### Careers Division

**Business Meeting Minutes**

Monday, August 8, 2022

4:30-5:30pm

VIRTUAL MEETING

##### The Division Chair, Jos Akkermans welcomed everyone to the 82st Annual Academy of Management meeting and 41st meeting of the Careers Division. He presented the agenda for the meeting as well.

##### Division secretary, Erin Makarius distributed meeting minutes from the 2021 Careers Division Business Meeting and asked for any objections to the minutes. No objections were received. There was a motion to approve the minutes and a vote was held. The minutes from the 2021 Careers Division Business Meeting were approved unanimously.

##### Division Chair, Jos Akkermans shared 2022 membership trends, comparing Careers Division membership to that of the overall Academy of Management. Jos noted that there was a slight drop in Careers Division membership two years ago, which was consistent with the general decline that occurred last year. He indicated that the Careers Division membership is holding steady and increasing. Conference registrations also increased among Careers members in 2022, and this is consistent with AOMs overall trend. Jos discussed the diversity of membership of the Careers Division by member type and by region. There is growing membership across the world. Next year, the five person leadership team will all be from outside the United States.

##### Jos discussed the strategic goals and action plans and thanked the five committees for implementing and accomplishing several elements of the strategic goals. Specifically, the 2021-2022 strategic committees included the: (1) Mentoring Committee; (2) Research Collaboration Committee; (3) Value Beyond August Committee; (4) Prestige and Impact Committee; and (5) Membership and Communication (Recruiting & Sustaining Membership) Committee. The committees have implemented several wonderful initiatives and we are grateful for all their work. He also thanked the standing committees including the Doctoral Consortium, Annual Meeting Socials, and Communication and Social Media committees.

##### Next, Jos presented the CAR Bylaw Changes 2022 including treasurer and secretary becoming appointed positions, creating a new appointment of Communications Chair, and several minor changes to streamline the organization. 168 of the 946 (18%) Careers Division members voted and the proposed changes were approved by 91.7% of those who voted (this fulfilled the 2/3rd majority requirement fulfilled). These changes will help in meeting the division’s strategic goals moving forward.

##### Then, Jos shared the 2021 CAR Executive Committee Elected and Appointed Officers and thanked them for their work in a challenging year. He also thanked the outgoing officers Gina Dokko (Immediate Past Chair) and Jennifer Tosti-Kharas (Treasurer) who went above and beyond. In addition, Jos gave his appreciation to Beatrice Van der Heijden, Stefanie Gustafsson, and Marijke Verbruggen, our outgoing Reps-at-Large for all their hard work and instrumental efforts in building up our volunteer initiatives and committees.

##### Finally, Jos offered past reflections and future directions. These include the Careers Division and Careers Research is thriving and significant progress has been made on the 5-year review strategic goals. The committee structure implemented by Gina was very valuable and the executive team faced challenging times yet rose above and provided an inclusive place that offers opportunities for people from different career stages, regions, topics, etc. In addition, communication efforts have been made to increase presence on social media and continuing to work on adding value beyond the annual conference. Last, CarCon2 will take place in April/May 2024 at Vrije Universiteit Amsterdam. More information will follow.

##### Immediate Past Division Chair, Gina Dokko discussed the nominations process for incoming executive team members and overall elections process. Notably, nominations for open positions were solicited. Then, the executive team formed a committee of five officers (Jos Akkermans, Richard Cotton, Denise Jepsen, Serge da Motta Veiga and Gina Dokko as Chair) to review the nominee materials. They received a great slate of candidates for this year and were impressed with the willingness of candidates to move forward.

##### Overall, there were 19 nominations (2 nominees for PDW chair, 8 for Reps-at-Large, and 2 for Treasurer). Participation in elections was a rate of 25% which is higher than the 23% for the standard participation across AOM.

##### Gina announced the following election results:

##### PDW Chair: Daniel Spurk (Universität Bern)

##### Reps-at-Large: Noemi Nagy (University of South Florida), Rebecca Paluch (University of British Columbia), and Caitlin Porter (University of Memphis)

##### Treasurer: Alison Dachner (John Carroll University)

##### Gina closed by saying it was her great pleasure to lead the division and thanked everyone who nominated fellow career members, ran for a position, and voted in the elections. She asks for participation in next year for volunteers, nominees, and anyone who’d like to get involved in the division.

##### PDW Chair, Serge DaMotta Veiga Overall, PDW submissions were up slightly from 2021 (13 vs. 11). Number of hours allocated to the Careers division went up (21 hours) and which made almost all the requested time (24 hours) granted. The CAR division accepted almost 100% of the primary sponsored sessions out of 13 proposed and 27 co-sponsored PDWs from 13 different primary DIGS (SAP, MOC, OMT, GDO, HR, RM, OB, HCM, CM, CMS, IAM, MED, MSR).

##### Serge also shared the overall PDW trends. CAR submissions had increased similar to overall trends from Academy. The PDWs focused on career scholarship, teaching careers, and PDWs to support career opportunities. The attendance has been very strong at all PDWs.

##### Last, Serge mentioned the social events that were both in-person offsite at Pike Brewing and using the virtual Gathertown platform. He thanked the volunteers who helped create the space and support the events.

##### Program Chair, Denise Jepsen thanked Serge for all the work he did on the PDW and social event. The final program consisted of 21 paper sessions (81 papers, 65% accepted). In addition, there were 27 symposia (75% accepted). We had more paper submissions (124 paper submissions, up 26% on last year). The papers were groups into in-person (47%), hybrid (24%), and virtual live (4 sessions), and 2 virtual on demand (71% were available to those on person). Denise shared information about the scholarly program and sessions exploring a variety of careers topics that were innovative and interesting. 35 symposia were submitted (up 106% from last year), 27 symposia (75% accepted) and 85% were co-sponsored or triple sponsored. The Hughes Award Speech was delivered by Stephen Barley and was well attended and received.

##### Next Denise offered thanks to the 171 active reviewers who reviewed a total of 523 submissions. Each person reviewed an average of 3.1 submissions and each submission had at least three reviewers. 86% of assignments were returned, and 28 countries were represented by reviewers. Denise said congratulations to our outstanding reviewers.

##### Finally, Denise gave a big Thank You to Submitters, Reviewers, and Volunteers for working with CAR Division during such a challenging year.

##### Treasurer, Jennifer Tosti-Kharas discussed the unbelievably strong financial standing of the division. Overall, she commented that the division is in great financial shape through 2022. The projected income through 2022 is $82,672 due to allocations from AOM for maintaining membership, carryover from 2021, and 2022 sponsorships. Jen noted the expenses were just for the awards, recording expenses, and the division socials.

##### Jennifer also recognized the 2022 Sponsor Institutions and thanked them for allowing the division to pursue its strategic priorities:

##### Platinum Sponsor: Macquarie Business School

##### Silver Sponsor: University of Victoria, Gustavson School of Business

##### Bronze Sponsors: John Reed Center for Careers

##### Sponsorships down from prior years understandably. Hope next year we can get normal to giving levels. Thanks again to our sponsors!

##### Chair Elect, Rick Cotton announced the process of selecting awards for 2022. We have five awards including three conference awards (Arnon Reichers Best Student Paper, Michael Driver Best Symposium, and Best Overall Paper Award) and two annual division awards (Best Published Paper and Mid-Career).

##### The process included collecting nominees (based on reviews and nominations), setting up committees (diversity in gender, geography, and seniority), and determining winners based on a predefined criteria and process. Last, videos may be recorded with the award winners and committee chairs.

##### Overall, there were 5 committees. Rick thanked each committee chair and volunteer members and then announced each award winner.

##### The Michael Driver Best Symposium award nominees were Elise Jones and Mailys George for their paper called “Moving to the Next Stage: Clarifying Constructs and Integrating Theory in Identity Research”, Irina Gioaba and Noemi Nagy for their paper called “Creating a Better World for Older and Younger Workers in the Multigenerational Workforce”, and Andrea Wessendorf for her paper on “An Occupational Lens on Social Inequality”. The chair of this award was Ariane Froidevaux. Judges for this award were Nikos Bozionelos, Silvia Dello Russo, and Annabelle Hofer.

##### The Arnon Reichers Best Student Paper award nominees were Johanne Duesterbeck and Stefanie Habersang for their work on ‘Patching Meaningfulness: How Early Career Scholars construct Meaning in a Pluralistic Work Context”, Hannah Weisman for her paper called “Changing Careers to Pursue a Calling: How People make Career Pivots”, and Lea Reiss for her paper on ‘Career Agency in Intersecting Gender-Class Structures’. The chair of this award was Beatrice van der Heijden. Judges for this award were Eric Adom Asante, Kira Choi, and Robert Kase.

##### The Best Overall Paper award nominees were Clair Schulze Schleihoff, Evgenia Lysova, and Svetlana Khapova, and Konstantin Korotov for their paper called “How Does a Career Decision become a Career Regret”, Zhonda Wu and Chang-qin Lu for their paper called “The Dynamics of Career Sustainability: A Latent Transition Analysis” and Chayanika Bhayana and Neharika Vohra for their paper called “Organizations as Crossroads: The Case of Multiple Job Holding Arrangements”. The chair of this award was Jen Tosti-Kharas. Judges for this award were Erin Makarius, Yan Shen, and Adam Smale.

##### The Mid-Careers Award was presented to Alex Newman. The chair for this award was Daniel Spurk. Judges for this award were Peter Heslin and Shoshana Dobrow.

##### The Best Published Paper award committee included Yehuda Baruch, Matthew Bidwell, Ariane Ollier Malaterre, and Julia Richardson.

##### Rick congratulated all nominees and encouraged everyone to attend the Awards Ceremony to learn the winners. He also reminded everyone to check out our social media on Youtube: AOMCareers Division, LinkedIn: AOM Careers Division, and Twitter: @CareersDivision.

##### Remarks from Incoming Division Chair, Rick Cotton.

##### Rick mentioned how excited he is to take on the Incoming Division Chair and how the Careers Division is a great home. He wanted to give a huge thank you to Gina, Jos, and Denise and a wonderful leadership team. He wants to build on the strong foundation and continue to develop initiatives in networking, membership, and communicating to grow and strengthen the Careers Division going forward. Rick mentioned opportunities to develop the PDWs, review process, and making the AOM conference as valuable as possible.

##### Closing Remarks from Division Chair, Jos Akkerman. Jos indicated that we have lots of volunteer opportunities and invited everyone to participate. He thanked everyone and shared his gratitude and enjoyment in leading the division. Last, he officially congratulated Rick on becoming the division chair! Rick closed the meeting and hopes to see people at the other CAR division events, social, live events and hopes to see everyone in person in Boston next year!