



The Career Forum

Mina Beigi, Editor & Melika Shirmohammadi, Associate Editor

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2020

CAREERS DIVISION OFFICERS

Jamie Ladge, Division Chair
Northeastern University, USA
j.ladge@northeastern.edu

Gina Dokko, Division Chair- elect
University of California, Davis, USA
gdokko@ucdavis.edu

Jos Akkermans, Division Program Chair
VU Amsterdam, Netherlands
j.akkermans@vu.nl

Richard Cotton, PDW Chair
University of Victoria, Canada
rcotton@uvic.ca

Scott Seibert, Outgoing Division Chair
Rutgers University, USA
scott.seibert@rutgers.edu

Jennifer Tosti-Kharas, Treasurer
Babson College, USA
jtostikharas@babson.edu

Ryan Klinger, Secretary
Old Dominion University, USA
rklinger@odu.edu

Mina Beigi, Career Forum Editor
University of Southampton, UK
m.beigi@soton.ac.uk

INTRODUCTION



Dear Careers Division members,
Since publishing the last issue of the CARs division Newsletter, so many things have happened that I do not know where to start! Could any of us imagine a virtual Academy meeting at all? Those of us who met or corresponded late 2019 or early 2020 and intended to attend the 2020 conference in Vancouver looked forward to meeting soon, as we normally do, not knowing that the time-span of soon will SOON depend on a nasty nice-looking virus that seems to be in a rush to become widespread but is taking its time to leave us alone! Neither we knew that having a “new” normal or “going back to” normal will become so normal in our daily conversations! I am going to be positive and, while being aware of the negative impacts of the Covid-19 pandemic on the world, hope that some worthwhile learnings emerge from it as well.

This issue is going to be my last one as my term ends in August. I confidently pass the baton to Melika Shirmohammadi, Assistant Professor of

Human Resource Development at the University of Houston. She is a career scholar, especially interested in careers of immigrants, academics, and understudied populations. She has been helping me with the Newsletter in the past two years, and I am sure her creativity and enthusiasm will take the Newsletter to the next level.

I am going to miss all the emails I received when seeking input for the Newsletter, especially those announcing recent publications and achievements (Yes! I envied some of you who did such a great job!).

I should thank Bert Schreurs, Scott Seibert, Jamie Ladge, Gina Dokko, Jos Akkermans, and Richard Cotton for being fantastic executive committee members to work with during the time that I edited the Newsletter. In this issue we have news from careers division committee and members, call for papers, and some helpful resources. I hope you find them useful. Happy reading and hope we meet SOON!
Mina

NEWS FROM THE CAREERS DIVISION



Message from
Our Chair
Jamie Ladge

Dear Careers Division Colleagues and Friends,

We are just two weeks away from the 2020 annual “virtual” meeting. Although it would have been much nicer to have the conference in person, I am thrilled the meeting is still taking place and am grateful to our team for putting together an amazing program despite these challenging times!

While the program has been truncated, our team made it a top priority to put together a stimulating and enjoyable Careers Division program. Each of our fearless division leaders have been working diligently behind the scenes with the AOM program team to develop a rewarding and memorable program. Should you find yourself in a session with any member of our executive team, please give them a personal shout out! With that said, let me tell you what they have been up to over the past several months!

Jos Akkermans, our Program Chair, has earned a new title: **Virtual Program Extraordinaire!** I personally did not think we were going to be able to deliver in a way that we could positively contribute to our division but he has proven me wrong! I hope you will attend the sessions he has organized – some of which will be synchronously delivered during planned conference time frames, while others will be offered asynchronously. Program’s specifics are coming to an inbox near you so please stay tuned for what will be the most exciting AOM program yet!!! Plus, don’t forget to check out the plenary

he organized titled: **Lost... or Found in Translation? Exploring Ways to Broaden our Sight on Careers Research and Beyond** to be held on Monday August 10, 2020 from 12:00pm EST to 1:00pm EST.

Rick Cotton, our PDW Chair, has also earned a new title: **Professional Development Digital Warrior!** He fought for our division to ensure we could have more time on the program for professional development sessions and his courageous efforts paid off. You will find a wide array of programming including old favorites and new program for individuals at all career stages and across varied careers interests! Two all-star PDWs I would like to highlight which are being offered on Friday August 7, 2020 are: **Enhancing Your Toolkit for Teaching Careers** (8:00am -10am EST) and **Transitioning from a Faculty to an Administrator Role** (10:30am to 12:30pm EST).

I would also like to give a special shout out to **Gina Dokko** (Incoming Division Chair)! Her primary role was coordinating the awards which normally is not a huge undertaking but that was not the case this year as we added two brand new awards this year. Not only did she coordinate all of the award committee teams but she also led the charge of writing up the guidelines and criteria for the new awards and disseminating the information among our team and members. A huge thank you, Gina on a job well done!

Additionally, **Scott Seibert** (Outgoing Division Chair) was tasked with coordinating our division elections. As the veteran elected officer in our team, he didn’t let the pandemic get in his way! Under his leadership, we had a wonderful slate of candidates for the following open positions: PDW Chair, Newsletter Editor and 4

Reps at Large. A big welcome to **Denise Jepsen** (incoming PDW Chair), **Melika Shirmohammadi** (Newsletter Editor), and **Mel Fugate, Jeffery Yip** and **Silvia Dello Russo** (Reps-at-Large)!

Another round of applause goes to our treasurer, **Jennifer Tosti-Kharas** for keeping us out of the red with all of her focused fundraising efforts, and our volunteers and reps at large who have contributed to all of the old and new programming we are offering including the Doctoral Student Consortium (**Ricardo Rodrigues, Ariane Froidevaux** and **Denise Jepsen**), Careers in the Rough (**Stefanie Gustafsson** and **Majike Verbruggen**) as well as activities that have served to raise the prestige and impact of our division (**Erin Markarius, Beatrice van der Heijden** and **Sherry Sullivan**), increase membership, and provide networking and mentoring opportunities (**Erin Markarius, Ariane Froidevaux** and **Evgenia Lysova**) to our members. Each of these activities contribute the key goals we set for the Division as part of the 2019-2024 Five-year plan:

- Goal 1: Improve Productive Interaction among junior and senior scholars. Establish mentoring opportunities between senior and junior careers scholars
- Goal 2: Improve Opportunities for Research Collaboration among Members. Plan research incubator sessions focused on theory development using division-sponsored PDW, Plenary, or Virtual sessions
- Goal 3: Provide Value to the Membership beyond AOM Conference. Host a mid-year international careers conference outside of the U.S.
- Goal 4: Raise the Scholarly Prestige of the Division. Focus a division award on up-and-coming careers scholars, such as with a Best Published Paper award, and feature well-cited careers publications more prominently on the division website

- Goal 5: Continued Efforts to Recruit, Engage and Sustain Members. Build upon successful efforts to recruit scholars who are submitting to the division but are not currently members

Lastly, while everyone wants 2020 to be over, we did celebrate a major accomplishment which was hosting the first ever International Conference at Vienna University of Economics and Business in February, 2020! The theme of the conference was **Careers in Context: Theorizing in and about Turbulent Times** (how ironic!!!). Given the success of the conference and our own resilience, we plan to do this again in a couple years so stay tuned! Thank you to **Daniel Spurrk and Evgenia Lysova & Scott Seibert** for making this conference a big success!

Two final notes: please give a huge thank you to **Mina Beigi** for the development and dissemination of this newsletter over the past two years! She will be passing the baton over to our new newsletter editor **Melika Shirmohammadi** who will formally start in August.

Don't forget to mark your calendars for our **VIRTUAL Annual Business Meeting** (Sunday, August 9, 12:00pm EST – 12:45 pm EST). Call-in information is coming soon! Award winners will be announced and honored!

Thank you all for an exciting year. It was my pleasure to serve as your Division Chair!

Best,
 Jamie Ladge
 Division Chair
j.ladge@northeastern.edu



**Message from
our Division
Chair-elect
Gina Dokko**

Dear colleagues and friends,

Many aspects of our lives have been upended by the global pandemic, including the Academy of Management Annual Meeting. We have been impressed with the structure developed by the Academy of Management to help us deliver the very best program that is possible under this year's unusually difficult conditions. Jos Akkermans (Program Chair) and Rick Cotton (PDW Chair) have worked tirelessly to put together an exciting and informative program that we can all enjoy and benefit from. Though the program will not be as large as in previous years, it will afford us opportunities to connect around the research and professional development that we all care about.

As Division Chair-Elect, I am responsible organizing the division-specific awards. This year, we updated the structure of our annual awards, streamlining the conference awards and adding two new awards to better serve our members. Though we usually announce our award winners at the CAR Division's annual Business Meeting, this year we are pleased to announce them earlier.

- **Best Overall Paper.** "Identity Work of Persistent Liminals following Voluntary Career Change" by Karan Sonpar, Federica Pazzaglia, and Hardik Ramkumar Agarwal.

- **Arnon Reichers Best Student Paper.** "Spe-

cializing Generalists: Job Rotations, Managerial Learning and Promotions" by Olga Ivanova and Roxana Barbulescu.

- **Michael Driver Best Symposium.** "Not Just a Number: New Frontiers in Research on the Role of Aging in Organizations" organized by Seval Gündemir and Joanne Duberley.

Our two new awards recognize achievement outside of the annual meeting structure.

- **Best Published Paper** (for careers papers published in 2019). "Not all Work-Life Policies are Created Equal: Career Consequences of Using Enabling versus Enclosing Work-Life Policies" by Sarah Bourdeau, Ariane Ollier-Malaterre, and Nathalie Houlfort, published in *Academy of Management Review*.

- **Mid-Career Award** (for scholarly achievement and the promise of fundamental contributions to careers research). For this, our inaugural year, the committee selected two winners: Shoshana Dobrow and Andreas Hirschi.

Special thanks to **Yehuda Baruch, Serge da Motta Veiga, Hugh Gunz, Denise Jepsen, Mila Lazarova, and Erin Makarius**, for chairing award committees and helping me to run the process. The award committee included: Maria Kraimer, Ricardo Rodrigues, Bert Schreurs, Maïke Andresen, Pamela Tolbert, Daniel Spurk, Sherry Sullivan, Beatrice Van der Heijden, Andreas Hirschi, Shuhua Sun, Daniel Turban, Katja Werhle, Mihaela Dimitrova, Nicky Dries, Anders Dysvik, and Kimberly Eddleston. Please join me in thanking them for their generous service to our division.

We will recognize the award winners and committees during an abbreviated Careers' Division virtual Business Meeting (Sunday, 8/9/20, 12:00-12:45 pm EDT). Though we can't be together in

Vancouver, I hope you will bring a drink of your choice and raise a toast to each other, to our Division, and to our first virtual AOM conference.

Very best wishes for health and happiness!

Gina Dokko
Division Chair-Elect
gdokko@ucdavis.edu





**Message from
our Division
Program Chair
Jos Akkermans**

Dear members and friends of the Careers Division,

Last year, when I officially transitioned from PDW chair to program chair at the annual conference in Boston, I thought I had a pretty good idea of what I was getting into. My predecessor, Gina Dokko, had provided me with a lot of guidance and documentation, and the centrally organized preparation session for new program chairs we had at the conference was also excellent. Oh, was I wrong! Who would have thought back then that AOM would be fully online for the first time ever in 2020? Right when Rick Cotton (our PDW chair) and myself thought we were done with the program ... the decision was made to go online. I must say that the AOM program team has worked incredibly hard to sort everything out and ensure a high-quality conference. Without their support, I don't know how we would have managed. And, of course, also with all of your help and flexibility. Doing AOM online means taking into account different time zones, different ways of preferred working, different types of sessions, etc. It was quite a puzzle to convert the offline program to an online program, but it really helped a lot that everyone was willing to think along and help out. Thank you for that!

Let's dig into some numbers. This year, we had another rise in submissions to our division. In total, we received 149 papers and 44 symposia, of which I could ultimately accept 70 papers (47% acceptance rate) and 24 symposia (55%

acceptance rate). These relatively high acceptance rates were achieved because I managed to increase the number of accepted papers and symposia due to squeezing a few more papers into sessions and, in particular, with the help of the program chairs from GDO (Joy Beatty), HR (David Collings), and OB (Ron Piccolo and Rebecca Bennett), with whom I worked together very pleasantly and effectively to cosponsor as many sessions as possible.

In terms of symposia, we will have **four "live" sessions during the conference**. On Monday August 10th, there will be symposia on **Aging in Organizations** (10 AM EDT) and on **Career Calling** (1:30 PM EDT). On Tuesday August 11th, we will have symposia on **Workplace Flexibility** (11:30 AM EDT) and **Boomerang Employment** (1 PM EDT). All other symposia will be prerecorded and offered asynchronously via the conference online platform. Topics include refugees' careers, work-nonwork interface, gender and inclusion, human capital flows, meaningful work, youth employment, and much more. What I really enjoyed was seeing that CAR was primary sponsor on many of these, further continuing the trend that the field of careers research is becoming broader and more strongly integrated in management research. This also shows because of the high number of symposia that had three sponsors. Actually, our division did not have a single symposium of which we were the only sponsor!

All accepted papers have been organized into thematic sessions. For the "live" sessions, we created two brand new **CAR Best Paper Sessions** featuring the nominees for Best Overall Paper and Best Student Paper. The first one offers papers on **authenticity, identity work, and non-compete agreements** (Monday August 10th 08:30 AM EDT); the second one features

papers on **resilience, specialization, and perspective taking** (Tuesday August 11th 10 AM EDT). Beyond those two synchronous sessions, we have 15 asynchronous paper sessions covering a wide range of topics from the field of careers research. These include career mobility, proactive career behaviors, work-nonwork interface, sustainable careers and career success, career insecurity and retirement, individual and organizational career management, mentoring, and many more. All of these sessions – and this also applies to symposia – will be available on the conference platform throughout August, ensuring that you have enough opportunities to check out the prerecorded videos and engage in active online discussions about the papers.

I am very excited to share with you that this year's CAR Plenary will be all about opportunities for interdisciplinary research. Connecting with this year's conference theme of "Broadening our Sight", our plenary is entitled: **Lost... or Found in Translation? Exploring Ways to Broaden our Sight on Careers Research and Beyond**. We will take an outside-in (other divisions on CAR) and inside-out (CAR on other divisions) perspective to explore how research in related divisions/disciplines might enrich careers research, and vice versa. Specifically, we will explore opportunities for interdisciplinary research, as well as advice on how to actually pull this off, with two former CAR division leaders, as well as with current division leaders of GDO, ENT, HR, IM, MED, and OB. The full panel consists of:

- Joy Beatty, University of Michigan, current GDO program chair
- Gerard Beenen, California State University – Fullerton, incoming MED program chair
- Rebecca Bennett, University of Central Florida, current OB program chair
- David Collings, Dublin City University, current

HR program chair

- Dawn DeTienne, Colorado State University, current ENT division chair
- Corinne Post, Lehigh University, former CAR program and division chair
- Scott Seibert, Rutgers University, former CAR program and division chair
- Katherine Xin, China Europe International Business School, current IM program chair

The panel debate will be moderated by Serge Da Motta Veiga, professor of Human Resource Management at EDHEC Business School, France, and longtime volunteer for the Careers Division. The plenary will be a hybrid session: the panel debate will be prerecorded and uploaded on the conference online platform. In addition, there will be a **live Q&A session on Monday August 10th at noon EDT**. You will be able to ask any questions to the panel members and we will further explore opportunities for interdisciplinary research during this session. Please make a note of it in your agenda and participate!

Please also reserve some time in your conference schedule for our annual **Business Meeting**, which takes place on **Sunday August 9th at noon EDT**. This year, we will have a condensed meeting in which we will provide some brief updates and, most importantly, focus on this year's Careers Division award winners. We will celebrate both the conference-related awards and also the new awards for Best Published Paper and Mid-Career. Please join us in this celebration.

Finally, I would like to thank all of the reviewers who helped out this year. With increasing numbers of submissions also comes an increasing need for reviewers. This year, well over 200 people signed up to review for our division. This is a fantastic confirmation of the commitment our members have to the division, and it would

be completely impossible to create a high-quality program without you. Many thanks for taking the time to offer your insights and offering advice for all those submissions.

I hope to virtually see you all during our pioneering conference this year. In all honesty, I am a bit anxious about it all and have no idea what it will be like. But what I do know is that everyone has been working hard to create a compelling program, both organizers and submitters, and I am also very excited to see what this enormous experiment will bring us. Let's make this year's conference a big success together!

Jos Akkermans
Division Program Chair
j.akkermans@vu.nl





**Message from
our PDW Chair
Richard Cotton**

Dear Careers Division friends and colleagues,

It has been a strange and challenging year for many and I hope this newsletter finds you and yours healthy and safe. The **2020 AOM Virtual Annual Meeting**, with synchronous sessions held on-line from **August 6 to August 11**, is just around the corner! Please know that all of us on the **Careers Division Executive Committee** continue to work very hard to make the most of this year's program.

Many well-deserved shout outs are in order. **Jamie Ladge's** leadership as Division Chair has been steady and empathetic. **Gina Dokko's** proactivity and skill as your Division-Chair-Elect has been evident throughout. **Jos Akkermans** as your Division Program Chair has been thoughtful and diligent as he juggles the brave new world of conference programming in a pandemic with great aplomb. The **AOM Program Team** has been very supportive and the rest of the **Careers Division Executive Committee** has been so helpful and always willing to lend a hand when we've needed it. Last but not least, our Careers Division submitters, organizers, presenters, facilitators, authors and chairs have been flexible and open-minded as they reimagine their sessions in a virtual environment for the benefit of you, our members. Thank you to everyone as we enter the final run-up to the meeting.

It is also that time of year when annual conference presentation formats have been finalized

and we can all start looking forward to catching up on-line and soaking in the interesting research and development opportunities that our many submitters have worked so thoughtfully on putting together. Now I am excited to offer a brief overview of this year's **Careers Division PDW program**.

First and foremost, thank you to everyone who submitted PDWs for this year's conference. It was fabulous to see such a diverse and interesting set of workshops proposed for our division and I very much enjoyed reading each and every proposal. We received **15 PDW proposals** this year (up 1 versus last year) for a combined total of **34.5 requested hours**. These submissions represent yet another year-over-year increase in Careers PDW submissions, which reflects to me the ever-changing careers landscape and your colleagues' willingness to share their insights for the benefit of us all. In addition, we also received 31 PDW co-sponsoring requests (versus 26 last year) another sign that Careers is valued as a home for PDWs and that we are a willing and able division partner. Each submitted PDW session that I reviewed was of high quality and winnowing down this impressive field in line with our available PDW hours was quite a challenge.

The downside of such a large and worthy number of submitted PDWs is that I could not accept all of them, given that our division only has **16** hours available for our PDW sessions. We also only have **8** co-sponsor credits to offer other Division/Interesting Group (DIG) PDWs, which makes those determinations difficult as well. The choices over which to accept was not easy. My main aims were to offer an interesting set of workshops that would collectively appeal to a broad cross-section of our membership from early scholars to established academics to those

taking on new career challenges themselves. I sought to offer a robust set of workshops reflecting trending career topics, state-of-the-art Methodologies, career support sessions and teaching topics. I also looked at the fit of the proposed workshops with this year's very apt conference theme of **"20/20: Broadening Our Sights"** which focuses broadly on the dichotomies and challenges this brave new world brings to AOM members. In the end, I was able to accept **8** PDWs for our division, and we also co-sponsored another **8** PDW sessions. And, despite two of our accepted PDWs withdrawing due to COVID-related ramifications, I still believe we have a very inspiring and useful set of workshops for our members that are by necessity, offered in a combination of synchronous real-time open and asynchronous formats. This situation is not ideal as submitted PDWs were initially envisioned as part of a traditional AOM Meeting context with a great deal of face-to-face interaction. That said, just as with our teaching responsibilities, we have to reimagine these sessions and create new ways of interacting – even if attendance at some of the live sessions will be a challenge given that AOM members hail from time zones around the world.

Although AOM requested that we only offer 10% of our 8 accepted PDWs in synchronous sessions, I negotiated to have **50%** of our PDWs offered in a live synchronous format (though one session was subsequently withdrawn). We will thus have 3 real-time open sessions that should meet a variety of developmental and learning goals. Our first synchronous PDW, **Enhance Your Toolkit for Teaching Careers (Friday, August 7 at 8am EDT)**, is an exciting new addition that will actively engage participants with careers-related teaching topics for whole courses or as part of courses on leadership, organizational behavior or HRM where you will learn from several

high-caliber academics from around the world. And for those tackling a new leadership role, we are again offering the popular, **Transitioning from a Faculty to an Administrator Role (Friday, August 7 at 10:30am EDT)**, which will focus specifically on how academics can successfully move into a variety of new roles, such as department chair, program director or associate dean. Lastly, I am proud to say that the CAR Doctoral Consortium (Saturday, August 8 at 10am EDT) is again part of our PDW program and it will address the many challenges faced by today's doctoral students through an all-star line-up of speakers and facilitators representing a variety of career stages and hailing from universities from around the globe.

We also offer 3 additional asynchronous PDWs that allow you to learn and develop new skills with the flexibility to go whenever fits your schedule as materials and Q&A/chat functions will be available during the AOM Meeting and through the end of August and the materials into October. These sessions also fit very well with the conference theme of broadening our sights (though please recall that the January submission deadline in many ways seems like it was in another century!). The **Careers in the Rough** PDW offers junior scholars personalized mentoring support and feedback on papers they are writing and refining. In these challenging times, the **Preparing to Become a Global Faculty PDW** will provide many useful insights to faculty considering the switch to a new country in this era of dislocation and change. Next, the workshop, **Career 4.0: Re-Imagining the MBA Curriculum**, offers a unique, experience-based perspective on how to reorient and reorganize today's MBA for a much different set of opportunities and challenges.

Please note that you need to contact an organizer

to register for some PDWs (please check the on-line program when available) as the new AOM digital platform does not offer session registration capabilities. Two such PDWs are the **CAR Doctoral Consortium** where you should please contact Ricardo Rodrigues (ricardo.rodrigues@kcl.ac.uk) to find out more information and to register and the Careers in the Rough PDW where you should please contact Marijke Verbruggen (Marijke.Verbruggen@kuleuven.be) to do the same.

Additionally, our division is co-sponsoring sessions having another DIG as their primary sponsor, including PDWs offered by Gender and Diversity in Organizations (GDO), Human Resources (HR), Organizational Behavior (OB), Organization and Management Theory (OMT), Public and Non-profit (PNP) and Research Methods (RM). More specifically, we are co-sponsoring sessions focused on methods including PDWs on the qualitative coding of life events from work tweets and a discussion of refugee research insights and lessons learned. We are also co-sponsoring PDWs to support your career including sessions on creating 'perfect' review responses, managing academic collaborations from the perspective of team scholars, navigating the challenges of family planning in academia and a specific session addressing the constraints and opportunities for LGB leaders. I hope that this mix of Careers and co-sponsored PDW sessions offers a rich mix of learning opportunities for our members on a diverse array of interesting topics.

I hope to see you all on-line during the live PDW sessions and look forward to seeing your comments and questions for the asynchronous sessions. I also hope to see you at our **VIRTUAL Annual Business Meeting (Sunday, August 9 at 12 noon EDT)** and in networking and other academic program sessions at this year's conference.

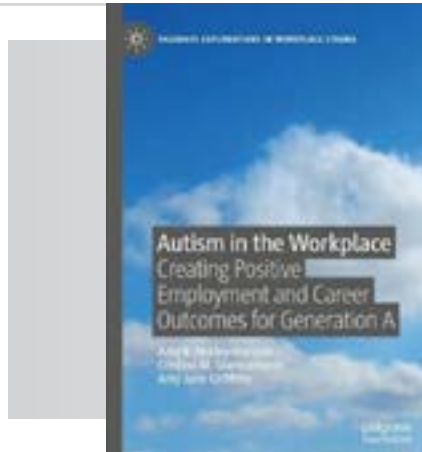
Lastly, I would like to give a big shout out to our **Careers Division Representatives at Large** and other **volunteers** who continue to work so hard to make this conference a reality. I also offer a heartfelt thanks to members like you who are sticking with our 'home away from home' Careers Division during this year when we need each other and our division's welcoming culture, now more than ever.

All the best,

Rick Cotton
Careers Division PDW Chair
cottonCAR@uvic.ca

NEWS FROM OUR MEMBERS

Books



Autism in the Workplace

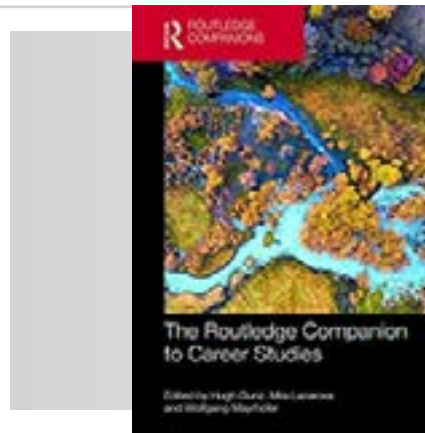
Creating Positive Employment and Career Outcomes for Generation

A Series: Palgrave Explorations in Workplace Stigma

- ◆ Fills a gap in workplace disability literature
- ◆ Discusses the financial and social costs of autism for individuals and organizations
- ◆ Explores the stigma of autism and the effects of this stigma on work outcomes
- ◆ Presents the perceptions of hiring individuals with autism from the organization's perspective

This book explores the career experiences of Generation A, the half-million individuals with autism spectrum disorder (ASD) who will reach adulthood in the next decade. With Generation A eligible to enter the workforce in unprecedented numbers, research is needed to help individuals, organizations, and educational institutions to work together to create successful work experiences and career outcomes for individuals with ASD. Issues surrounding ASD in the workplace are discussed from individual, organizational, and societal perspectives. This book also examines the stigma of autism and how it may affect the employment and career experiences of individuals with ASD. This timely book provides researchers, practitioners, and employers with empirical data that examines the work and career experiences of individuals with ASD. It offers a framework for organizations committed to hiring individuals with ASD and enhancing their work experiences and career outcomes now and in the future.

Hurley-Hanson, A.E., Giannantonio, C.M. & Griffiths, A.J. (2020). Autism in the Workplace. Creating Positive Outcomes for Generation A. Palgrave Explorations in Workplace stigma series. Palgrave MacMillan Publishing.



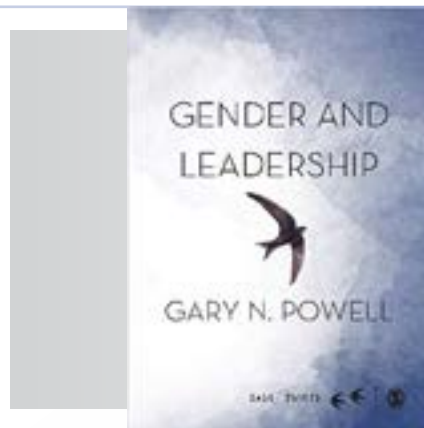
The Routledge Companion to Career Studies **Edited by Hugh Gunz, Mila Lazarova, and Wolfgang Mayrhofer; Routledge, 2020**

Authored by an outstanding team of CARs division members, it describes its scope as follows:

The Routledge Companion to Career Studies is an in-depth reference for researchers, students, and practitioners looking for a comprehensive overview of the state of the art of career studies. Split into five parts, the volume looks at major areas of research within career studies and reflects on the latest developments in the area of theory, empirical studies, and methodology.

The book's five parts cover (1) major theoretical and methodological debates and approaches to studying careers; (2) careers as dynamic, ongoing processes covering such issues as time, shaping careers, career outcomes and patterns, and the forces shaping careers; (3) the local, national, and global context of careers; (4) implementing career research to design practical interventions in areas such as education, counseling, and national policy; and (5) a commentary on the current state of career scholarship and its future development as represented in this volume, by founding scholars in the field.

This book will be a sourcebook for scholars studying careers, research students intending to take up the study of careers, and anyone – scholars and practitioners – with an interest not only in understanding careers, the factors shaping them and where they lead, but also in how this understanding might be used in practice.



Gender and Leadership

Gary N. Powell

Description

Why do leader stereotypes emphasize masculinity? Why are there so few women in top management positions? And why do (some) men in top management feel free to sexually harass women? A leading international scholar in this field, Gary N. Powell explores cutting-edge topics including the role of masculinity in leadership, the ever-so-small numbers of female CEOs, and sexual harassment by men in power such as Harvey Weinstein and the resulting #MeToo movement. The book also suggests practical steps to achieving a workplace in which all employees can reach their leadership potential, regardless of their gender. *Gender and Leadership* is an important read for students and faculty members across the social sciences and humanities.

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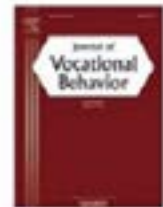
1. Why are we talking about the linkage between gender and leadership?
2. Why do leader stereotypes emphasize masculinity?
3. Why are there so few women in top management positions?
4. Is there a female advantage or disadvantage in the managerial ranks?
5. Why do (some) men in top management feel free to sexually harass women?
6. What actions would work toward undoing the linkage between gender and leadership?

Special Issue Published



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Contents



Special Issue: Sustainable Careers across the Lifespan: A Contemporary Perspective

Guest Editors: Beatrice Van der Heijden, Ans De Vos, Jos Akkermans, Daniel Spurk, Judith Semeijn, Mandy Van der Velde and Mel Fugate

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Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work Ellen Ernst Kossek and Ariane Ollier-Malaterre	103315	How being in learning mode may enable a sustainable career across the lifespan Peter Heslin, Lauren Keating and Susan Ashford	103324
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Career customization: Putting an organizational practice to facilitate sustainable careers to the test Caroline Straub, Claartje Vinkenburg and Marco Van Kleef	103320	Train to retain: Training opportunities, positive reciprocity, and expected retirement age Andries De Grip, Didier Fouarge, Raymond Montizaan and Bert Schreurs	103332
An exploration of career sustainability in and after professional sport Julia Richardson and Stephen McKenna	103314		
A whole-life perspective of sustainable careers: The nature and consequences of nonwork orientations Andreas Hirschi, Rebekka Steiner, Anne Burmeister and Claire S. Johnston	103319		

The Journal of Vocational Behavior has just published a special issue on Sustainable Careers across the Lifespan. The issue features an introduction article, two conceptual articles, and nine empirical articles that all offer new insights into our knowledge on career sustainability. The issue can be accessed via the following link: <https://www.sciencedirect.com/journal/journal-of-vocational-behavior/vol/117/>.



Project Management Journal Special Issue

Career Paths and Career Systems for Project Managers

Special Issue Editors: Jos Akkermans, Vrije Universiteit Amsterdam; Max Chipulu, University of Southampton; Udechukwu Ojiako, University of Sharjah; Terry Williams, University of Hull

BRIDGING THE FIELDS OF CAREERS AND PROJECT MANAGEMENT

Project Management Journal has published a special issue on careers of project managers. This special issue aims to contribute to further integration between the fields of project management and career studies. With an introduction article, a review article, and five empirical articles, the issue contributes both to outside-in and inside-out advancement of the literature on project managers' career paths. The special issue features a review study by Akkermans et al. that examines the degree to which influential career theories and constructs have been mobilized in the project management literature, and offers an agenda for further integration between the fields. Furthermore, it presents empirical studies by Burga et al. and Borg & Scott-Young, who examine paths into the project management profession, shedding light on the "project management as an accidental profession" debate. Li et al. discuss important career-related competencies for project managers in international projects, and Lo Presti & Elia study predictors of project manager career success. Finally, Floris et al. examined career-related skills and barriers for senior project managers.

We sincerely hope that this special issue will be a starting point for scholars and practitioners to come together and learn from each other to advance our understanding of the careers of project managers and project workers. We believe such cross-fertilization is possible and desirable when discussing project managers' careers. We invite scholars from both disciplines to use each other's knowledge and actively seek each other out to create a common, interdisciplinary lens for the study of project managers' and project workers' careers. If our special issue can serve as a springboard for this, then our mission will have been accomplished!

WHERE TO FIND THE SPECIAL ISSUE

The full special issue can be found [here](#).

The introduction article can be found [here](#).

Journal Publications

- ◆ Akkermans, J., Blokker, R., Buers, C., Van der Heijden, B. I. J. M., & De Vos, A. (2020). Ready, Set, Go! The School-to-Work Transition in the New Career. In E. A. Marshall & J. E. Symonds (Eds.), *Young Adult Development at the School-to-Work Transition: International Pathways and Processes*. Oxford: Oxford University Press.
- ◆ Akkermans, J., Keegan, A., Huemann, M., & Ringhofer, C. (2020). Crafting project managers' careers: Integrating the fields of careers and project management. *Project Management Journal*, 51(2), 135-135. doi: 10.1177/8756972819877782
- ◆ Andresen, M., Apospori, E., Gunz, H., Suzanne, P. A., Taniguchi, M., Lysova, E. I., ... & Bogićević Milikić, B. (2020). Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behaviour. *Human Resource Management Journal*, 30(3), 365-391.
- ◆ Ayoobzadeh, M., & Boies, K. (In press). From Mentors to Leaders: Leader Development Outcomes for Mentors. *Journal of Managerial Psychology*. Doi: 10.1108/JMP-10-2019-0591
- ◆ Blom, G., Kruyen, P., Van der Heijden, B.I.J.M., & Van Thiel, S. (2020). One HRM fits all? A meta-analysis of the effects of HRM practices in the public, semi-public and private sector? *Review of Public Personnel Administration*, 40(1), 3-35.
- ◆ Bos-Nehles, A., Van der Heijden, B., Van Riemsdijk, M., & Looise, J. (2020). Line management attributions for effective HRM implementation: Towards a valid measurement instrument. *Employee Relations*, 42(3), 735-760. doi: 10.1108/ER-10-2018-0263
- ◆ De Vos, A., Van der Heijden, B.I.J.M., & Akkermans, J. (2020). Sustainable careers: towards a conceptual model. *Journal of Vocational Behavior*. Article Number 103196
- ◆ Froidevaux, A., Koopmann, J., Bamberger, P. & Wang, M. (2020). Is student loan debt good or bad for full-time employment upon graduation from college? *Journal of Applied Psychology*. doi: <https://doi.org/10.1037/apl0000487>
- ◆ Gan, I. (accepted). Social comparison and perceived envy-motivated communication involving travel nurses: A qualitative study. *Journal of Nursing Management*.
- ◆ Gan, I. (accepted). The allegory of the university: Employee voice, employee silence, and organizational power. *Qualitative Research Reports in Communication*.
- ◆ Ma, C., Wu, C. H., Chen, Z. X., Jiang, X., Wei, W. (2020). Why and when leader humility promotes constructive voice: A crossover of energy perspective. *Personnel Review*, 49, 1157-1175.

- ◇ Nair, V. G., & Chatterjee, L. (2020). Economic structural changes and subjective career success of MBAs in India. In *Career Dynamics in a Global World*. Cheltenham, UK: Edward Elgar Publishing. doi: 10.4337/9781789901504.00019
- ◇ Nair, V.G. and Chatterjee, L. (2020), "Impact of career shocks on Indian MBA careers: an exploratory study", *Career Development International*, Vol. ahead-of-print No. ahead-of-print. doi: 10.1108/CDI-11-2018-0297
- ◇ Semeijn, J.H., Van der Heijden, B.I.J.M., & De Beuckelaer, A. (2020). Personality traits and types in relation to career success: An empirical comparison using the Big Five. *Applied Psychology: An International Review*, 69(2), 538-556.
- ◇ Stoffers, J. Van der Heijden, B., & Schrijver, I. (2020). Towards a sustainable model of innovative work behaviors' enhancement: The mediating role of employability. *Sustainability*, 12, article nr. 159, 1-25.
- ◇ Stoffers, J.M.M., Van der Heijden, B.I.J.M., & Jacobs, E.A.G.M. (2020). Employability and innovative work behaviour in small and medium-sized enterprises. *The International Journal of Human Resource Management*, 31(1), 1439-1466.
- ◇ Van der Heijden, B.I.J.M., Houkes, I., Van den Broeck, A., & Czabanowska, K. (2020). "I just can't take it anymore": How Specific Work Characteristics Impact Younger versus Older Nurses' Health, Satisfaction, and Commitment. *Frontiers in Psychology*, section Organizational Psychology, 11, article number 762.
- ◇ Wu, C. H., Wang, Y., Parker, S. K., & Griffin, M. A. (in press). Effects of chronic job insecurity on Big Five personality change. *Journal of Applied Psychology*. doi: <http://dx.doi.org/10.1037/apl0000488> (open access)
- Wu, C. H., Ho, K. K., Liu, J., & Lee, C. (in press). When and how favor rendering ameliorates workplace ostracism over time: moderating effect of self-monitoring and mediating effect of popularity enhancement. *Journal of Occupational and Organizational Psychology*.
- ◇ Wu, C. H., de Jong, J. P. J., Raasch, C. & Poldervaart S. (2020). Work process-related lead usersness as an antecedent of innovative behavior and user innovation in organizations. *Research Policy*, 49, 103986. doi: 10.1016/j.respol.2020.103986 (open access)
- ◇ Yoshikawa, K., Wu, C. H., & Lee, H. (2020). Generalized Exchange Orientation: Conceptualization and scale development. *Journal of Applied Psychology*, 105, 294–311.
- Zheng, Y., Wu, C. H., & Graham, L. (2020). Work-to-nonwork spillover: the impact of PSM and meaningfulness on outcomes in work and personal life domains. *Public Management Review*, 22, 578-601.

RESOURCE CORNER

The following list presents thought-provoking editorials and articles to read as we all try to make sense of the pandemic:

Reinventing Your Career in the Time of Coronavirus

<https://hbr.org/2020/04/reinventing-your-career-in-the-time-of-coronavirus>

Coronavirus and Career Ownership: What You Can Do to Help Control the Outbreak

<https://www.forbes.com/sites/michaelbarthur/2020/03/02/coronavirus-and-career-ownership--what-you-can-do-to-help-control-the-virus/#14f5eef069a6>

COVID-19 will permanently change the way every generation lives—Here's how

<https://www.forbes.com/sites/robertglazer/2020/04/01/covid-19-will-permanently-change-the-way-every-generation-lives-heres-how/#4d186ea5493b>

Unemployment in the time of COVID-19: A research agenda

<https://www.sciencedirect.com/science/article/pii/S0001879120300610>

COVID-19 and careers: On the futility of generational explanations

<https://www.sciencedirect.com/science/article/pii/S0001879120300580>

The Covid-19 crisis as a career shock: Implications for careers and vocational behavior

<https://www.sciencedirect.com/science/article/pii/S0001879120300592>

Understanding the impact of the COVID-19 pandemic on career development: Insights from cultural psychology

<https://www.sciencedirect.com/science/article/pii/S0001879120300634>

COVID-19: The Worst Days of Our Careers

<https://www.acpjournals.org/doi/full/10.7326/M20-1715>



DID YOU KNOW THAT?

Did you know that career work is justice work? If you have thought about this question, you will enjoy the following interview of Dive in a Podcast with Dr. Brian Hutchison:

<https://podcasts.apple.com/us/podcast/career-work-is-justice-work/id1492964074?i=1000467198876>

CALL FOR PAPERS**Personnel Psychology Special Issue****WHAT'S AGE GOT TO DO WITH IT?****AGE AND AGE-RELATED DIFFERENCES IN THE WORKPLACE**

Note: Final submission deadline extended to October 1, 2020 due to COVID-19.

Personnel Psychology

Special Issue: What's Age Got to Do with It? Age and Age-related Differences in the Workplace

Guest Editors: Margaret Beier, Rice University; Ruth Kanfer, Georgia Institute of Technology; Dorien Kooij, Tilburg University; Donald Truxillo, Kemmy Business School, University of Limerick

Submission Dates: August 1 - October 1, 2020.

This Special Issue focuses on mid-life and older adult workers and age-differences in the workplace. The goal is to highlight empirical work that offers insights into research on phenomena related to age at work; proposes and tests new theory; and/or integrates existing work to explain the role of age in employee attitudes, motivation, behavior, well-being, and retirement and how organizations and societies can enhance these outcomes for workers across the lifespan. Studies may use an array of methods including field methodological designs (e.g., longitudinal, multilevel, within-person, qualitative methods, interventions), meta analyses, and experimental methods.

Call for papers is available [here](#).

THE STUDY OF
PEOPLE AT WORK

APPLIED PSYCHOLOGY



Applied Psychology: An International Review Special Issue Regret in Organizational Life

Guest Editors: Ali Budjanovcanin, King's College London; David Guest, King's College London; Ricardo Rodrigues, King's College London

Proposals Submission Deadline: 31 May 2020

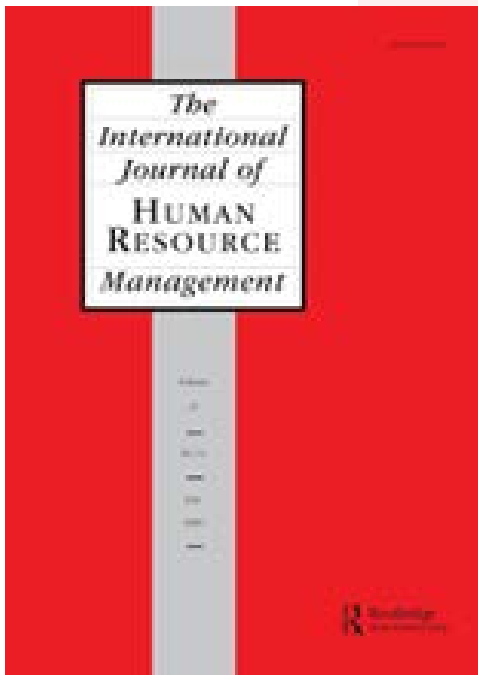
Manuscript Submission Deadline: 31 March 2021

The special issue invites papers that might focus on a wide range of substantive organizational issues. It welcomes conceptual and empirical papers and, in empirical papers, qualitative and quantitative methods as well as innovative methods. However, the primary focus will be on at least one of the following:

1. the nature of the decision process that led to a subsequently regretted decision.
2. the broad individual and organizational antecedents of a regretted decision, including, where appropriate, organizational and national cultural factors.
3. the consequences of the regretted decision in terms of individual and organizational outcomes.
4. attempts to remedy the regretted decision and lessons that are learnt from the experience (but we assume the primary interest will be in the factors shaping the decision and its consequences).
5. the role of time in relation to the experience of, and response to regret.

For more information about submitting to this special issue please click [here](#).

APPLIED PSYCHOLOGY



The International Journal of Human Resource Management (IJHRM) Special Issue

Human Resource Management in Times of Crisis

Guest Editors: Alexander Newman, Deakin University; Justine Ferrer, Deakin University; Maike Andresen, University of Bamberg; Yucheng Zhang, Hebei University of Technology

Full Manuscript Submission Deadline: May 31 2021

The special Issue will examine the HR strategies adopted by organisations in times of crisis and how employees respond to such. Researchers may look at the following research questions amongst others:

1. What HR strategies might business organizations and human resource managers adopt in the short and long-term to deal with crises? Which strategies are most effective?
2. How should organizations manage employees' performance effectively in times of crisis? What role does psychological contract management play in this regard?
3. What HR practices might organizations adopt to support employees engagement, wellbeing and creativity at work during times of crisis?
4. How do employees respond to performance management, training and development and compensation practices in times of crisis?
5. What HR practices and policies are effective in supporting employees to work virtually and maintain work-life balance?
6. Which HR practices positively influence firm performance and innovation in times of crisis?
7. How can human resource managers support employees in dying organizations?
8. How does government policy influence the human resource strategies and practices adopted by organizations in times of crisis? Which policies are most effective in supporting organizations to maintain employment and performance levels in the medium to long-term?
9. How do HR practices help employees cope with acute and chronic stressors at work in times of crisis?
10. In times of crisis, how should business organizations effectively implement telecommuting work practices to support employee performance?
11. What HR practices might organizations implement HRM policies to retain and attract talented employees in times of crisis?

Call for papers is available [here](#).

GLOBAL MOBILITY OF EMPLOYEES



GLOMO International Conference on Global Mobility of Employees

October 6 – 8, 2020
Bamberg/DE

The GLOMO International Conference on Global Mobility of Employees will take place on October 6–8, 2021 in Bamberg/DE and will be hosted by the University of Bamberg.

Further details regarding keynote speakers and the call for papers will be released in January 2021 (<https://glomo.eu>).

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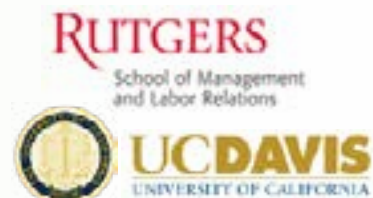
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Is your school or university looking to improve its profile? The Careers Division has a perfect opportunity, by contributing to sponsoring the 2020 social and professional development events. Financial support (typically \$500 to \$2,000) for these events have been core to ensuring high quality professional events reflecting our membership.

The Career Forum

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

About Careers Division

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

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

NEXT ISSUE

Issues: Two times a year

Issues 1 and 2

If you have suggestions of things you would like to see included in The Careers Forum or changes that you would like made, please send those along as well.

Submissions for news, announcements, and abstracts are accepted on a continuing basis at:

mshirmohammadi@uh.edu