Careers

Program Chair: Richard Cotton, U. of Victoria
Professional Development Workshop Chair: Denise Mary Jepsen, Macquarie Business School

Day	Start ~ #	Location	Session Information	
Thu	12:00am	38	VIR:Asynchronous (On Demand; Not Live)	Academic and Teaching Career Dynamics
		39	VIR:Asynchronous (On Demand; Not Live)	Career Strategy and Career Management
		40	VIR:Asynchronous (On Demand; Not Live)	Entrepreneurial Careers
		41	VIR:Asynchronous (On Demand; Not Live)	Leadership and Work Outcomes
		42	VIR:Asynchronous (On Demand; Not Live)	Careers in the Rough: A Paper Development Workshop
		43	VIR:Asynchronous (On Demand; Not Live)	JS: Career Implications of Unfair Treatment at Work
		44	VIR:Asynchronous (On Demand; Not Live)	JS: Career Regret and Career Sacrifice
		45	VIR:Asynchronous (On Demand; Not Live)	JS: Workplace Disclosure of Disability
		46	VIR:Asynchronous (On Demand; Not Live)	JS: How Refugees Overcome Vocational Barriers
Fri	6:00am	1	VIR:Synchronous Live Open	JS: Unpacking Internal Mobility
	8:00am	2	VIR:Synchronous Live Presenter	Enhance Your Toolkit for Teaching Careers
	8:30am	3	VIR:Synchronous Live Open	JS: Containing Workplace Incivility
	10:30am	4	VIR:Synchronous Live Open	I-deals and Career Management
	1:00pm	5	VIR:Synchronous Live Open	JS: Remote Work and Women's Career Equality
	1:30pm	6	VIR:Synchronous Live Open	Writing Teaching Cases on Careers
	2:00pm	7	VIR:Synchronous Live Presenter	Sequence Analysis
Sat	8:00am	8	VIR:Synchronous Live Open	JS: Gender Inequality: Remediation
	9:30am	9	VIR:Synchronous Live Presenter	Academic Job Opportunities in China
	11:00am	10	VIR:Synchronous Live Open	CAR Doctoral Consortium
	1:30pm	11	VIR:Synchronous Live Open	Supporting Non-traditional Research Career Paths
Sun	6:00am	12	VIR:Synchronous Live Open	Careers Division Social
	8:00am	13	VIR:Synchronous Live Presenter	COVID and Careers
	10:30am	14	VIR:Synchronous Live Open	English Writing for German Native Speakers
	12:00pm	15	VIR:Synchronous Live Open	Careers Division Business Meeting
	1:00pm	16	VIR:Synchronous Live Open	Coaching Managers To Enhance Employee Impact
	2:30pm	17	VIR:Synchronous Live Open	I-O Psychologists in Business Schools
	3:00pm	18	VIR:Synchronous Live Open	Authentic Leadership, Diversity and Careers
	6:00pm	19	VIR:Synchronous Live Open	Careers Division Social - Additional Day/Time
Mon	4:00am	20	VIR:Synchronous Live Presenter	Career Adaptability
	6:00am	21	VIR:Synchronous Live Open	Learning, Developmental Opportunities and Careers
	8:00am	22	VIR:Synchronous Live Open	Employability and Sustainable Careers
	10:00am	23	VIR:Synchronous Live Open	Fit and Embeddedness
		24	VIR:Synchronous Live Presenter	JS: Class and Gender in Working Lives Across the Globe
	12:00pm	25	VIR:Synchronous Live Presenter	Multi-Country Research Program Plenary
	2:00pm	26	VIR:Synchronous Live Open	JS: The Gig Work Phenomenon
		27	VIR:Synchronous Live Open	SHCS: Relationships and Their Influence on Work Identity
	4:00pm	28	VIR:Synchronous Live Presenter	Mobility and Career Consequences
		29	VIR:Synchronous Live Presenter	Networking, Mentoring and Social Capital
	8:00pm	30	VIR:Synchronous Live Open	Work-Family Interface Dynamics
Tue	4:00am	31	VIR:Synchronous Live Presenter	Unemployment and Careers
	6:00am	32	VIR:Synchronous Live Open	JS: Women's Careers in the 21st Century
	8:00am	33	VIR:Synchronous Live Open	Social Origin, Social Class and Social Status
	10:00am	34	VIR:Synchronous Live Presenter	Identity and Careers
	12:00pm	35	VIR:Synchronous Live Presenter	Callings and Work Passion
	2:00pm	36	VIR:Synchronous Live Presenter	Stressors and Work/Career Transitions
	4:00pm	37	VIR:Synchronous Live Open	JS: Discrimination in the New World of Work

Friday 6:00AM

1 💻JS: *(AAT, CAR)* **Unpacking Internal Mobility: Drivers and Consequences of Employee Redeployment inside Organizations** *(15211)*
6:00am - 8:00am Virtual Session: Synchronous Live Open
Organizers: **Federica De Stefano**, HEC Paris**; Matthew James Bidwell**, U. of Pennsylvania**; Rocio Bonet**, IE Business School
Discussant: **Russell Coff**, Wisconsin School of Business
Worker Redeployment in Multi-Business Firms | **Jasmina Chauvin**, McDonough School of Business Georgetown U.; **Christopher Poliquin**, UCLA Anderson School of Management
How Organizational Structure and Human Capital Shape Internal Managerial Redeployments | **Ulya Tsolmon**, Washington U. in St. Louis; **Andrea Patacconi**, Norwich Business School
Opportunity Cost as a Driver of Human Capital Redeployment | **Matthew James Bidwell**, U. of Pennsylvania; **Federica De Stefano**, HEC Paris; **Rocio Bonet**, IE Business School
Inside Attraction: Examining How and When Managerial Openness to Voice Shapes Employee Attraction | **JR Keller**, Cornell U.; **John E. McCarthy**, Cornell U.
Matching for Strategic Organizations: Theory and Empirics from Internal Labor Markets | **Bo Cowgill**, Columbia Business School; **Jonathan Davis**, U. of Oregon; **Pablo Montagnes**, Emory U.; **Patryk Perkowski**, Columbia Business School
Presenters: **Christopher Poliquin**, UCLA Anderson School of Management**; Ulya Tsolmon**, Washington U. in St. Louis**; JR Keller**, Cornell U.**; Bo Cowgill**, Columbia Business School**; Patryk Perkowski**, Columbia Business School
Participants: **Jasmina Chauvin**, McDonough School of Business Georgetown U.**; Andrea Patacconi**, Norwich Business School**; John E. McCarthy**, Cornell U.**; Jonathan Davis**, U. of Oregon**; Pablo Montagnes**, Emory U.

Friday 8:00AM

2 📖☯: *(CAR, OB, HR)* **Enhance Your Toolkit for Teaching Careers** *(12917)*
8:00am - 10:00am Virtual Session: Synchronous Live Presenter
Facilitators: **Michael B. Arthur**, Suffolk U.**; Jon P. Briscoe**, Northern Illinois U.**; Suzanne Chan-Serafin**, UNSW Sydney**; Shoshana Dobrow**, London School of Economics**; Stefanie Gustafsson**, U. of Bath**; Scott Seibert**, Rutgers U., School of Management and Labor Relations
Coordinator: **Peter Heslin**, UNSW Sydney

Friday 8:30AM

3 JS: *(HR, OB, CAR)* **Containing the Negative Contagion of Incivility in the Workplace** *(11194)*
8:30am - 10:00am Virtual Session: Synchronous Live Open
Organizers: **Victor Chen**, U. of North Texas**; Julie Irene Hancock**, U. of North Texas**; Danielle Cooper**, U. of North Texas
Panelists: **Allison S. Gabriel**, U. of Arizona**; Michele N. Medina-Craven**, Mississippi State U.**; Lynne Andersson**, Temple U.**; Christopher C. Rosen**, U. of Arkansas**; M. Gloria Gonzalez-Morales**, Claremont Graduate U.

Friday 10:30AM

4 ☯✈💻: *(CAR, HR, OB)* **I-deals & Career Management: Conceptual Issues and Applications** *(10686)*
10:30am - 12:00pm Virtual Session: Synchronous Live Open
maximum of 50 participants
Organizers: **Maria Simosi**, Royal Holloway, U. of London**; Denise M. Rousseau**, Carnegie Mellon U.
Panelists: **Maryam Aldossari**, U. of Edinburgh**; Matthijs Bal**, U. of Bath**; Sara Chaudhry**, U. of Edinburgh**; Neil Conway**, Royal Holloway, U. of London**; Violet Ho**, U. of Richmond**; Smriti Anand**, Illinois Institute of Technology Stuart School of Business**; Maria Tomprou**, Carnegie Mellon U.

Friday 1:00PM

5 ☯🗨💻✋JS: *(GDO, HR, CAR)* **Remote Work and Women's Career Equality: How to Move Forward Without Falling Behind?** *(10755)*
1:00pm - 2:30pm Virtual Session: Synchronous Live Open
Synchronous live open session format
Organizers: **Ellen Ernst Kossek**, Purdue U.**; N. Sharon Hill**, George Washington U.
Chair: **Isabel Villamor**, George Washington U.
Moderator: **Tracy Dumas**, Ohio State U.
Panelists: **N. Sharon Hill**, George Washington U.**; Frances J. Milliken**, New York U.**; Matthew B. Perrigino**, Iona College**; Ellen Ernst Kossek**, Purdue U.**; Joyce Bono**, U. of Florida

Friday 1:30PM

6 📖☯✈🗨💻✋: *(CAR, MED, OB, HR)* **Writing and Publishing Teaching Cases on Careers: a tool for Academics and Practitioners** *(16352)*
1:30pm - 3:00pm Virtual Session: Synchronous Live Open
Organizers: **Tania Casado**, U. of Sao Paulo (FEA/USP)**; Erica Berte**, Metropolitan State U.
Facilitators: **Michael B. Arthur**, Suffolk U.**; Marilyn L Taylor**, U. of Missouri, Kansas City**; Vijaya Narapareddy**, U. of Denver**; Theresa Taylor-Coates**, Limestone College**; Cynthia A. Ingols**, Simmons U.**; Holly Slay Ferraro**, Seattle U.

Friday 2:00PM

7 📖💻: *(CAR, HR, OB, RM)* **Sequence Analysis in Career & HRM Research: Techniques and Practical Applications** *(11846)*
2:00pm - 3:30pm Virtual Session: Synchronous Live Presenter
Organizers: **Katja Dlouhy**, U. of Mannheim**; Torsten Biemann**, U. of Mannheim

Saturday 8:00AM

8 💻JS: *(OMT, CAR, HR)* **Changing Landscapes: Gender Inequality and Remediation in Labor Markets and Organizations** *(13951)*
8:00am - 9:30am Virtual Session: Synchronous Live Open
N/A
Organizers: **Adina D. Sterling**, Stanford GSB**; Shiya Wang**, Stanford Graduate School of Business
Discussant: **Matthew James Bidwell**, U. of Pennsylvania
Presenters: **Vanessa Burbano**, Columbia Business School**; Stephan Meier**, Columbia Business School**; Letian Zhang**, Harvard Business School**; Nicolas Padilla**, London Business School**; Shannon Gilmartin**, Stanford VMware Women's Leadership Innovation Lab**; Sheri Sheppard**, Stanford School of Engineering

Saturday 9:30AM

9 ✈✋: *(CAR, OB, IM)* **Academic Job Opportunities in China** *(12936)*
9:30am - 11:00am Virtual Session: Synchronous Live Presenter
Chair: **Jianmin Sun**, School of Labor and Human Resources, Renmin U. of China
Participants: **Lirong Long**, Huazhong U. of Science and Technology**; Fuli Li**, Xi'an Jiaotong U.**; Ben Nanfeng Luo**, Renmin U. of China**; Yuanyang Song**, East China U. of Science and Technology**; Ying Wang**, School of Management and Economics, Beijing Institute of Technology

Saturday 11:00AM

10 📖☯✈🗨💻✋: *(CAR, OB)* **CAR Doctoral Consortium** *(11858)*
11:00am - 1:30pm Virtual Session: Synchronous Live Open
The Careers Division Doctoral Consortium provides a forum for doctoral students to meet, connect, and learn from each other, guest speakers, and a panel of distinguished career scholars. Please note that this session is by invitation only. Doctoral students wishing to attend should confirm their interest by email to Ricardo Rodrigues (ricardo.rodrigues@kcl.ac.uk) and indicate their preferences using this link https://forms.gle/DxmLinsBqwPYYgJa8
Organizers: **Ricardo Rodrigues**, King's College London**; Mel Fugate**, Mississippi State U.**; Beatrice Van Der Heijden**, Radboud U. Nijmegen
Distinguished Speakers: **Jon P. Briscoe**, Northern Illinois U.**; Wendy J. Casper**, U. of Texas At Arlington**; Scott Seibert**, Rutgers U., School of Management and Labor Relations**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee
Facilitators: **Keimei Sugiyama**, U. of wisconsin milwaukee**; Jos Akkermans**, Vrije U. Amsterdam**; Ariane Froidevaux**, U. of Texas At Arlington**; Denise Mary Jepsen**, Macquarie Business School**; Amanda Jones**, King's College London**; Serge P. Da Motta Veiga**, EDHEC Business School**; Alexandra Budjanovcanin**, King's College London
Speakers: **Svetlana Khapova**, Vrije U. Amsterdam**; Mila Borislavova Lazarova**, Simon Fraser U.**; Anders Dysvik**, BI Norwegian Business School**; Ryan Lee Klinger**, Old Dominion U.**; Eric J. Michel**, Northern Illinois U.

Saturday 1:30PM

11 🗨💻✋: *(CAR, GDO, OB)* **Supporting Non-traditional Research Career Paths In The Academy** *(11856)*
1:30pm - 3:30pm Virtual Session: Synchronous Live Open
Organizer: **Alyson Gounden Rock**, McGill U. - Desautels Faculty of Management
Distinguished Speaker: **Henry Mintzberg**, McGill U.
Facilitators: **Anand Bhardwaj**, McGill U. - Desautels Faculty of Management**; Hanieh Mohammadi**, McGill U. - Desautels Faculty of Management**; Masoomeh Kalantari**, McGill U. - Desautels Faculty of Management
Panelists: **Matthew James Bidwell**, U. of Pennsylvania**; John Eklund**, U. of Southern California**; Laurel Grassin-Drake**, Ohio State U.**; Elise Bair Jones**, U.S. Coast Guard Academy**; Maury Peiperl**, George Mason U.**; Sarah Wittman**, George Mason U.

Sunday 6:00AM

12 : *(CAR)* **Careers Division Social** *(16626)*
6:00am - 8:00am Virtual Session: Synchronous Live Open
In the spirit of promoting camaraderie amongst our members to help us all feel more connected, we plan on having a social gathering where you can catch up and chat with your CAR friends via Gather.town. This is an informal social event that is open for everyone who wants to join!
Organizers: **Denise Mary Jepsen**, Macquarie Business School**; Mirit K. Grabarski**, U. of Western Ontario**; Megha Yadav**, U. of Wisconsin, Milwaukee

Sunday 8:00AM

13 : *(Paper Session) - (CAR)* **COVID and Careers** *(17561)*
8:00am - 9:30am Virtual Session: Synchronous Live Presenter
Digital Session Chair: **William E. Donald**, Southampton Business School, U. of Southampton
The university-to-work transition: Responses of universities and organizations to COVID-19 pandemic | **William E. Donald**, Southampton Business School, U. of Southampton; **Melanie Ashleigh**, U. of Southampton; **Yehuda Baruch**, Southampton Business School, U. of Southampton
Differential Impacts on Diverse Groups during COVID-19 in Canada | **Guang Ying Mo**, Ted Rogers School of Management, Ryerson U.; **Wendy Cukier**, Ryerson U.; **Akalya Atputharajah**, U. of Ottawa; **Miki Itano Boase**, Ted Rogers School of Management, Ryerson U.; **Henrique Hon**, Ted Rogers School of Management, Ryerson U.
☯✈🗨💻The roles of negative career shocks and work-life balance in depression during pandemic | **Hassan Imam**, Riphah International U.; **Gul Afshan**, Sukkur IBA U.; **Farah Samreen**, -
☯💻How to minimize job insecurity during the COVID-19 pandemic | **Judith Langerak**, U. of Amsterdam; **Jessie Koen**, U. of Amsterdam; **Edwin A.J. Van Hooft**, U. of Amsterdam

Sunday 10:30AM

14 ✈🗨💻✋: *(CAR, OB, STR, MOC, TIM)* **English Writing for German Native Speakers** *(13913)*
10:30am - 12:00pm Virtual Session: Synchronous Live Open

Organizer: **Markus Vodosek**, Indiana U. - Kelley School of Business
Presenter: **Mary Craig**, English for Impact

Sunday 12:00PM

15 : *(CAR)* **Careers Division Business Meeting** *(16625)*
12:00pm - 1:00pm Virtual Session: Synchronous Live Open
Please join our CAR business meeting! All current, past, and future members of the Careers Division are very welcome to attend. During the meeting, we will share updates about the division and also present our division awards. We hope that you will join and participate.
Organizers: **Richard Cotton**, U. of Victoria**; Jamie Jocelyn Ladge**, Northeastern U.**; Gina Dokko**, U. of California, Davis**; Jos Akkermans**, Vrije U. Amsterdam**; Denise Mary Jepsen**, Macquarie Business School

Sunday 1:00PM

16 ☯🗨: *(CAR, MOC)* **Coaching Managers To Enhance Employees Influence And Impact** *(13822)*
1:00pm - 2:30pm Virtual Session: Synchronous Live Open
Participant: **William H. Berman**, -

Sunday 2:30PM

17 📖✈💻✋: *(CAR, OB, HR, RM, MOC, CM)* **Psych'ed Up for Business School: Preparing I-O Psychologists for Business School Careers** *(11934)*
2:30pm - 4:30pm Virtual Session: Synchronous Live Open
Chairs: **Kaitlin Busse**, Baruch College & The Graduate Center, CUNY**; Wiston Alexander Rodriguez**, The Graduate Center & Baruch College, CUNY**; Yochi Cohen-Charash**, Baruch College & The Graduate Center, CUNY**; Manuel F. Gonzalez**, Baruch College
Panelists: **Abby Corrington**, Providence College, School of Business**; C. Allen Gorman**, U. of Alabama at Birmingham**; Amy L. Kristof-Brown**, U. of Iowa**; Lorianne D. Mitchell**, East Tennessee State U.**; Frederick Morgeson**, Michigan State U.**; Miguel Quinones**, U. of Richmond**; Paul E. Spector**, U. of South Florida**; Logan Macray Steele**, U. of South Florida

Sunday 3:00PM

18 ☯🗨✋: *(CAR)* **Authentic Leadership and the Stages of Career Development: A Diverse Perspective** *(12801)*
3:00pm - 4:30pm Virtual Session: Synchronous Live Open
Participants: **Louise Kelly**, U. of La Verne**; Karl Moore**, McGill U.**; Seyed Eissa Hashemi**, The Chicago School of Prof Psych**; PABLO RUIZ-PALOMINO**, U. de Castilla-La Mancha

Sunday 6:00PM

19 : *(CAR)* **Careers Division Social - Additional Day/Time** *(16639)*
6:00pm - 8:00pm Virtual Session: Synchronous Live Open
In the spirit of promoting camaraderie amongst our members to help us all feel more connected, we plan on having an additional social gathering where you can catch up and chat with your CAR friends via Gather.town. This is an informal social event that is open for everyone who wants to join - even if you also to to our other social!
Organizers: **Denise Mary Jepsen**, Macquarie Business School**; Mirit K. Grabarski**, U. of Western Ontario**; Megha Yadav**, U. of Wisconsin, Milwaukee

Monday 4:00AM

20 : *(Paper Session) - (CAR)* **Career Adaptability** *(17559)*
4:00am - 5:30am Virtual Session: Synchronous Live Presenter
Digital Session Chair: **Mohammed Al Waqfi**, United Arab Emirates U.

☯✈💻Career adaptability as a predictor of job search intentions and career readiness in the UAE | **Mohammed Al Waqfi**, United Arab Emirates U.; **Hayfaa A. Tlaiss**, Alfaisal U.; **Kilani Ghoudi**, United Arab Emirates U.

✈💻The Sound of Music in Job Search: Music Preferences, Career Adaptability, and Job Search Outcomes | **Bin Ling**, Hohai U.

💻Downshifting: A Career Construction Perspective | **Raymond C.H. Loi**, U. of Macau; **Yan Liu**, Wuhan U.; **Huihui Tang**, U. of Macau; **Hang Yue Ngo**, Chinese U. of Hong Kong

Monday 6:00AM

21 : *(Paper Session) - (CAR)* **Learning, Developmental Opportunities and Careers** *(17567)*
6:00am - 7:30am Virtual Session: Synchronous Live Open
Digital Session Chair: **Julian Decius**, Paderborn U.

The Hen-Egg Problem of Informal Workplace Learning & Work Design: The Mediating Role of Job Crafting | **Julian Decius**, Paderborn U.; **Niclas Schaper**, U. of Paderborn; **Andreas Seifert**, U. of Paderborn

Female Leadership Program Evaluation in Higher Education: A Strategy for Female Career | **Annie He**, U. of Leeds; **Katie Leeman**, U. of Leeds

💻Out of the Shade, into the Light: Star Absence as an Opportunity for Non-Stars | **Arne Thomas**, ESMT Berlin

Monday 8:00AM

22 : *(Paper Session) - (CAR)* **Employability and Sustainable Careers** *(17562)*
8:00am - 9:30am Virtual Session: Synchronous Live Open
Digital Session Chair: **Joohan Lee**, U. of Texas At Arlington

☯💻How Does Career Success Drive Employees' Work Behaviors? Roles of Career Optimism and Employability | **Joohan Lee**, U. of Texas At Arlington; **Huong Le**, Deakin U.; **Zhou Jiang**, Flinders U.; **Ingrid Nielsen**, Monash U., Australia

✈The Generalism Advantage: How search firms shape the effect of specialization on employability | **Olga Ivanova**, HEC Paris

How does perceived investments in employee development affect turnover intentions? | **Mattia Martini**, U. of Milano-Bicocca; **Tiziano Gerosa**, U. of Milano-Bicocca; **Dario Cavenago**, U. of Milano-Bicocca

☯💻Enabling Recovery Experiences to Forge a More Sustainable Career | **Peter Heslin**, UNSW Sydney

✈🗨In The Eye Of The Hurricane: Sustainable Careers Under Lockdown | **Maria Mouratidou**, U. of Cumbria, UK; **Mirit K. Grabarski**, U. of Western Ontario

Monday 10:00AM

23 : *(Paper Session) - (CAR)* **Fit and Embeddedness** *(17564)*
10:00am - 11:30am Virtual Session: Synchronous Live Open
Digital Session Chair: **Aichia Chuang**, U. of North Carolina, Greensboro

✈💻Psychological and Neurological Correlates of Perceived Person-Environment Relational & Rational Fit | **Aichia Chuang**, U. of North Carolina, Greensboro; **Yu-Ping Chen**, National Taiwan U.; **Tsung-Ren Huang**, National Taiwan U.; **Hsu Min Lee**, National Taiwan U.

Should I stay or should I go? Examining Occupational Culture Fit of the Manufacturing Labor Force | **Enrique Barreiro**, Trident U. International; **Indira Rita Guzman**, Trident U. International

Working on the Edge: Precarious Employment in Organizational Research | **Kurt Kraiger**, U. of Memphis; **Rachel Muhammad**, Federal Express

🗨💻How Do High Performance Work Practices Shape Organizational and Occupational Embeddedness? | **Romila Singh**, U. of Wisconsin, Milwaukee; **Xiaoxia Zhu**, U. of Wisconsin - Milwaukee; **Megha Yadav**, U. of Wisconsin, Milwaukee; **Nadya Fouad**, U. of Wisconsin, Milwaukee

24 ✈✋JS: *(CAR, HR)* **Social Class and Gender in Working Lives Across the Globe: An Intersectional Perspective** *(11548)*
10:00am - 11:30am Virtual Session: Synchronous Live Presenter
Organizers: **Lea Katharina Reiss**, WU Vienna**; Wolfgang Mayrhofer**, WU Vienna
Discussant: **Kathleen L. McGinn**, Harvard U.

Exploring intersectionality in an African context: Class and gender in Nigeria | **Ifedapo Adeleye**, Georgetown U.; **Nkiru Nwokoroku**, Georgetown U.

Exploring positionality of intersecting structures in a UK study of personal internet use at work | **Julie Monroe**, Newcastle U. Business School

Caste dynamics: Dirty workers' identity characteristics and their work and non-work lives | **Divya Tyagi**, Indian Institute of Management, Indore; **Sushanta Kumar Mishra**, Indian Institute of Management, Indore

'Nobody taught me this': How learning 'professional' expectations differs by race, gender, and class | **Anna Kallschmidt**, -; **Asia Eaton**, Florida International U.

Higher education expansion and reproduction of gender, race and class inequalities in Brazil | **Sidinei Rocha De Oliveira**, UFRGS - Federal U. of Rio Grande do Sul - BRAZIL

Monday 12:00PM

25 : *(Plenary) - (CAR)* **Out and About...Lessons Learned from Multi-Country Research Programs - 5C, Cranet and GLOBE Plenary** *(16627)*
12:00pm - 1:00pm Virtual Session: Synchronous Live Presenter
Organizer: **Richard Cotton**, U. of Victoria
Presenters: **Jon P. Briscoe**, Northern Illinois U.**; Michael Dickman**, Cranfield U.**; Peter W. Dorfman**, New Mexico State U.**; Mansour Javidan**, Thunderbird School of Global Management at ASU**; Mila Borislavova Lazarova**, Simon Fraser U.**; Emma Parry**, Cranfield U.

Monday 2:00PM

26 ✈💻JS: *(CAR, HR)* **The Gig Work Phenomenon: Insights Into Current Multidisciplinary Research and Trending Topics** *(11195)*
2:00pm - 3:30pm Virtual Session: Synchronous Live Open
Organizers: **Annabelle Hofer**, U. of Bern, Work and Organisational Psychology**; Caroline Straub**, Bern U. of Applied Sciences**; Daniel Spurk**, U. of Bern
Discussant: **Caroline Straub**, Bern U. of Applied Sciences

A Paranoid Reading of the Gig Economy | **Ana Alacovska**, Copenhagen Business School, Denmark; **Eliane Bucher**, BI Norwegian Business School; **Christian Fieseler**, BI Norwegian Business School

The Autonomy Paradox in Platform Work: A Sociomaterial Perspective on The Work of Content Creators | **Farnaz Ghaedipour**, McMaster U.

Why are Platform Workers Willing to Share Reputational Data? | **Jeroen Meijerink**, U. of Twente

The Gig Work Phenomenon: A Multi-Level Framework Literature Review and Research Agenda | **Annabelle Hofer**, U. of Bern, Work and Organisational Psychology; **Daniel Spurk**, U. of Bern; **Caroline Straub**, Bern U. of Applied Sciences; **Clara Zwettler**, U. of Bern, Work and Organisational Psychology
Presenters: **Christian Fieseler**, BI Norwegian Business School**; Farnaz Ghaedipour**, McMaster U.**; Jeroen Meijerink**, U. of Twente**; Annabelle Hofer**, U. of Bern, Work and Organisational Psychology
Participants: **Ana Alacovska**, Copenhagen Business School, Denmark**; Eliane Bucher**, BI Norwegian Business School**; Daniel Spurk**, U. of Bern**; Caroline Straub**, Bern U. of Applied Sciences**; Clara Zwettler**, U. of Bern, Work and Organisational Psychology

27 💻SHCS: *(OB, CAR, MOC)* **"With or without you": Relationships and Taking Stock of Their Influence on Work Identity** *(15691)*
2:00pm - 3:30pm Virtual Session: Synchronous Live Open
Organizers: **David Sluss**, Georgia Institute of Technology**; Yufei Zhong**, Georgia Institute of Technology**; Katie Badura**, Georgia Institute of Technology

How Eclipsed Figures Construct Identities While Working in the Shadow of High-Powered Leaders | **Liza Yasemin Barnes**, U. of Colorado, Boulder; **Christina Noelle Lacerenza**, U. of Colorado, Boulder; **Sabrina DeeAnn Volpone**, U. of Colorado, Boulder

With You I'm Better (maybe): Leader Relational Identification Meta- Analysis | **David Sluss**, Georgia Institute of Technology;

Yufei Zhong, Georgia Institute of Technology; **Katie Badura**, Georgia Institute of Technology

Relational Diversity in Organizations | **Natalie Longmire**, Tulane U.; **Timothy J. Vogus**, Vanderbilt U.; **Adrienne Colella**, Tulane U.

How Primary Work Identities Respond to Desired Relational Possible Selves | **Carrie Oelberger**, U. of Minnesota

Relational Identity Formation During Identity Transitions: Evidence from Reentry of Working Mothers | **Dana McDaniel Sumpter**, Pepperdine Graziadio Business School; **Danna Greenberg**, Babson College; **Emily Rosado-Solomon**, California State U., Long Beach

Presenters: **Liza Yasemin Barnes**, U. of Colorado, Boulder**; Adrienne Colella**, Tulane U.**; Danna Greenberg**, Babson College**; Christina Noelle Lacerenza**, U. of Colorado, Boulder**; Natalie Longmire**, Tulane U.**; Carrie Oelberger**, U. of Minnesota**; Emily Rosado-Solomon**, California State U., Long Beach**; Dana McDaniel Sumpter**, Pepperdine Graziadio Business School**; Timothy J. Vogus**, Vanderbilt U.**; Sabrina DeeAnn Volpone**, U. of Colorado, Boulder

Monday 4:00PM

28 : *(Paper Session) - (CAR)* **Mobility and Career Consequences** *(17568)*

4:00pm - 6:00pm Virtual Session: Synchronous Live Presenter

Digital Session Chair: **Jennifer Hui-Han Gao**, U. of Melbourne

✈Enhancing employment and work-life satisfaction through acculturation for international workers | **Jennifer Hui-Han Gao**, U. of Melbourne; **Shuwei Hsu**, National Taiwan Normal U.

✈💻Using Big Data to test labor market stability vs dynamism: What career path leads to better outcomes | **Yehuda Baruch**, Southampton Business School, U. of Southampton; **David S. A. Guttormsen**, USN School of Business, U. of South-Eastern Norway; **Stanley Gyoshev**, U. of Exeter Business School; **Trifon Pavkov**, U. of Exeter Business School; **Miana Plesca**, U. of Guelph

🗨💻Executives' Career Mobility within an Organizational Field and the Relationship with Career Success | **Andreas Dominic Koch**, U. of Mannheim; **Katja Dlouhy**, U. of Mannheim; **Ricardo Rodrigues**, King's College London

📖☯💻When Experience Mitigates Gender in Punishment for Misconduct on Wall Street | **Pooria Assadi**, California State U. Sacramento

29 : *(Paper Session) - (CAR)* **Networking, Mentoring and Social Capital** *(17569)*

4:00pm - 5:30pm Virtual Session: Synchronous Live Presenter

Digital Session Chair: **Lara Bertola**, ESCP Business School

✋Is perceiving the same as believing? The minds of women and men on networking behavior | **Lara Bertola**, ESCP Business School

The Ready-made Network: Networking and Exchange Activity of Independent Workers in Coworking Spaces | **Clarissa E. Weber**, U. of Goettingen; **Jennifer Klutt**, U. of Goettingen

Mentor Departure and Work Engagement: The Roles of Trait Positive Affect and Focus on Opportunities | **Mengyi Li**, Renmin U. of China; **Wenxia Zhou**, Renmin U. of China; **Xixi Chu**, Renmin U. of China; **Lu Xin**, Beijing U. of Chemical Technology

🇬🇧Gender Differences in the Use of Social Contacts in the Job Search Process | **Kira Choi**, London Business School

Monday 8:00PM

30 : *(Paper Session) - (CAR)* **Work-Family Interface Dynamics** *(17572)*

8:00pm - 9:30pm Virtual Session: Synchronous Live Open

Digital Session Chair: **Mina Beigi**, Southampton Business School, U. of Southampton

💻Do behavioral intentions matter? A diary study on work-related ICT-use after work hours | **Niels Gadeyne**, U. of Leuven (KU Leuven), Belgium; **Marijke Verbruggen**, KU Leuven

🇬🇧✈💻Keep Calm and Work from Home: Strategies Used by Dual-Earner Households with School-Age Children | **Mina Beigi**, Southampton Business School, U. of Southampton; **Melika Shirmohammadi**, U. of Houston; **Wee Chan Au**, Monash U., Malaysia; **Chira Tochia**, -; **Azadeh Hashemian**, -

💻What do we want now or later? Work-family decisions in a dual-earner context. | **Elisabeth Abraham**, KU Leuven

🗨💻Do I Have a Better Family Life When Working With a Humorous Leader? A Dual Pathway Investigation | **Angela Jie Xu**, Jinan U.; **Lei Wang**, Dongbei U. of Finance and Economics; **Fufu Sun**, Shanghai U. of Finance and Economics

Tuesday 4:00AM

31 : *(Paper Session) - (CAR)* **Unemployment and Careers** *(17571)*

4:00am - 5:30am Virtual Session: Synchronous Live Presenter

Digital Session Chair: **Eric Adom Asante**, Lingnan U.

Job Losers' Wellbeing: Integrating Psychological Contract and Conservation of Resource Perspectives | **Eric Adom Asante**, Lingnan U.; **Frederick Oduro**, Beijing Normal U.; **Barbara Danquah**, U. of Macau; **Rebecca Dei Mensah**, U. of Cape Coast; **Kwasi Dartey-Baah**, U. of Ghana Business School; **Emmanuel Affum-Osei**, Kwame Nkrumah U. of Science & Technology, Kumasi

Hiring long-term unemployed individuals: The managers' perspective | **Celine Flipo**, IESEG School of Management; **Maria Castillo**, IESEG School of Management

Job Search of Older Unemployed Workers: Evidence from Longitudinal Data | **Gokce Basbug**, SKK Graduate School of Business; **Hye Jin Rho**, MIT Sloan School of Management; **Abdullah Yalaman**, Eskisehir Osmangazi U.

Tuesday 6:00AM

32 ✈💻✋JS: *(CAR, HR, GDO)* **Women's Careers in the 21st Century: New Perspectives and Insights** *(14728)*

6:00am - 7:30am Virtual Session: Synchronous Live Open

Organizers: **Fida Afiouni**, American U. of Beirut**; Eleni Apospori**, Athens U. of Economics and Business**; Julia Richardson**, Curtin U.**; Bert Schreurs**, Vrije U. Brussel

Chairs: **Fida Afiouni**, American U. of Beirut**; Eleni Apospori**, Athens U. of Economics and Business**; Julia Richardson**, Curtin U.**; Bert Schreurs**, Vrije U. Brussel
Discussant: **Charlotte M. Karam**, American U. of Beirut

Finding their way through multiple logics: Female doctors' leadership careers | **Isabella Scheibmayr**, U. of Salzburg; **Astrid Reichel**, U. of Salzburg

Ongoing Gender Disparity in Corporations: Career and Life Trajectories of Executive Board Members | **Liv Nelson**, U. of St. Gallen

Women Leaders in India: Career Resilience as a Strategic Career Resource | **Snigdha Pattnaik**, -; **Sadhna Dash**, XIM U.

How fairness experiences at work around maternity leave are linked with career motives of mothers | **Camille Desjardins**, PhD Student; **Marion Fortin**, U. of Toulouse I, Capitole

Gender Disparity in COVID-19 Impacts on Academic Careers: An Agent-Based Model | **Chantal Van Esch**, Cal Poly Pomona; **Mai P. Trinh**, Arizona State U.

Presenters: **Isabella Scheibmayr**, U. of Salzburg**; Astrid Reichel**, U. of Salzburg**; Liv Nelson**, U. of St. Gallen**; Snigdha Pattnaik**, -**; Sadhna Dash**, XIM U.**; Camille Desjardins**, PhD Student**; Marion Fortin**, U. of Toulouse I, Capitole**; Chantal Van Esch**, Cal Poly Pomona**; Mai P. Trinh**, Arizona State U.

Tuesday 8:00AM

33 : *(Paper Session) - (CAR)* **Social Origin, Social Class and Social Status** *(17570)*
8:00am - 9:30am Virtual Session: Synchronous Live Open
Digital Session Chair: **Maike Andresen**, U. of Bamberg

Like Father, Like Son? The Relationship between Social Origin and Career Success – A SLR | **Julia Stapf**, U. of Bamberg; **Maike Andresen**, U. of Bamberg

Flight Attendant Career and Social Class, Gender and Sexuality (Im)Mobilities | **ALINE MENDONÇA FRAGA**, UFRGS - Federal U. of Rio Grande do Sul - BRAZIL; **Sidinei Rocha De Oliveira**, UFRGS - Federal U. of Rio Grande do Sul - BRAZIL

Relational Competence, Social Status, and Humor: Evidence from Two Experiments | **Agnes Bäker**, U. of Zurich; **Jennifer Hofmann**, U. of Zurich; **Mario Mechtel**, Leuphana U. Lüneburg

Tuesday 10:00AM

34 : *(Paper Session) - (CAR)* **Identity and Careers** *(17565)*
10:00am - 11:30am Virtual Session: Synchronous Live Presenter
Digital Session Chair: **Justin Pepe**, Florida State U.

To Identify or Not to Identify: The Impact of Performance & Status on Professional Identity | **Justin Pepe**, Florida State U.; **David Maslach**, Florida State U.

How young refugees choose a career: The role of contextual factors and other people | **Elena Glauninger**, U. of Graz; **Renate Ortlieb**, U. of Graz

Identity Reinvention: How Epiphanies Impact Women's Career Paths and Identities | **Christine Deborah Bataille**, Ithaca College; **Melissa Symanski**, Simpson Gumpertz & Heger

Tuesday 12:00PM

35 : *(Paper Session) - (CAR)* **Callings and Work Passion** *(17558)*
12:00pm - 1:30pm Virtual Session: Synchronous Live Presenter
Digital Session Chair: **Brittany Buis**, U. of Illinois at Chicago

Your employees are calling:How organizations help or hinder living a calling and how employees react | **Brittany Buis**, U. of Illinois at Chicago; **Donald H. Kluemper**, U. of Illinois at Chicago; **Siyi Tao**, U. of Illinois at Chicago; **Hannah Weisman**, Harvard Business School

When the Stars Align: Career and Life Consequences of Calling | **Jennifer Tosti-Kharas**, Babson College; **Shoshana Dobrow**, London School of Economics

The mediating role of optimism in the relationship between work passion and employee outcomes | **Jennifer Lajom**, Edith Cowan U.; **Laramie Tolentino**, Macquarie U.; **Patrick Raymund Matutina Garcia**, Macquarie U.; **Hataya Sibunruang**, U. of Waikato

Tuesday 2:00PM

36 : *(Paper Session) - (CAR)* **Stressors and Work/Career Transitions** *(17556)*
2:00pm - 3:30pm Virtual Session: Synchronous Live Presenter
Digital Session Chair: **Peikai Li**, Utrecht U., Department of Social, Health, & Organizational Psychology

Challenge, Hindrance, or Threat? A Systematic Review of Appraisal-Based Approaches in Work Stressor | **Peikai Li**, Utrecht U., Department of Social, Health, & Organizational Psychology; **Fangzhou Liu**, Shanghai Jiao Tong U.; **Maria Peeters**, Maria C.W. Peeters; **Toon Taris**, Utrecht U., Department of Social, Health, & Organizational Psychology

Uniting 25 Years of School-to-Work Transition Research: An Integrative Review and Research Agenda | **Rowena Blokker**, Vrije U. Amsterdam; **Jos Akkermans**, Vrije U. Amsterdam; **Paul G W Jansen**, Vrije U. Amsterdam; **Mo Wang**, U. of Florida

Academic Skill Variety Among Scientists and Engineers | **Briana Sell Stenard**, Mercer U.

Not all first-time managers are equal:Heterogeneity in the transition and challenges of new managers | **Xavier Mundet**, ETH Zürich; **Daniella Laureiro Martinez**, ETH Zürich; **Renate Osterchrist**, Hochschule München

Tuesday 4:00PM

37 JS: *(CAR, GDO)* **Equality and Discrimination in the New World of Work** *(14070)*
4:00pm - 5:30pm Virtual Session: Synchronous Live Open
Organizer: **Mehri E. Baloochi**, U. of Manitoba

Beyond the 'Ideal Worker'? Algorithmic Technology, Radical Equality, and Precarization in the Gig Ec | **Patrizia Zanoni**, Hasselt U. & Utrecht U.

Does Discrimination Persist in the New World of Work? A Model of Hiring Discrimination in Online Gig | **Mehri E. Baloochi**, U. of Manitoba; **Lukas Neville**, U. of Manitoba; **Arran Caza**, U. of North Carolina, Greensboro

Race and Gender in the Gig Economy: Evidence from Online Language Tutoring | **Nathaniel Ming Curran**, The Hong Kong Polytechnic U.; **Lichen Zhen**, U. of Southern California; **Hernan Galperin**, U. of Southern California

Managing Stigma without Constraint: Examining Identity Management Dynamics for LGBT Employees in the | **Katina Sawyer**, George Washington U.; **Anjali Bansal**, MICA, Ahmedabad; **Christian Noble Thoroughgood**, Georgia State U., J. Mack Robinson College of Business

Discrimination in the Gig Economy: Who's to Blame for Behavior? | **Courtney Bryant**, Michigan State U.; **Alice Brawley Newlin**, Gettysburg College

Presenters: **Patrizia Zanoni**, Hasselt U. & Utrecht U.**; Mehri E. Baloochi**, U. of Manitoba**; Lichen Zhen**, U. of Southern California**; Anjali Bansal**, MICA, Ahmedabad**; Alice Brawley Newlin**, Gettysburg College

Participants: **Lukas Neville**, U. of Manitoba**; Arran Caza**, U. of North Carolina, Greensboro**; Nathaniel Ming Curran**, The Hong Kong Polytechnic U.**; Hernan Galperin**, U. of Southern California**; Katina Sawyer**, George Washington U.**; Christian Noble Thoroughgood**, Georgia State U., J. Mack Robinson College of Business**; Courtney Bryant**, Michigan State U.

Thursday 12:00AM

38 : *(Paper Session) - (CAR)* **Academic and Teaching Career Dynamics** *(17557)*

Virtual Session: Asynchronous (On Demand; Not Live)

☯💻Heeding the call of science: What leads PhD graduates to pursue an academic career? | **Elisabeth Mueller**, Bundeswehr U. Munich; **Joachim Schnurbus**, U. of Passau

💻Dissertators with Distantly Related Foci Face Divergent Near-Term Outcomes | **Kevin M. Kniffin**, Cornell SC Johnson College of Business; **Andrew Hanks**, Ohio State U.; **Xuechao Qian**, Ohio State U.; **Bo Wang**, Ohio State U.; **Bruce Weinberg**, Ohio State U.

💻Understanding Career Decision-Making of Teachers' through the Lens of Job Crafting | **Hayuta Yinon**, Oranim College of Education

💻Navigating conflicting logics: Early or late(r) retirement in the German teaching profession? | **Heike Schroder**, Queen's U. Belfast; **Katharina Chudzikowski**, U. of Bath

39 : *(Paper Session) - (CAR)* **Career Strategy and Career Management** *(17560)*

Virtual Session: Asynchronous (On Demand; Not Live)

Local Worker Perspectives from Nicaraguan Surf Tourism: Revisiting Career Anchors | **Amanda Peticca-Harris**, Grenoble Ecole de Management; **Michelle Mielly**, Grenoble Ecole de Management

💻Why Side Hustle? Multi-level Antecedents of Multiple Job Holding | **Chayanika Bhayana**, Indian Institute of Management, Ahmedabad; **K V Gopakumar**, Indian Institute of Management, Ahmedabad; **Neharika Vohra**, Indian Institute of Management, Ahmedabad

💻Too Much of a Good Thing? Resilience as a Predictor of Academic Commitment in (Un)Challenging Times | **Daniela Datzer**, LMU Munich; **Stefan Razinskas**, Freie U. Berlin; **Martin Hoegl**, LMU Munich; **Yvette Hofmann**, U. of Munich

Motivational career resources and subjective career success: A longitudinal cross-lagged analysis | **Yasir Mansoor Kundi**, Aix-Marseille Graduate School of Management – IAE, France; **Sandrine HOLLET-HAUDEBERT**, IAE Toulon; **Jonathan PETERSON**, Aix-Marseille Graduate School of Management – IAE, France

☯Organizational Career Management in New Career Era: Scale Development and Validation | **Wenxia Zhou**, Renmin U. of China; **Qinglin Zhao**, Renmin U. of China; **Nan Jiang**, Renmin U. of China; **Puxin Lin**, LIN PUXIN

40 : *(Paper Session) - (CAR)* **Entrepreneurial Careers** *(17563)*

Virtual Session: Asynchronous (On Demand; Not Live)

💻Examining Women's Entrepreneurial Careers as Yoga Teachers | **Amanda Peticca-Harris**, Grenoble Ecole de Management; **Sara R. S. T. A. Elias**, U. of Victoria; **M. N. Ravishankar**, Loughborough U.

Career Transitions to Entrepreneurship: Through the Lens of Mid-Career African American Women | **Joanna F. Norman**, U. of Texas at Tyler; **Leah Aiken**, U. of Texas at Tyler; **Tomika Greer**, U. of Houston

Personality and narcissism in mentoring for entrepreneurs: Do they affect learning outcomes? | **Soumaya Meddeb**, UQTR; **Etienne St-Jean**, UQTR

41 : *(Paper Session) - (CAR)* **Leadership and Work Outcomes** *(17566)*

Virtual Session: Asynchronous (On Demand; Not Live)

What if I have Two Bosses? Examining LMX Within Dual Jobholders | **Brian Webster**, Ball State U.; **Mickey B. Smith**, U. of South Alabama; **Bryan D. Edwards**, Oklahoma State U.; **Mackenzie Miller**, Ball State U.

🗨💻Leader Personal Brand Equity and Team Resilience: The Role Of Perceived Leader Bottom-Line Mentality | **Wei Wu**, Renmin U. of China; **Guoyang Zheng**, Renmin U. of China; **Lynda Song**, Leeds U. Business School

🗨💻How and when servant leaders foster employee work meaningfulness | **Yingyin Shao**, Jinan U. Management School; **Angela Jie Xu**, Jinan U.; **Shuzhen Lin**, Jinan U. Management School

42 💻: *(CAR, OB)* **Careers in the Rough: A Paper Development Workshop** *(12882)*

Virtual Session: Asynchronous (On Demand; Not Live)

Coordinators: **Marijke Verbruggen**, KU Leuven**; Stefanie Gustafsson**, U. of Bath

Participants: **Jos Akkermans**, Vrije U. Amsterdam**; Gina Dokko**, U. of California, Davis**; Peter Heslin**, UNSW Sydney**; Yehuda Baruch**, Southampton Business School, U. of Southampton**; Kimberly A. Eddleston**, Northeastern U.**; Sherry E. Sullivan**, Bowling Green State U.**; Maury Peiperl**, George Mason U.**; Shoshana Dobrow**, London School of Economics**; Wolfgang Mayrhofer**, WU Vienna**; Gayle M. Baugh**, S. Gayle**; Nicky Dries**, KU Leuven**; Michael B. Arthur**, Suffolk U.**; Andreas Hirschi**, U. of Bern, Work and Organisational Psychology**; Bert Schreurs**, Vrije U. Brussel**; Danna Greenberg**, Babson College**; Ans De Vos**, U. of Antwerp/ Antwerp Management School**; Joanne Duberley**, U. of Birmingham**; Emma**

Parry, Cranfield U.**; Mel Fugate**, Mississippi State U.**; Jelena Zikic**, York U.**; Alexander Newman**, Deakin U.**; Julia Richardson**, Curtin U.

43 💻JS: *(CAR, OB)* **When is Enough, Enough? Insights on Career Implications of Being Treated Unfairly at Work** *(13547)*
Virtual Session: Asynchronous (On Demand; Not Live)
Discussant: **Ryan M. Vogel**, Fox School of Business, Temple U.
When is Enough, Enough? Insights on Career Implications of Being Treated Unfairly at Work | **Paulien D'Huyvetter**, KU Leuven; **Marijke Verbruggen**, KU Leuven; **Gina Gaio Santos**, School of Economics and Management, U. of Minho, Braga, Portugal; **Ryan M. Vogel**, Fox School of Business, Temple U.; **David Zweig**, U. of Toronto; **Alycia Marie Damp**, U. of Toronto
Presenters: **Paulien D'Huyvetter**, KU Leuven**; Gina Gaio Santos**, School of Economics and Management, U. of Minho, Braga, Portugal**; Alycia Marie Damp**, U. of Toronto
Participants: **Marijke Verbruggen**, KU Leuven**; David Zweig**, U. of Toronto

44 💻JS: *(CAR, OB)* **Career Regret and Career Sacrifice: The Less Examined Yet Ever - Present Career Experiences** *(15361)*
Virtual Session: Asynchronous (On Demand; Not Live)
Discussant: **Ricardo Rodrigues**, King's College London
The Remains of the Day: Dealing with Regret in Later Career | **John Blenkinsopp**, Newcastle Business School, Northumbria U.; **Shuo Wang**, Newcastle Business School, Northumbria U.; **Olaolu Eniola**, Newcastle Business School, Northumbria U.
Regret's Consequences: The Performance of Regret Workers | **Alexandra Budjanovcanin**, King's College London; **Chris Woodrow**, Henley Business School, U. of Reading
Higher Role Performance… but Higher Partner Self-Sacrifice Too. Does Worker Self-Sacrifice Pay Off? | **Michael Clinton**, King's College London
Unpacking Career Sacrifice: From Prosocial Benefits to Regret | **Jelena Zikic**, York U.; **Soodabeh Mansoori**, York U., Toronto
Presenters: **Alexandra Budjanovcanin**, King's College London**; Jelena Zikic**, York U.**; Michael Clinton**, King's College London**; John Blenkinsopp**, Newcastle Business School, Northumbria U.
Participants: **Chris Woodrow**, Henley Business School, U. of Reading**; Soodabeh Mansoori**, York U., Toronto**; Olaolu Eniola**, Newcastle Business School, Northumbria U.**; Shuo Wang**, Newcastle Business School, Northumbria U.

45 ✋JS: *(GDO, CAR)* **Advancing Research on Workplace Disclosure of Disabling Conditions** *(10461)*
Virtual Session: Asynchronous (On Demand; Not Live)
Organizers: **Joy E. Beatty**, Eastern Michigan U.**; Mukta Kulkarni**, Indian Institute of Management, Bangalore
Discussant: **Eden King**, Rice U.
The Impact of Response Options on Disability Disclosure Rates | **Alecia Marie Santuzzi**, Northern Illinois U.; **Robert Keating**, Northern Illinois U.; **Jesus Martinez**, Northern Illinois U.
Examining Social Status, Identity Management Strategies, Observer Perceptions, and Hiring Intentions | **Daniel S. Samosh**, U. of Toronto; **Brent John Lyons**, Schulich School of Business, York U.
Self-Conceptions, Disclosure, and Identity Threats for Academics with Disabilities | **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **Joy E. Beatty**, Eastern Michigan U.
The Role of Disclosure in the Recruitment of Neurodivergent Applicants | **Amy Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.; **Amy Jane Griffiths**, Chapman U.
Career Progression: Strategies used by Self-Advocates with ASD and their Allies | **Christine Nittrouer**, Texas Tech U.; **Evan Dean**, U. of Kansas; **Karrie Shogren**, U. of Kansas
Stigma and Sanism: Employment and Identity Management for People with Serious Mental Illness | **Joy E. Beatty**, Eastern Michigan U.; **Ramona L Paetzold**, Texas A&M U.
Presenters: **Alecia Marie Santuzzi**, Northern Illinois U.**; Robert Keating**, Northern Illinois U.**; Jesus Martinez**, Northern Illinois U.**; Daniel S. Samosh**, U. of Toronto**; Brent John Lyons**, Schulich School of Business, York U.**; Mukta Kulkarni**, Indian Institute of Management, Bangalore**; Joy E. Beatty**, Eastern Michigan U.**; Amy Hurley-Hanson**, Chapman U.**; Cristina Marie Giannantonio**, Chapman U.**; Amy Jane Griffiths**, Chapman U.**; Christine Nittrouer**, Texas Tech U.**; Evan Dean**, U. of Kansas**; Karrie Shogren**, U. of Kansas**; Ramona L Paetzold**, Texas A&M U.

46 ✈JS: *(GDO, CAR, HR)* **Unexpectedly Pursuing Employment in a New Country: How Refugees Overcome Vocational Barriers** *(15251)*
Virtual Session: Asynchronous (On Demand; Not Live)
Chairs: **Rachel Williamson Smith**, Georgia Southern U.**; Lisa E. Baranik**, U. at Albany, State U. of New York
Discussant: **Vickie Coleman Gallagher**, Department of Management, Cleveland State U.
Uncovering the Relationship Between Openness to Experience and Career Adaptability in Refugees | **Alexander Newman**, Deakin U.; **Karen Dunwoodie**, Deakin U.; **Zhou Jiang**, Flinders U.; **Ingrid Nielsen**, Monash U., Australia
Gender Similarities and Differences in Experiences in Refugee Entrepreneurs | **Hans Van Dijk**, Tilburg U.; **Sophie Alkhaled**, Lancaster U. Management School; **Lena Knappert**, Vrije U. Amsterdam; **Silke Van Herk**, Tilburg U.
Fostering Refugees' Labor Market Integration: The Roles of Businesses and Host Country Agencies | **Katja Wehrle**, Justus-Liebig U. Giessen; **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Mari Kira**, U. of Michigan
Organizational Socialization Practices, Refugees' Experiences, and Polyrhythmic Socialization | **Elena Glauninger**, U. of Graz; **Renate Ortlieb**, U. of Graz; **Silvana Weiss**, U. of Graz
Development of the Refugee Job Search Stressor Scale | **Matthew Hanson**, SUNY, Albany; **Lisa E. Baranik**, U. at Albany, State U. of New York; **Rachel Williamson Smith**, Georgia Southern U.; **Liyue Fan**, U. of North Carolina, Charlotte
Presenters: **Alexander Newman**, Deakin U.**; Hans Van Dijk**, Tilburg U.**; Katja Wehrle**, Justus-Liebig U. Giessen**; Renate Ortlieb**, U. of Graz**; Matthew Hanson**, SUNY, Albany
Participants: **Karen Dunwoodie**, Deakin U.**; Zhou Jiang**, Flinders U.**; Ingrid Nielsen**, Monash U., Australia**; Sophie Alkhaled**, Lancaster U. Management School**; Lena Knappert**, Vrije U.

Amsterdam**; Silke Van Herk**, Tilburg U.**; Ute-Christine Klehe**, Justus-Liebig U. Giessen**; Mari Kira**, U. of Michigan**; Elena Glauninger**, U. of Graz**; Silvana Weiss**, U. of Graz**; Liyue Fan**, U. of North Carolina, Charlotte