguably one of the most beautiful regions in the whole of England. While my life as Head of School seems far removed from a childhood spent in open spaces, surrounded by animals – this ‘career inheritance’ had a major impact on my later career journey. It showed me the importance of hard work and commitment, patience and understanding – even when things don’t go your way (e.g., getting up in the small hours of a rainy morning to bring the cows in for milking). I have always had a passion for travel and have been fortunate to have worked and lived in several countries, including France, Japan, Indonesia, Canada, New Zealand and now Australia. Living in these countries taught me many things – including a deep appreciation of different cultures and worldviews. I earned my PhD at the wonderful University of Otago in New Zealand, where I was supervised by Professor Mary Mallon (anyone who knew Mary would know that she was a hard taskmistress, but this served me well in later years) and had the very good fortune to meet someone who became a mentor and dear friend Professor Kerr Inkson (University of Auckland). I am currently the Head of the School of Management and Marketing at Curtin University in the beautiful city of Perth, Western Australia. While the role is challenging in ways, too many to count, my background as a careers/OB/HR scholar has been vital.

What makes you interested in careers?

Mary first introduced me to careers when I was a PhD student at Otago. I am fascinated by the diversity of ‘career journeys’ and how they present opportunities and challenges – oftentimes beyond what we could ever imagine. I am also deeply committed to supporting individual career journeys – in the way that others have supported my own career. Indeed here at Curtin University we have just introduced a ‘common core’ unit in our B.Com degree ‘Strategic Career Design,’ which is growing in popularity and impact among our undergraduates.

How did you become engaged with the CAR division?

Through support from Mary Mallon and Kerr Inkson, who both encouraged me to submit one of my early papers to the AoM. I still remember my first ever AoM in Seattle, where I met some terrific people who have since become close friends as well as colleagues, including Michael Arthur and Svetlana Khapova, who I was to later write 'An Intelligent Career: Taking Ownership of Your Work and Your Life' with. Through encouragement from Yehuda Baruch, Barbara Lawrence, Maury Peiperl, Wolfgang Mayrhofer, I also joined the CAR Exec and was fortunate to become PDW Chair, Program Chair and finally Division Chair – a most rewarding and enjoyable journey. I also met Jim Jawahar and Hetty Van Emmerik at the AoM in 2004, who invited me to join *Career Development International* as an Associate Editor for qualitative submissions – and I have been part of that wonderful team ever since.

What do you love most about the CAR division?

Easy – the people are hugely supportive, friendly, and brimming with expertise and knowledge.

Who inspires you?

Goodness, too many to count – everyone in the Careers Division, from junior scholars just breaking new ground with their enthusiasm, mid-career scholars as they build and expand their expertise and more senior scholars with their wisdom and collegiality.

What's the latest book or article you read related to careers?

Even while, as Head of School, my research time is limited, I enjoy keeping up with the latest careers' research. I am particularly enjoying seeing the expanding interest in 'Career Shocks' – which, of course, leads me to Jos (Akkermans) and Scott (Seibert). However, I also just came across a fascinating paper by Jouharah M. Abalkhail about 'dysfunctional leadership,' which I am taking as a warning about the kinds of behaviors I need to avoid as Head of School.

Which one of your career-related work are you proudest of and why?

Definitely, the co-authored book with Svetlana and Michael – a truly international collaboration across three different countries. The book has garnered much attention from 'regular people' career practitioners as well as scholars – which is exactly what we were hoping for to have a direct impact on individuals beyond academia. However, a close contender is a paper I just co-authored with Deb O'Neil and Kaye Thorn for a special issue of *Career Development International* about

qualitative research in careers scholarship – we had such a great time writing the paper it was hard to think of it as work at all.

In how many languages can you say/write the word career?

I am also a keen linguist, so am fluent in Spanish and French – ‘side-gigs’ I have maintained over the years.

What do you like to do for fun?

I live in the lovely Perth Hills, so go out on my bike every morning at 5am for a couple of hours. I regularly see kangaroos hopping on the trail in front of me, kookaburras with their ‘laughter’ and the magnificent black and orange cockatoos. For a farmer’s daughter, this ‘fix’ of the open air is a ‘must’.

What else would you like to tell us about yourself?

I recently came across a poem by the British poet, Philip Larkin. While controversial in many ways, two lines from his poem ‘The Mower’ stay with me:

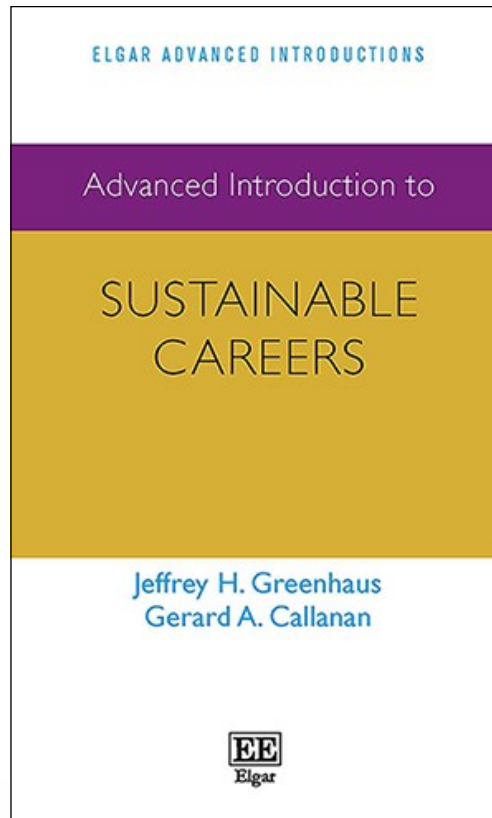
‘Of each other, we should be kind

While there is still time



NEWS FROM OUR MEMBERS

Books



Advanced Introduction to Sustainable Careers By Jeff Greenhaus and Gerry Callanan

This insightful Advanced Introduction provides a road map for building and maintaining a sustainable career. Delving into the meaning of a 'sustainable career', the book examines the factors that threaten a career's sustainability, such as economic turbulence, changes in organizational practices, and advances in technology, offering actions that can be taken to overcome these threats and strengthen the sustainability of careers.

Journal Publications

- Ayoobzadeh, M. (in press) Peer-Mentoring and Doctoral Student Retention: A Longitudinal Investigation. *Higher Education Research & Development*.
- Duan, J., Xia, Y., Xu, Y., Wu, C. H. (in press). The curvilinear effect of perceived overqualification on constructive voice: The moderating role of leader consultation and the mediating role of work engagement. *Human Resource Management*. <https://doi.org/10.1002/hrm.22106>
- Farveh, F., Richardson, J., & Osveh, S. (in press) Digital intrusions or distraction at work and work-life conflict. *New Technology, Work and Employment*. <https://doi.org/10.1111/ntwe.12235>
- Hallpike, H., Vallee-Tourangeau, G., Van der Heijden, B. (2022). A distributed interactive decision-making framework for sustainable career development. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.790533>
- Hart, D. & Baruch, Y. (2021). The Dynamics of Diplomatic Careers: The Shift from Traditional to Contemporary Careers. *Human Resource Management*, 61(2), 259-276. <https://doi.org/10.1002/hrm.22092>
- Jackson, D., Richardson, J., Michelson, G. & Munir, R. (in press) Attracting accounting and finance graduate talent – beyond the Big Four. *Accounting and Finance*. <https://doi.org/10.1111/acfi.12904>
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News From Regional Ambassadors Program

In 2019, the AOM Careers Division launched a Regional Ambassadors program. The program seeks to (a) develop projects across our community which involve, engage, and serve our global membership, and (b) leverage the knowledge within the division and develop initiatives that contribute to the research, teaching, and service objectives of the division members.

Ambassadors are expected to contribute their time and expertise to a collaborative project that involves AOM Careers Division members in different regions. To date, we have 9 regional ambassadors (Alexander Newman, Andrea Lane, Belgin Okay-Somerville, Jeffrey Yip, Megha Yadav, Nathalie Louisgrand, Stefanie Gustafsson, Rawia Ahmen, Yiluyi Zeng) focused on regional activities in Africa, Asia, Latin America, the Middle East, Europe, and Australia.

We welcome AOM Careers Division members who might have an interest in serving as Regional Ambassadors. This role has two fundamental aspects: First, local representation of scholars and practitioners in their country or region, and second, collaborating together on initiatives as a community to facilitate the integration of our global membership. A commitment of two years is expected, followed by a review of membership.

Please do get in touch with Stefanie Gustafsson (s.gustafsson@bath.ac.uk) or Jeffrey Yip (j_yip@sfu.ca) if you have an interest in volunteering for this role. The role requires a two-year commitment and a commitment to initiate or support a regional ambassadors initiative. We look forward to hearing from you!

Stefanie Gustafsson, University of Bath
Jeffrey Yip, Simon Fraser University

Careers Division Doctoral Student Coffee Hour

On June 3rd, 2022, a group of Regional Ambassadors officially launched the Careers Division's first Doctoral Student Coffee Hour. As part of the 'Value Beyond August' committee, the purpose of this initiative is to provide students with a safe space where they can get support and provide support to fellow doctoral students, discuss challenges, and develop networks across the globe. We all understand that a doctoral program can be overwhelming. The Coffee Hour gives a feeling that one is not alone in this journey, and one can get support beyond their school. It also provides a platform where scholars from around the globe meet, share their research interests, and develop research collaborations. The initiative is student-led, based on the idea of for the students and by the students, where students talk about their challenges and fellow students share their experiences/solutions in similar situations. At times, we will have an expert talk about these issues with the participants.

In our first meeting, 23 students from Asia, the UK, Europe, Australia, and North America participated. The theme for this meeting was publishing in peer-reviewed journals. We were joined by Professor Alexander Newman (Deakin University, Australia), who kindly agreed to hold a talk about the topic and answer participant questions. Based on the positive feedback on our first coffee hour, another meeting was scheduled for July 1st, wherein the idea was to talk about various challenges in the doctoral program, such as work-life balance, networking, and keeping oneself motivated. Students discussed the topics and what they did to combat them.

If you are interested in joining this friendly and supportive community, please fill in [this short form](#), and we will get in touch soon!

Participants enjoying the chat with Professor Newman at our first virtual coffee hour



Megha Yadav, University of Wisconsin-Milwaukee
Yiluyi Zeng, Royal Holloway, University of London
Alexander Newman, Deakin University

Careers Around the World Webinar Series

Earlier this year, a group of Regional Ambassadors of the Careers Division began hosting a new international webinar series, "Career Research in the World," to broaden our understanding of careers beyond established Western career concepts. In each one-hour webinar, speakers from different regions of the world presented their insights on a unique local or regional career perspective. The last three months saw the division hosting three webinars:

The series kicked off with scholars from the Middle East. Moderated by Dr. Rawia Ahmed, Dr. Fida Afiouni, Dr. Mohamed Al Waqfi, and Dr. Yusuf Sidani shared about the challenges of being a career researcher outside of the Anglo-Saxon context, women's career patterns in the region, career construction of young people in the region, and talent management in the GCC.

Next, a webinar hosted by Dr Jeffrey Yip explored careers and economic transformation in Singapore. The webinar featured research by Dr. Chan Kim-Yin, Dr. Jeffrey Kennedy, Dr. Ringo Ho, and Dr. Damien Joseph. The presenters discussed how local labor/ employment, industrial and societal/city context matter for individual careers beyond the agentic, psychological approach.

Lastly, Andrea Lane guided a discussion on careers in Africa with Dr. Bakuwa Rhoda, Dr. Thadeus Mkamwa, and Olusegun Babalola about career exploration of young people in South Africa, the problem of multi-disciplinarity in academia in Tanzania, and career success in Malawi.

All three webinar recordings can be accessed on our YouTube channel at:

<https://www.youtube.com/watch?v=EQU4hAzUY8&t=145s>

The webinar series will continue after a short summer break with more insightful discussions and presentations from Australasia, Latin America, and Europe. If you would like to present or recommend a speaker, please contact Andrea Lane at a.lane@hw.ac.uk.

Andrea Lane, Heriot-Watt University

RESOURCE CORNER

Many of us are proud of being members of the Careers Division for its culture of support and compassion. The division's mentoring program is one of the many initiatives to spread this culture even further and to support new faculty members in their career journey. The program has received so much attention and popularity that, in every cohort, it reaches its full capacity for mentors and mentees so fast! If you are a senior faculty member who would like to share your insights or if you are (or will be) a new faculty member who needs support and advice on your career path, look out for the next call for mentors and mentees in November 2022!

DID YOU KNOW THAT?

Careers Division now has a dedicated [LinkedIn](#) and [Twitter](#) and [YouTube](#) Channel

Make sure to follow Careers Division on these social media platforms!



CALL FOR PAPERS

Career Development International

Women's Careers in the 21st Century: New Perspectives and Insights

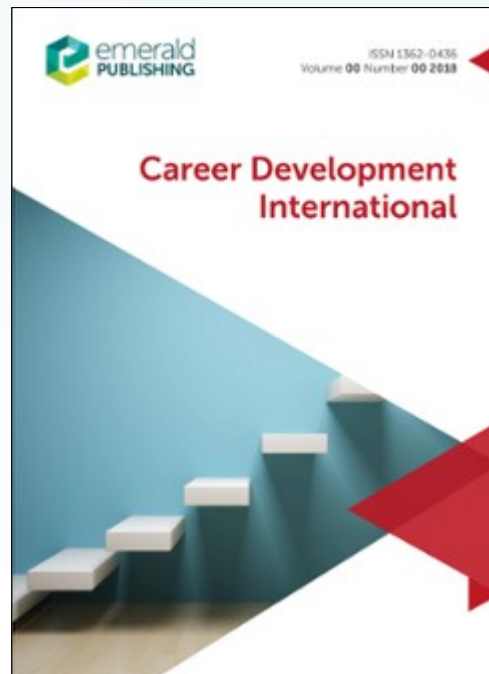
Guest Editors:

[Fida Afioni](#), [Eleni Apospori](#), [Julia Richardson](#),
[Bert Schreurs](#)

Overview

Current literature on women's careers, work opportunities and experiences has examined diverse individual and contextual factors that enable or hinder their respective career progression and access to leadership positions. Building on and extending those themes, this Special Issue invites authors to adopt a multi-layered approach/lens to examine women's career opportunities and leadership experiences in diverse organizational, professional, national and regional settings. Incorporating theoretical, ontological and epistemological diversity and drawing on empirical evidence the collection of papers will showcase innovative insights into women's career opportunities and experiences over time, including their access to and experience of leadership roles.

While inviting explorations of the barriers that some women encounter, we also welcome contributions that explore and signal their positive career experiences including the power of developmental networks, institutional support systems, mentors, role models and employment and governmental policy changes. We also call for papers that cross disciplinary boundaries and utilize innovative research designs and particularly those that draw on femi-



nist and critical epistemologies and that adopt an intersectional lens to explore overlapping identities of individual career actors, and power relationships within and between groups. Papers exploring inequity and privilege are also welcome as are contributions showcasing women's career successes in different contexts and that those address formal/informal career experiences, the future of work and technological advancements, self-employment and entrepreneurship.

We expect manuscripts to bring strong empirical contributions that develop and extend theory as well as more conceptual papers that integrate, critique and expand existing theory, and/or that suggest requisite social action and policy-making. We encourage the use of methods that are appropriate to both the research context and related research questions, welcoming both qualitative and quantitative designs. We

also welcome papers that explore multi-level analyses and that compare and contrast the experiences of women and men in different contexts.

We welcome papers covering questions including, but not limited to, the following:

- How can adopting an intersectional lens allow us to understand how social, economic and racial injustice/inequality regimes shape women's career identities? How do those identities impact on women's career experiences and leadership opportunities?
- In what ways are new technological advancements and the changing nature of work hindering and/or facilitating women's career advancement and opportunities? To what extent can social/political structures intensify or alleviate barriers to career success for women?
- To what extent are self-employment and entrepreneurship emancipating women within patriarchal societal structures and cultures/unequal regimes and/or to what extent are they operating as apparatus of reinforcement?
- How can we strengthen women's career outcomes by improving the quality of employment opportunities in the informal economy?
- How can inclusive HR policies and practices (i.e. mentoring, training and development, job roles, task assignments, affirmative action, etc.) enhance women's leadership opportunities?
- To what extent do women's career experiences differ in female dominated versus male dominated industries?
- How can career resilience among women leaders be understood?

- How can women's career successes/achievements in different professional and national contexts be showcased and adapted in other contexts?

Contributions should report original research that is not under consideration at any other journal. This call for papers is open and competitive, and all submitted papers undergo anonymous review by referees with expertise in the field.

Review process for the selection and rejection of papers

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

The deadline for submissions of full papers is June 30, 2022. Submissions should be made through ScholarOne Manuscripts. <http://mc.manuscriptcentral.com/cdi>

Authors are invited to submit a three-page proposal by January 28, 2022 to receive feedback from the Guest Editors. Please submit the three-page proposal or other special issue related inquiries to fa16@aub.edu.lb

Specific details on the format for submitted manuscripts can be found at the journal's website <http://www.emeraldinsight.com/info/journals/cdi/cdi.jsp>

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

European Management Journal

Advancing theory by addressing the Gender Data Gap

Guest Editors: Sonja Sperber, Corinne Post, Susanne Täuber, Cordula Barzantny

Purpose and Objectives

This special issue seeks to attract new research that sheds light on the causes and consequences of the 'Gender Data Gap' in organisation and management theories. The Gender Data Gap refers to circumstances where the majority of data on which organisational decisions are based are biased in favour of males (Criado Perez, 2019; Time, 2020). That is, data are often incomplete and unreliable because of the 'absence of information about aspects of women's lives' (Buvinic & Levine, 2016, p. 32). This leads to, for example, devices designed to optimally fit male handspans, personal protective equipment designed for male bodies and potentially dangerously ill-fitting for women, and organisational practices such as informal networking over drinks in the evening, when women and caregivers are not present. Understanding Gender Data Gap effects is important for designing effective interventions to achieve gender equality all the way up the organisational ladder. Moreover, the data gap problem offers new insights on possible leverage points for change.

In line with EMJ's tradition of publishing papers on gender differences and their impact on organisations (e.g. Ali & Konrad, 2017; Paton & Dempster, 2002; Ramos, Latorre, Tomás, & Ramos, 2021), this special issue aims to not merely identify and describe Gender Data Gaps, but also explain their causes and consequences. We seek submissions that explain how, why, where and when this data gap in organisations might require rethinking taken-for-granted assumptions in our theories, organisational design rules, work processes, and management practices in order to close the gap. The pub-



lished articles in this special issue should address the Gender Data Gap's impact on management theory and practice. Hence, we seek contributions that clearly advance theory by elucidating the effects of the data gap on the careers of women. Further, we seek contributions that reimagine the roles of women and men in work settings, and, in doing so, advance evidence-based remedies for gender inequity and inequality in organisations. By gender equity, we mean 'fairness of treatment for women and men, according to their respective needs'; by gender equality, we mean providing 'men and women with the same equal opportunities' (Fortune, 2020).

The International Labour Organization recognises that data gaps are pervasive and hinder the achievement of policy goals (Disenza & Walsh, 2020). Empowering women and men with the same rights, opportunities and responsibilities must be the overarching goal. While it is generally acknowledged (e.g. Forbes, 2020; Hoogendoorn, Oosterbeek, & Van Praag, 2013) that both gender equity and gender equality can positively impact organisational performance, companies are still far from achieving equity and equality. Disparities persist in numerous facets of organisational life, including gender pay (e.g. Joshi, Son, & Roh, 2015; Whitehouse, 2001), career progression and burnout recovery (Lean.In & McKinsey, 2022). While past studies have examined the manifold organisational rules and rituals that tend to disadvantage women, a focus on the Gender Data Gap is a novel approach because it requires looking beyond the female disadvantages caused by existing rules and policies within organi-

sations and instead investigating the basis (e.g. male data, assumptions and force of habit) for these policies. The policies or practices of organisations might not discriminate overtly against women but if they are based solely on male data (i.e. office temperature set for optimal male cognitive performance, Chang & Kajackaite, 2019), the resulting male bias in organisational expectations and outcomes negatively impacts women's careers. Such policies and practices significantly impact whether women reach top executive positions, perceive their careers as fulfilling, and need to compete in environments that do not reflect them, neither addressing their needs nor capturing the realities of their physical, mental, emotional and spiritual experiences.

Topics of Interest

This special issue focuses on the effects and possible solutions to gender disparities caused by the Gender Data Gap. Analysing this data gap with its effects and possible solutions in detail will deepen our knowledge of gender-based discrepancies and their origins and implications. Below, we present a number of lines of inquiry that seem particularly fruitful in stimulating novel theoretical insights.

Evolution, perpetuation and reproduction of the Gender Data Gap

First, we encourage contributions that explore the evolution of the Gender Data Gap as well as the mechanisms maintaining and reproducing it. From a normative perspective, for instance, bridging sexual harassment research and network theory appears promising. In a recent review, Cortina and Areguin (2021: 289) stated that, from a legal perspective, sexual harassment is seen as sex discrimination that 'perpetuates, enforces, and polices a set of gender norms at work that seek to feminize women and masculinize men'. In this context, the Gender Data Gap seems to arise from perpetuating and reproducing male-dominated norms concerning success and collaboration. The profound impact such norms have on women's career trajectories, workplace wellbeing, and attainment of top management posi-

tions has not yet been the focus of studies on gender differences in the workplace. Moreover, diversity management has often been limited to fixing the numbers, while neglecting the need to fix the organisational culture that is based on male data bias (Tzanakou, 2019). The following are possible questions that contributors might address:

- How do the individual characteristics and behaviours of managers and leaders accentuate or attenuate the effects of the Gender Data Gap?
- What interpersonal processes maintain and reproduce versus interrupt the effects of the data gap?
- How (i.e. through what processes and mechanisms) do organisational cultures facilitate versus prevent the development and perpetuation of the Gender Data Gap?
- How do firm- and industry-level factors contribute to Gender Data Gap effects on women's careers?

Effects of the Gender Data Gap on women

Second, we seek contributions on the effects of the Gender Data Gap on women's careers and on their health and wellbeing. For instance, in organisations that espouse masculine norms, members report more bullying, harassment and abusive leadership (Glick, Berdahl, & Alonso, 2018; Matos, O'Neill, & Lei, 2018; cf. Cortina & Areguin, 2021, p. 296). Third parties can also perpetuate and reproduce inequality in organisations. For instance, Fernando and Prasad (2019) showed how women who aim to report harassment are encouraged by HR advisors to self-silence and, as a consequence, their experience remains invisible. This causes a data gap that if addressed could help in designing more effective workplace harassment interventions (Cortina & Areguin, 2021). Other actors, such as the media or headhunters, might play a role in making visible otherwise invisible activities that are typically performed by and expected from women. For example, pastoral and care work (Ferrant, Pesando, & Nowacka, 2014; Power, 2020) are often devalued and discounted and, hence, do not contribute to women's career progress and can even undermine

it. Possible questions include, but are not limited to:

- How does the Gender Data Gap affect women's careers and upward mobility?
- To what extent do Gender Data Gaps cause or exacerbate toxic cultures and workplaces?
- How do various social actors (HR managers, activist organisations, headhunters, the media, universities and business schools) help maintain or close the data gap and with what consequences?
- How can our management and organisation theories be extended and strengthened by making 'invisible acts' (e.g. instrumental work activities done by women that are neither recognised nor rewarded) more visible?

Effects of the Gender Data Gap on intervention effectiveness

A third promising line of inquiry concerns the implications of the Gender Data Gap on workplace interventions, especially those targeting women. When considering which interventions might reduce or eliminate inequalities and their impact on women, we see two possible routes: one tackling the Gender Data Gap itself and the other attenuating its negative consequences for women. Moreover, since interventions are often based on Gender Data Gap biased theories, how can management scholars contribute to 'unbiasing' existing theories and conceptualisations? Accordingly, we encourage questions such as (but not exclusive to):

- What are the assumptions in management and organisation studies that must be revisited based on novel insights derived from efforts to close the Gender Data Gap?
- How does the Gender Data Gap intersect with cross-cutting systems of disadvantage (e.g. race, age and ability)? What are the implications for the effectiveness of interventions designed to 'help women'?

In sum, we encourage contributions that address any of the above issues. We propose that the development and facilitation of the data gap, as well as its effects on women's careers and wellbeing,

should be approached from a multi-phenomenal and multi-level perspective that comprises leadership, values, norms and goals at the managerial and organisational levels.

Submission Instructions

Every manuscript submitted to this special issue must provide both theoretical/conceptual and practical contributions. Conceptual, review and empirical papers will all be considered. All submissions are subject to the European Management Journal's double-blind peer review process, should respect the journal's general publication guidelines and should be submitted through <https://www.editorialmanager.com/eumj/default1.aspx> between 1st August and 18th September, 2023. The special issue will be published in 2025. To ensure that all manuscripts are correctly identified for consideration for this special issue, it is important that authors select 'SI: Gender Data Gap' as the paper type. Please direct any questions about the special issue to Dr Sonja Sperber (sonja.sperber@wu.ac.at).

The European Management Journal (EMJ) is a flagship scholarly journal, publishing internationally leading research across all areas of management. EMJ articles challenge the status quo through critically informed empirical and theoretical investigations and present the latest thinking and innovative research on major management topics, while still being accessible and interesting to non-specialists as well as reflective practitioners and managers. EMJ articles are characterised by their intellectual curiosity and diverse methodological approaches, which lead to contributions that impact profoundly on management theory and practice. We welcome interdisciplinary research that synthesises distinct research traditions to shed new light on contemporary challenges in the broad domain of European business and management. Cross-cultural investigations addressing the challenges for European management scholarship and practice in dealing with global issues and contexts are strongly encouraged.

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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

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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: mshirmohammadi@uh.edu