

# The Career Forum

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## INTRODUCTION

Dear Careers Division Members,

I am delighted to share with you another issue of the Career Forum. This issue offers important news and updates from our executive committee and division members, calls for papers, and other information that we hope you find useful!

I invite you to read the letters from the executive committee as you plan your Academy of Management 2023 annual meeting experience. The Careers Division team has done a superb job putting together an intriguing, insightful, and interactive program. Reading the executive team's letters, I have been fascinated with the diverse and exciting topics included in the program. I hope you can participate in as many CAR Division activities as possible!

I encourage you to review a special section in this issue called "Member Spotlight," which features dedicated and prolific scholars in our field. I am sure you will enjoy getting to know them better by reading the accounts they have generously shared with us. Don't forget to look at the "Did you know that" and "Resource corner" sections and the different calls for papers included in this issue.

I also need to share with you that this issue will be the final edition of the newsletter that I



served as the editor. It has been a rewarding experience working with different executive committees and members of the Careers Division for the past three years. I am happy to share that I pass the baton to my colleague and friend, Dr. Mostafa Ayoobzadeh, who has served as the newsletter's associate editor for the past three years. I have complete confidence in his ability to take on the role and excel beyond expectations.

Like always, I close with a loud shoutout to the executive committee for their continuous efforts that have kept things moving and happening for our division. Finally, I sincerely thank those who sent their contributions and inputs to the newsletter!

I wish you all the best with your careers wherever you are!

Melika Shirmohammadi  
Newsletter Editor, Careers Division

## NEWS FROM THE CAREERS DIVISION

### Message from our Division Chair, Rick Cotton

To my dear friends and colleagues,

First of all, I can't tell you how much I am looking forward to seeing you in Boston! With the upcoming AOM meeting in sight, amazingly, my year as Division Chair is fast coming to an end although there is still much to do! My year in this role has gone by quickly and it has truly been a pleasure to work closely with so many engaged and talented people in our division who have been so generous with their time and efforts. Like many of us, I'm sure you are stretched to the limit in terms of research, teaching, practice and trying to enhance well-being and work-life balance for yourselves and your loved ones. Despite such challenges, please know that our division officers, committees and volunteers have hung in there and delivered many worthwhile initiatives while breaking new ground on others that will benefit our division now and hopefully for years to come. I simply can't emphasize enough how honoured I am to be serving you in our leadership track. The Careers Division has always been my academic "home away from home" and for my part, I have tried to do my best to build on the work of so many great division leaders who have come before me.

Let's start by recapping our division's goals and priorities. During our previous 5-year re-



view, we defined several goals: nurturing interactions between junior and senior scholars; improving opportunities for research collaboration; providing value beyond the annual meeting; raising our division's level of prestige; and continuing to recruit members and sponsors. During the past three years, Jamie Ladge, Gina Dokko and Jos Akkermans have made steady progress on these goals. Now, in this, the final year of our 5-year plan, I have sought to keep build on this foundation while building for the future with additional priorities that I communicated during our DIG's Business Meeting at last year's annual AOM conference. The additional initiatives I described align with these overarching division goals and include :

- \* fostering the submission and acceptance of a caucus proposal focused on a burgeoning careers topic to attract new members, connect existing members and generate research collaborations
- \* increasing our division's prestige by fostering the submission and acceptance of a "meet the editors" PDW that caters to ca-

reers scholars by spotlighting editors from top notch academic journals that highly value careers research

- \* leveraging my research and teaching expertise to provide a new workshop that enhances value to our junior scholars beyond the August meeting
- \* implementing specific actions to increase our membership in this post-COVID era – an era that has turned out to be a generative and critically important time for all of us in the careers field
- \* connecting with CAR members who were dissatisfied with the hybrid AOM meeting in Seattle and trying to influence a better, higher value added and inclusive annual meeting

I am so pleased to say that we have made major progress on both our review-driven goals and the additional goals just described. Our mentoring committee (Janine Bosak, Jeff Yip, Caitlin Porter and Becky Paluch) has ensured that we continue to provide a robust mix of mentoring opportunities for our members. This committee has grown our mentoring initiative to ten groups with two mentors each in providing advice and support to a new record of 42 junior career scholars! Thanks especially to Janine and Jeff for keeping this program going strong. This high-powered committee also ran a spring Careers in the Rough (CitR) program and has solicited junior scholars and doctoral students for papers for AOM CitR mentoring feedback sessions to be held both in person (Saturday, August 5, from 1:30PM -

3:30PM ET, in the Sheraton in Liberty Ballroom A) and virtually as needed. We are so appreciative of all the work that this committee does for us. And, if you are an official mentor for our division, be on the lookout for some well-deserved kudos at the Careers Division Awards Ceremony and Networking Session on Monday, August 7, starting at 6:30PM ET at the Sheraton in Back Bay Ballroom C, right after our business meeting.

The **research collaboration** team (Mel Fugate and Caitlin Porter) with a few tips and pointers from yours truly on crafting high potential caucus submissions, designed and got accepted, not just one, but **two** fascinating careers-based caucus sessions! I'm sure these sessions will be fabulous and include: Using a Career Lens to Unify AOM Disciplines (Sunday, August 6, from 8:00AM - 9:30AM ET at Hilton Boston Back Bay in Maverick A) and Off-and-On Again: Managing Careers Across Remote and In-Person Work Locations (Sunday, August 6, from 4:00PM - 5:30PM ET also at Hilton Boston Back Bay in Maverick A). These sessions will create fabulous opportunities to bring together division and non-division careers researchers from around the world. Hope to see you there for these timely and generative sessions!

Our **prestige and impact** committee (Silvia Dello Russo, Janine Bosak and Sherry Sullivan) continues to pursue interviews with Hughes Award winners to add to our existing recordings. This is an amazing collection of insights

and reflections that can be viewed on our division's YouTube channel. And, with a few pointers from my own experience in submitting and moderating a "meet the editors" careers-focused AOM PDW, this group went above and beyond in devising, submitting and getting acceptance for what will surely be an outstanding PDW which I am so excited about and which will include editors-in-chief/senior editors from *AMJ*, *JOB*, *JOM*, *JAP*, *HRM* and *Human Relations*. WOW!! Hope we get a big turn out for this session which will no doubt provide many insights on getting your research published in these top notch outlets. This session will be held in the Sheraton in Back Bay Ballroom B on Saturday, August 5, from 5:30PM - 7:00PM ET.

In addition, our **value beyond August** committee (Jeff Yip, Alex Newman and Noemi Nagy) has continued working with many contributors to keep our Careers Around the World webinar series going strong. They most recently hosted a great session on Careers in India on June 9th. In case you missed any of them, please check out our Careers YouTube channel to view sessions on career topics focused on India, the Middle East, Asia, and Africa. A special thanks to Belgin Okay-Somerville for hosting the India session! In addition, I am also proud to say that Jeff Yip and I partnered to provide two Personal Board of Advisors (PBOA) Workshops on April 11/12 and 14. We had strong participation and feedback from the 27 PhD student attendees from 9 countries, whom each completed a PBOA assess-

ment and received evidence-based advice on how to create an advisory network that will help them achieve their career goals in their PhD programs and beyond. This committee also leverages regional ambassadors to provide advice and support including a session held at the end of 2022 for approximately 20 doctoral students hosted by Alex Newman. Thanks to all!

I also want to highlight the work of our **membership committee** (Silvia Dello Russo, Becky Paluch). Now is a GREAT time to be involved with careers (and to join our division!) with so many timely careers topics of interest paramount to so many audiences – inequality, the meteoric rise of artificial intelligence, gig work, return to work policies, refugee and immigrant careers, four-day work week, the great resignation/reckoning/regret, comparative careers, diversity/inclusion/inequity/belongingness issues along with widespread staffing, retention and engagement challenges – to name but a few. Because the world needs careers research now more than ever, I continue to work closely with Silvia and Becky to "strike while the iron is hot" in pursuing warm leads for new careers-interested members to put us (hopefully) solidly above 1000 members after a drop-off in membership during COVID. To do so, we have been making extra efforts to welcome new members and stepped up our game in targeting non-CAR members, including lapsed AOM members as well as presenters, panelists and discussants in both CAR-sponsored and non-CAR spon-

sored past and upcoming AOM sessions focused on careers topics. The more the merrier (within reason J) at such an interesting time to be doing careers research! Please encourage your colleagues, regardless of primary division, whom you think could benefit from being part of our Careers “family” (and us from them) to consider adding CAR to their AOM membership. Please encourage them to attend Careers sessions described by our program chair, Serge Da Motta Veiga, and PDW chair, Daniel Spurk, as well. We are our best ambassadors and for only \$11 USD to add a DIG to your membership, joining Careers is also a tremendous BARGAIN!

As you may remember, one of our main priorities this year was better leveraging external communication and social media, so we can share the great things we’re doing more easily and widely. I am excited that our **communications team** (Victor Chen, Melika Shirmohammadi, Mostafa Ayoozbadeh) has made progress doing just that. This group continues to gather and post content to our newsletter, our YouTube channel and our dedicated LinkedIn and Twitter accounts. It was a special thrill for me to work with Victor in posting content and pictures from our Careers Awards session last August. Mostafa also gathered intel about the content that DIG high flyers are posting to social media. And, in line with enhancing our use of social media and increasing our division’s prestige, I encourage everyone to work with Victor (vchen4@tulane.edu) to get content posted

that **highlights published/upcoming careers special issues, calls for careers papers, careers research proposal announcements and information on upcoming conferences, workshops and symposia that have careers tracks or themes**. I encourage you to follow us on LinkedIn and Twitter while continuing to work with this team to post content described above to our channels while also utilizing Careers Connect to post such content directly on your own.

Continuing with the communications theme, as you may remember, last year, Jos Akkermans gained approval for a brand new division position: the Communications Chair. Having an officer dedicated to leading our division’s communication strategy will allow us to build on our past efforts to implement a more systematic and engaging internal and external communication. For my part, I have drafted a position description with input from the other officers that we will be posting shortly. Please be on the lookout for the announcement and if have communications expertise and want to help our division take our social media use to the next level, please apply!

All this good news - but wait, there’s more! This year, of course, it will be a return to the future with a more traditional “live” annual meeting in Boston and I can’t wait to catch up with you there. Although the hybrid approach to last year’s meeting was well-intentioned, it left much to be desired to many of our members, including myself. So, last fall, after the

meeting, I connected with several of members to get their perspectives which I then communicated to AOM along with my own. I'm unsure of the exact extent of my influencing but am optimistic for a better in-person experience at this year's meeting due to several changes that have been made. I also would like to give a special shout out to William Donald, who shared his thoughtful and constructive opinions on creating a more inclusive AOM meeting which I was grateful to have and to communicate to AOM leaders. Although many are looking forward to a live AOM Meeting, please keep in mind that we do have a few registration vouchers available for AOM members and non-members who are having extreme financial difficulty. Simply contact our treasurer, Ali Dachner (adachner@jcu.edu), for more details. And, for those able to attend, I want to highlight some offerings from the Careers Program that you won't want to miss!

First, it is paramount to let you know how in awe I am of the incredible work that our program chair, Serge Da Motta Veiga, and PDW chair, Daniel Spurk, have done to create a compelling and interesting program for our members. Please read their contributions to this newsletter to see all the exciting sessions our division will be hosting this year. Also, building on last year's CAR awards ceremony, our division chair-elect, Denise Jepsen, has worked diligently in collaboration with our five awards committees to ensure we'll have a great awards session this year. Please join us

on Monday, August 7th, first for our Careers Business Meeting which will be followed by our aforementioned awards ceremony and reception so we can connect, network and celebrate this year's award winners.

The conference will also mark the official start date for our new division officers. This year's outgoing division chair, Jos Akkermans, did a great job organizing and conducting our elections. I also want to send a big thank you to all who ran for office this year. And, if you didn't get elected, please try again next year. Like so many before you (self included), often the second (and sometimes third) time is the charm! And, as I'll be responsible for the nominations next year, be ready for some outreach.

Jos leaves a strong legacy which we're all grateful for and I have a sneaking suspicion that his contributions to our division will no doubt continue going forward. Thank you, Jos! In addition, as you can see in Jos's piece in this newsletter, we have an incredible complement of new officers that I am thrilled to welcome to their new roles. So, please join me in welcoming, a colleague and consummate strong contributor to our division, Jennifer Tosti-Kharas, who will be our new PDW chair, which is the first rung of officer leadership track. Please also join me in welcoming our three new representatives-at-large, Katja Dlouhy, Madeleine Haenggli and Annabelle Hofer. For these three, I also have full confidence that they will all make important and meaningful contributions to our division. Con-

grats again to all the winners and all who competed!

On the flipside, in addition to this being Jos's last year in the leadership track, we also have to say goodbye to several other members of our leadership team. First, I want to thank Silvia Dello Russo and Mel Fugate for being fabulous representatives-at-large and for Melika Shirmohammadi and the key role she has played as Editor of the Career Forum. All four of these folks were great to work with and contributed freely of their engagement and energy time and again. I will miss all of you! And, a special thank you to Jeff Yip, who has agreed to stay on an additional year as a representative-at-large to complete Alycia Damp's vacated term.

Well, that wraps up my final newsletter contribution as CAR Division Chair. It has been quite an adventure through the leadership ranks and I did my best in navigating personal challenges and the changes that COVID posed every year and in my every AOM role. That said, it has all been worth it and we can all look forward to an excellent annual meeting and Careers Program. I can't wait to see you in Boston, my old stomping grounds. Let's have a great meeting and have some fun!

Health, happiness, save travels and all the very best,  
Rick Cotton  
Division Chair, Careers Division



## Message from our Division Chair-elect, Denise Jepsen



Hi there,

I hope all is well in your world, that you've had a good year so far, and that you are joining us in Boston in August. It will be great to see old and new friends and colleagues as we revert back to a more traditional meeting format. I can't wait to see what Serge da Motta Veiga, as Program Chair, and Daniel Spurk, as PDW Chair, has designed for us – from what I've seen, it looks great. Thanks, Serge and Daniel, for all that you've done so far.

I would like to take a moment to remember why we have awards in our division. Our awards provide tangible recognition and validation for outstanding contributions to the careers scholarship field made by individuals. Awards help us celebrate the excellence of their research, inspire innovation as we look at their methods and theories and research questions, and encourage the pursuit of knowledge and expertise within our community as they create new research agendas. Awards provide us with a platform to honor their exceptional work, foster collaboration between our network of scholars and motivate members to continue pushing the boundaries of our field. Awards are a hard-earned reward for (some of) our work. When we are

busy and can only read or attend a portion of what we would otherwise want, awards as a shortcut point us to the best of the best, as rated by our peers or other judges. Yes, awards are not perfect for a bunch of reasons, but they remain an important tool for celebrating achievements and inspiring excellence within our community.

I am delighted to share with you the finalists for three of this year's awards for our division. These are the awards related to submissions to the AOM meeting and reflect the ratings received from reviewers. Perhaps you will seek out these papers in the AOM program? See if you agree with our award committees when their winners are announced in Boston. Please join me in congratulating the following finalists:

### **Best Overall Paper finalists:**

- \* Depleting Or Enriching? Effects Of Identification With Multiple Jobs On Jobholders And Partner, by Sherry E. Moss, Wake Forest University and Arran Caza, UNC

Greensboro

- \* A Voluntary Reinvention of One's Work: The Case of French Anesthesiologists Using Hypnosis by Nishani Bourmault, NEOMA Business School
- \* Multicultural Identities and Career Preferences by Lee Martin, University of Sydney and Jennifer Hui-Han Gao, University of Melbourne

**Arnon Reichers Best Student Paper finalists:**

- \* How Working Long Hours before Personal Losses Affects Changes in Employee Well-Being via Emotions, by Claudia Rossetti, University of Mannheim
- \* Pressure from Social Media: The Influence of Social Media Usage on Career Exploration and Well-being, by Shiyu Zhou, Fudan School of Management, Fudan Uni, Yan Wu, Longfei Cui, Tongji Uni and Biya Ren, Glasgow Uni
- \* The Miseducation of a Labor Market: When Labor Market Intermediaries Create Expectation Gaps, by Abisola Coretta Kusimo, Stanford School of Engineering and Melissa Valentine, Stanford University

**Michael Driver Best Symposium finalists:**

- \* Novel Perspectives on Gender and Careers, by Shoshana Schwartz, Christopher Newport University and Pooria Assadi, California State University Sacramento
- \* Understanding the (In)effectiveness of Organizational Diversity, Equity and Inclusion (DEI) Efforts, by Seval Gündemir, University of Amsterdam and Astrid C. Homan, University of Amsterdam

- \* Meaning of Work in Crisis Contexts, by Eunice Eun, Yale School of Management and Winnie Jiang, INSEAD.

You will have to wait till August when we reveal the Mid-Career Scholar and the Macquarie Business School-sponsored Best Published Paper Award finalists and winners.

As in past years, the awards committees were composed of the division's best reviewers, past award winners, recognized scholars, and rising stars who represent the diverse strengths of our division. I want to acknowledge the time and effort spent by those awards committee volunteers for their contributions to the division. Huge thanks go to the Chairs for their wrangling and to the committee members for their dedication also. For Best Overall Paper: Adam Smale (Chair), Zhongda Wu, Nicky Dries and Gina Dokko. For Best Student Paper: Robert Kase (Chair), Emma Parry, Maria Tomprou and Victor Chen. For Best Symposium: Noemi Nagy (Chair), Anabelle Hofer, Jeffrey Yip and Patrick Garcia. For Mid-Career Scholar: Peter Heslin (Chair), Alex Newman and Mila Lazarova and for Best Published Paper: Scott Seibert (Chair), Julia Richardson, Bert Schreurs and Beatrice Van der Heijden.

My congratulations to all finalists and my thanks to the volunteer committee members.

With kind regards,

Denise Jepsen

Division Chair-elect, Careers Division

### Message from our Division Program Chair, Serge da Motta Veiga



Dear Careers Division friends and colleagues,

First and foremost, I would like to extend a heart-felt THANK YOU to everyone who contributed to the 2023 Careers Division program as authors, pre-senters, (emergency) reviewers, and session moderators. I am always impressed and amazed by the generosity of Careers scholars; all of the time and energy you give to making this whole endeavor work makes us a vibrant community. This year, we had a record number of reviewers, so thank you!!

The Careers Division is grateful to have your support, and I am confident you will both enjoy and benefit from the sessions we will be offering at this year's meeting! The AOM theme this year is "Putting the Worker Front and Center" and we in the Careers Division are well placed to contribute to the many interesting questions and challenges presented by this theme. The **Careers Division Scholarly Program** in Boston consists of 26 symposia (including sponsored, co-sponsored and triply-sponsored symposia) and 76 papers (19 paper sessions). We sustained our high level of submissions from last year, making this year again

highly competitive and helping us to maintain a high-quality program.

**CAR Symposia.** A wide range of topics is addressed in the symposia, including gender, organizational DEI efforts, inequality, calling, identity, labor platform workers, and many more. Keep an eye out especially for these 13 Careers Division-specific symposia:

#### Monday:

- \* Novel perspectives on Gender and Careers (*recorded*)
- \* Understanding the (In)effectiveness of Organizational Diversity, Equity and Inclusion (DEI) Efforts (*recorded*)
- \* What's New on Calling: Multi-Method Insights on its Predictors and Outcomes
- \* New Insights into Toxic Traits, Organizational Context, and Employee Outcomes
- \* Future Directions in Identity Construction Research
- \* Meaning of Work in Crisis Contexts (*recorded*)

- \* Overcoming Gender Bias in Higher Education Institutions: The Importance of Gender Equality Plans (*recorded*)
- \* Work, Occupations, and Inequality

### **Tuesday:**

- \* Toward a More Granular Understanding of Antecedents and Consequences of Employee Mobility
- \* Putting Online Labor Platform Workers Front and Center: Successful Career Development Across Time
- \* Perceived Overqualification: New Directions
- \* Impostorism in the Workplace – A New Perspective
- \* Working Fathers: Overworked and Under-Familied?

**CAR Paper Sessions.** The paper sessions comprise three or four full papers on the topic. In designing the program, we tried not to clash similar themes in concurrent sessions, but sometimes we just couldn't avoid it. Check your program for these 19 sessions:

### **Monday:**

- \* Successful Aging and Retirement
- \* Job Loss, Job Search, and Job Changes
- \* Work-Home and Work-Family Interface in Careers
- \* Promotability, High Potential, and Star Employees
- \* Top-Down Approaches to Careers Research
- \* Gig Work, Labor Market Intermediaries, and I-Deals
- \* Occupational and Organizational Commitment in Careers
- \* Active Career (Self)Management and Career Outcomes
- \* Challenges in Careers: Paradoxes, Transformation, Decidedness, and Missteps

### **Tuesday:**

- \* Academic Careers
- \* Expatriates and Global Careers
- \* Sustainable Careers
- \* Identity and Identification in Careers

- \* (Im)Migrant Careers
- \* Gender and Career Challenges
- \* Newcomers, Socialization, and Early Careers
- \* School-to-Work Transition: Career Interventions, Social Media, and Other Influencers
- \* Competencies, Workability, and Employability
- \* Proactivity and Mentoring in Careers

I am also excited to share information about our plenary session with you. We will have a stellar panel discussing the Future of Work and Careers. The session, titled: **CAR Division Plenary: The Future of Work and Careers** will feature highly acclaimed scholars and thinkers with a broad range of expertise on the topic, including:

- \* Jelena Zikic, Associate Professor, York University
- \* Connie Wanberg, Professor, University of Minnesota
- \* Laura Little, Professor, University of Georgia
- \* Anthony Klotz, Associate Professor, University College London
- \* David Collings, Professor, Trinity College Dublin

The moderator for the panel will be Jos Akkermans, Associate Professor, VU Amsterdam. The plenary will take place Monday, August 7 from 4:00PM – 5:30PM in the Sheraton Boston Hotel, Independence East (this session will be recorded). It's going to be very interesting with time for interaction, and we look forward to your participation!

Right after the plenary, we will have our **CAR Division Business Meeting** (Monday, August 7 from 5:30PM - 6:30PM in the Sheraton Boston Hotel, Independence East, which will also be recorded). After the business meeting, you are all cordially invited to the **CAR Division Awards Ceremony and Networking** that will take place immediately after (6:30PM – 8:30PM in the Sheraton Boston Hotel, Back Bay Ballroom C). The event is a perfect opportunity to celebrate our awards winners, as well as to meet, reconnect, network, or just enjoy the other members of the Careers Division and the Academy. I very much hope to see you at our sessions and social events!

Serge da Motta Veiga  
Division Program Chair, Careers Division

## Message from our PDW Chair, Daniel Spurk



Dear Friends and Colleagues in the Careers Division,

I hope you are growing increasingly enthusiastic about the next AOM conference, which will be held in Boston. The program contains numerous components while returning to only in-person sessions, which are specifically fruitful in the PDW context.

After several weeks of submission, approval, and organization, I'm thrilled to present you with various amazing PDWs at this year's AOM summit. The PDWs will be held on Friday, Saturday, and Sunday. Due to the number of accepted PDWs and because I wanted to give all PDWs the time they deserve, there will be one overlap. However, this overlap is between different target groups (Ph.D. students and later faculty). Therefore, no one should experience scheduling problems.

You could even attend nearly all of them if you wanted to in this way. PDWs that support all levels of professional scholarship, including the following, are one of the highlights:

- \* Careers in the Rough

- \* Sequence Analysis: Techniques and Practical Applications
- \* CAR Doctoral Consortium
- \* CAR 'Meet the Editors' Panel Discussion

We will also have a PDW focusing on specific research topics to foster scientific progress in career-related areas:

- \* Career Proactivity: Foundations, Review, and Research Agenda

And a group of PDWs that support your career opportunities:

- \* Building on the Positive: Raise Awareness For your Personal and Professional Resources
- \* Transitioning From a Faculty to an Administrator Role
- \* Beyond the Usual Suspects: Finding and Building Personally Meaningful Careers at HBCUs

- \* New Academic Job Opportunities in China (2023)
- \* Building a Successful Mentoring Program: Insights from the Careers Division Mentoring Program
- \* From Lab to Business School (2nd Edition): Leveraging STEM in Management

Finally, we will hold our famous social on Saturday, August 5th, from 7:30PM to 9:30PM, have a drink and finger food with all your Careers Division colleagues and friends. The location will be offsite: Kings Dining & Entertainment - Boston Back Bay.

I am looking forward to the PDW program, which surely will benefit from the in-person setting this year. I expect energizing and inspiring talks and discussions during all PDW sessions. You are all invited to join this community.

Daniel Spurk  
PDW Chair, Careers Division

### Message from our Outgoing Division Chair, Jos Akkermans



Dear Careers Division colleagues and friends,

As the Immediate Past Chair, I have been responsible for organizing and coordinating the elections for new officers. This year, we had openings for a new PDW Chair and three Representatives-at-Large. As you have seen on Connect, the elections are now finished. We had around 23% of our members who voted, which is roughly equal to previous years and slightly higher than the overall AOM participation. Thank you for your involvement in this process!

And now... please join me in welcoming our new officers to the team starting in August 2023:

**Jennifer Tosti-Kharas** will be our new PDW Chair, who will subsequently serve as our Program Chair, Chair-Elect, Division Chair, and Immediate Past Chair. Jen has been highly involved in our division for many years, for example, serving as our Treasurer in the recent past. We are excited to have Jen join the leadership team and share her passion and experience!

Our new RALs are (in alphabetical order): **Katja Dlouhy**, **Madeleine Haenggli**, and **Annabelle Hofer**. All three are active members of our division who have become increasingly visible within and outside CAR. We look forward to seeing your contributions to the division in the next three years!

A special thank you goes out to everyone who ran for office. We greatly appreciate your contributions and willingness to serve. All of you received significant support from our membership, and we hope you will consider running again if you were not elected this year. I also want to thank our nomination committee, consisting of Daniel Spurk, Serge da Motta Veiga, Denise Jepsen, and Rick Cotton. And thank you to Michael McShane for all the support during the process.

After the past four years and all those long contributions I wrote for our newsletter, this was a really short one. And it's my final one!

After serving as the Newsletter Editor for three years, and then moving on to the leadership team, I've been writing pieces for this newsletter for eight years consecutively now. So it's a bit odd to think this is the final one!

But, as they say – and, yes, I know it's a huge cliché – all good things must come to an end. I have thoroughly enjoyed the past years on the CAR leadership team. I learned so much from working with everyone in the division, and I am incredibly grateful I had this opportunity to serve. A special thank you goes out to my predecessors who inspired me throughout these years: Bert Schreurs, Scott Seibert,

Corinne Post, Jamie Ladge, and Gina Dokko. I can leave the leadership team knowing it is in excellent hands, and I will definitely continue to be involved in the division as it is, and it will remain my AOM home. I look forward to seeing where the new leadership team will take the division!

Thank you, everyone, for a wonderful five years. I hope to see you all in Boston!

Best wishes,  
Jos Akkermans  
Past Division Chair, Careers Division



## MEMBER SPOTLIGHT

### Jen Tosti-Kharas

Camilla Latino Spinelli Endowed Term Chair and Professor of Management at Babson College



#### **Tell us about yourself:**

I was born and raised in Scranton, PA, home of the American version of The Office. I studied business as an undergraduate at Wharton, and got my Ph.D. from the NYU Stern School of Business in OB. I was on the faculty of San Francisco State University before coming to Babson, where I have been a professor for the past 8 years. I currently live outside of Boston with my husband, an engineer specializing in materials science (the “science of stuff”), and two kids, Lucy (12) and Theo (9).

#### **What makes you interested in careers?**

My first job out of college was as a management consultant at Accenture. It was an exciting time, living and working in New York City, but it was during the dot-com boom and bust of the early aughts. I watched many colleagues be laid off, suddenly and without notice, and started thinking a lot about career disruptions, how things don’t go as planned, and how people somehow nevertheless must move on. That experience really laid the groundwork for my future research on careers, job transitions, and ultimately how meaningful work provides an anchor through it all.

#### **How did you become engaged with the CAR division?**

My very first AOM – I will never forget it – was at the 2005 meeting in Honolulu, HI. I organized a symposium on “Careers in the 21st Century” that was sponsored by the CAR Division. Ever since that time, the division has felt like my academic home, and rarely a year has gone by that I haven’t participated in a CAR session of some kind. I eventually became a Rep At-Large, then Treasurer, and now am so honored to be the PDW Chair-elect who will move through the 5-year leadership track.

#### **What do you love most about the CAR division?**

The people! It’s a smaller division, so we can really connect with each other. We are increasingly diverse and very multinational, and I find the division to be welcoming and approachable. And I appreciate that having a CAR Division at AOM helps legitimize careers as a meaningful, valued ar-

ea of study. I feel like this is an incredible time to be a careers researcher, honestly.

### **Who inspires you?**

The next generation of children in general – and my own kids in particular – as well as anyone working to try to leave them with a better, cleaner, safer, more just world. Here's hoping!

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

Two books I'm reading right now are *Saving Time* by Jenny Odell, which is all about our relationship to time and how to rethink it, and *Work Pray Code* by Carolyn Chen, which considers how work in Silicon Valley has replaced the role of religion in people's lives. Both books ask very serious and important questions about how much we are willing to give to our careers – and whether what we give to our work is worth what we get – which are themes I'm exploring in my own recent writing.

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

Shasa Dobrow, Hannah Weisman, Danny Heller, and I just had a meta-analysis of research on callings published in *ASQ*. I am immensely proud of this study, in part because it was nothing short of a gigantic amount of work to complete – but most importantly, I believe it provides the groundwork for future research on callings, so I can't wait to see what comes next. I want to make sure to mention that this paper, in its early stages, won a Best Overall Paper award from the CAR Division.

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

Embarrassingly, only in English. My husband speaks Russian, and I can somewhat speak Spanish and Italian, but I don't know the word for career in any of them, and don't want to cheat...but I am looking them up now!

### **What do you like to do for fun?**

I love hiking, downhill and cross-country skiing, yoga, baking, knitting, watching movies, and going to concerts.

### **What else would you like to tell us about yourself?**

I have been on sabbatical this year, and used the time to write two books, both with Christopher Michaelson, that feature some of the work I have learned about through the CAR Division. One is titled *Is Work Worth It?* and will be published in 2024 by PublicAffairs. The other is *Meaning and Purpose: A Key Idea for Society*, part of the Routledge Key Ideas series. Coming soon (I hope!) to a bookstore near you!

### Ariane Froidevaux

Assistant professor of Management at the University of Texas at Arlington



#### **Tell us about yourself:**

I have a strong growth mindset that has had me interested in personal and career development my entire life. I strive to learn and grow from the (career) transitions or any challenge I face in my (non)work life, and to find paths to achieve my goals and develop a sustainable career. I remain a career counselor at heart and care deeply about supporting others doing the same with their own careers. I enjoy sharing with those in earlier career stages what has worked out for me and helping them find the courage to follow their (career) dreams.

#### **What makes you interested in careers?**

When I started with my bachelor's in psychology, I was attracted to the Master's in Career Counseling (University of Lausanne, Switzerland) because choosing a career that is a real fit and being happy with one's overall career development felt like a never-ending and passionate life challenge that is crucial for everyone. I started to become especially interested in mid-career renewal and late career decisions as most of the focus of the field has been traditionally on early careers, as if there were no more career challenges upon a certain age. Since I started my doctoral studies 12 years ago, I have been aiming to contribute to a better understanding of how we can answer the societal challenge of an aging workforce by exploring retirement as a process and a late-career development stage.

#### **How did you become engaged with the CAR Division?**

My doctoral dissertation chair, Andreas Hirschi, has been a long-time member of the division, and he suggested that I join and submit my work in progress to the division. I did it for the first time in 2015 in Vancouver and still have many great memories. I have been doing so each year since then!

#### **What do you love most about the CAR Division?**

I love that we are a small division that feels like a family, where everyone is approachable and open to meeting new members regardless of their career stage. I've felt warmly welcomed and included since the very beginning, and it is always a joy to see everyone each year at AOM. Contributing to the division as a Rep at Large for 3 years (2017-2020) has also been a very special time for me at the division.

### **What inspires you?**

I love the quote, "It is easy to buy another lottery ticket because we do not make our prior unsuccessful attempts personal, we are not emotionally invested in that failure." It highlights the power of perseverance and consistency in reaching our (career) goals, and of learning from our unsuccessful attempts without giving up.

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

Carrière in French, my native language, unfortunately, my German (Laufbahn?) is not as good as it once was!

### **What do you like to do for fun?**

I'm more into "introverted fun" such as yoga and meditation, hiking and walks outdoors, sharing a delicious dinner at the restaurant with my husband or a close friend, and reading novels with my cat!



## NEWS FROM OUR MEMBERS

### Journal Publications

- Akkermans, J., Tomlinson, M., & Anderson, V. (2023). Initial employability development: Introducing a conceptual model integrating signalling and social exchange mechanisms. *European Journal of Work and Organizational Psychology*. <https://doi.org/10.1080/1359432X.2023.2186783>
- Blokker, R., Akkermans, J., Marciniak, J., Jansen, P., Khapova, S. (2023). Organizing school-to-work transition research from a sustainable career perspective: A review and research agenda. *Work, Aging and Retirement*. <https://doi.org/10.1093/workar/waad012>
- Davis, A., & Van der Heijden, B.I.J.M. (2023). Launching the dynamic employee engagement framework: Towards a better understanding of the phenomenon. *Employee Relations*, 45(2), 421-436. <https://doi.org/10.1108/ER-08-2021-0338>
- Dossinger, Karyn, and Rees, Laura, 'Uncertainty and Authenticity during Career Transitions', in Mark A. Griffin, and Gudela Grote (eds), *The Oxford Handbook of Uncertainty Management in Work Organizations* (online edn, Oxford Academic, 20 Oct. 2022), <https://doi.org/10.1093/oxfordhb/9780197501061.013.6>
- Essers, C., Van der Heijden, B., Fletcher, L., & Pijpers, R. (2023). It's all about identity: the identity constructions of LGBT entrepreneurs from an intersectionality perspective. *International Small Business Journal*. <https://doi.org/10.1177/02662426221128464>
- Janssen, M., Van der Heijden, B., Engels, J., Korzilius, H., Peters, P., & Heerkens, Y. (2023). Effects of mindfulness-based stress reduction and an organisational health intervention on Dutch teachers' mental health. *Health Promotion International*, 1-15. <https://doi.org/10.1093/heapro/daac008>
- Lo Presti, A., Van der Heijden, B., Briscoe, J., & Assunta, R. (2023). Crafting your own success: A time-lagged study on the mediating role of job crafting dimensions in the relationship between protean career and career success. *Career Development International*. <https://doi.org/10.1108/CDI-08-2022-0220>
- Pahos, N., Inagaki, E., & Van der Heijden, B. (2023.) Multi-level effects of Human Resources bundles on the performance of ageing employees. *Human Resource Development Quarterly*, 1-24. <https://doi.org/10.1002/hrdq.21501>
- Petruzzello, G., Chiesa, R., Guglielmi, D., Van der Heijden, B., De Jong, J., & Mariani, M. (2023). The development and validation of a multi-dimensional job interview self-efficacy scale. *Personality and Individual Differences*, 184, article number 111221. <https://doi.org/10.1016/j.paid.2021.111221>
- Petruzzello, G., Mariani, M., Chiesa, R., Van der Heijden, B., De Jong, J., & Guglielmi, D. (2023). The role of teaching staff in fostering perceived employability of university students. *Studies in*

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Retkowsky, J., Nijs, S., Akkermans, J., Khapova, S., & Jansen, J. (2023). Seeking stability in unstable employment: An exploratory study of temporary agency workers' career self-management. *Journal of Vocational Behavior*, 143, 103877. <https://doi.org/10.1016/j.jvb.2023.103877>

Shirmohammadi, M., Ayoobzadeh, M., & Beigi, M., (2023). Finding a Home for your Career Away from Home: Experiences of Iranian Highly Skilled Edu-Immigrants in the United States. *Journal of Vocational Behavior*. 143. 103874. <https://doi.org/10.1016/j.jvb.2023.103874>

Shirmohammadi, M., Beigi, M., & Au, W. (2023). Who Moved My Boundary? Strategies Adopted by Dual-Earner Households with School-age Children During the Lockdown. *Journal of Vocational Behavior*. 143. 103866. <https://doi.org/10.1016/j.jvb.2023.103866>

Van der Schaft, A., Lub, X., Van der Heijden, B., & Solinger, O. (2023). How employees experience digital transformation. A dynamic and multi-layered sensemaking perspective. *Journal of Hospitality & Tourism Research*. <https://doi.org/10.1177/10963480221123098>

Van Vuuren, T., Van der Heijden, B., & Semeijn, J. (2023). With a little help from my friends: Adopting a P-E fit perspective in understanding the Value of Organisational Learning Climate for Sustainable Employability. *Frontiers in Psychology*, 14, Article number 1128535. <https://doi.org/10.3389/fpsyg.2023.1128535>



## TEDx Talk: What Makes Careers Successful?



Our division's Immediate Past Chair, Jos Akkermans, recently gave a TEDx talk about career success. During the talk, he talks about the similarities between a full professor and two entrepreneurs selling kitchen appliances, and how that relates to career success. Did that trigger your curiosity? If not, rest assured that he also discussed common definitions of career success and some of the main conclusions from the existing literature on how people can become successful in their careers. Furthermore, he reflects on the importance of thinking about sustainable careers and how this relates to career success. All of that in 15 minutes!

If you're interested in hearing more, you can view the TED talk here: [https://www.youtube.com/watch?v=DICR\\_TgRLfE](https://www.youtube.com/watch?v=DICR_TgRLfE).

The talk is based on insights from an upcoming article in the Annual Review of Organizational Psychology and Organizational Behavior about career success, which he wrote with Scott Seibert and Jerry Liu. Keep an eye out for that one, as it should appear very soon!

## **RESOURCE CORNER**

AOM Career Services now offers resources beyond the Annual Career Fair including:

- \* One-on-one Career Coaching available year-round
- \* Dedicated staff to support recruitment efforts and career development connections
- \* Career Services PDW offered during the Annual Meeting
- \* Career Services Committee video sessions on demand

Check out the unique AOM Career Services resources today!

## **DID YOU KNOW THAT?**

The Careers Division hosts regular coffee hours and developmental networks workshop for PhD students. If you are a doctoral student member who is interested in taking part please reach out to Alex Newman, Representative at Large on [a.newman@deakin.edu.au](mailto:a.newman@deakin.edu.au)

## CALL FOR PAPERS

### Journal of Vocational Behavior

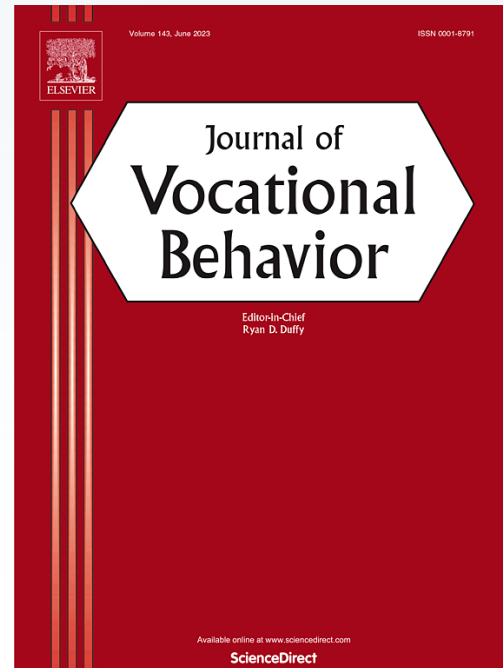
#### Navigating Careers in Non-Standard Work: Challenges and Ways Forward for Vocational Behavior and Human Resource Management

##### Introduction to the Special Issue Topic

During the past decade, non-standard work (sometimes referred to as alternative work arrangements) – which can be described as the absence of standard work – has increased and has gained political and societal awareness (Shifrin & Michel, 2022; Spreitzer et al., 2017). Thereby, standard work can be defined as “jobs where work is performed on a fixed schedule, at the firm’s place of business under the firm’s control and with a mutual expectation of continued employment” (Okhuysen et al., 2013, p. 492).

Non-standard work arrangements show more flexible characteristics compared to standard work (Spurk & Straub, 2020). For example, they typically lack a long-term relationship between employer and employee. Moreover, they may feature relatively high levels of autonomy but also insecurity (Retkowsky et al., 2023). Different types of non-standard work arrangements especially affected by such flexible employment relationships are (a) on-call workers (e.g., IT support technicians), (b) agency workers (e.g., temporary secretarial or legal help leased via an agency), (c) direct contract workers (e.g., freelancers, independent contractors, day laborers), and (d) gig workers (e.g., platform mediated work via online platforms such as Uber, Upwork, or Only Fans).

Our special issue specifically focuses on such types of non-standard work because these workers face specific challenges and opportunities regarding career development and planning, as well as receiving organizational career support (Ashford et al., 2018). Moreover, career, vocational, and HRM scholars are yet to theorize the contingencies of various aspects of these types of work and the occupational experiences of workers who navigate them. On the one hand, this special issue aims to find answers to critical questions about if, how, and why non-standard workers can or cannot establish a successful and sustainable career. For example, how to craft a job or career when constantly sent out to different employers on short-term contracts as an agency worker? How to create meaningful social connections when your boss is an algorithm as a gig worker? On the other hand, organizations that are managing those workers (e.g., regular employers but also agencies or gig work platforms) face specific challenges and opportunities to manage and develop their workforce from



an HR perspective. For instance, what kind of HR policies and practices can help non-standard workers develop successful and sustainable careers? How can employment agencies and digital platforms support their workers' careers? Which specific barriers do organizations face to support non-standard workers?

There are some recent approaches to studying non-standard work arrangements from the careers and HR perspective, but the knowledge is still limited, and most studies focus on stressors and insecurities within those samples (De Cuyper et al., 2009; Duggan et al., 2021; Giunchi et al., 2016; Kost et al., 2020; MacDermid et al., 2001; Retkowsky et al., 2023). Hence, we need a broader perspective to unpack how workers and other stakeholders can jointly make sense of and potentially successfully manage careers in non-standard working arrangements. The focus of the special issue thereby lies on careers and HRM within the context of non-standard work.

### **Potential Research Questions that could be Answered within the Special Issue**

Empirical quantitative and qualitative research is prioritized, but conceptual and theoretical articles can also be submitted. The aim of the special issue is to answer research questions, including but not limited to:

- \* How do workers within non-standard work construct and understand career success, and which specific predictors, mechanisms, and boundary conditions are relevant to achieve it?
- \* How do the unique personal, contextual, and temporal elements in non-standard work facilitate or hinder workers' career success and sustainability?
- \* How do workers within non-standard work make career decisions, and what is the potential role of indecision or inaction in their career paths?
- \* Which types of (positive and negative) career shocks do non-standard workers encounter, how do they deal with them, and how do those shocks influence their career paths and outcomes?
- \* How do resources, workplace perceptions, and employment relations develop over time within non-standard work, and what role do they play in workers' career development?
- \* How do non-standard workers look at HR practices and policies, and how can they use them in their career development?
- \* How can HRM provide sustainable guidance and help for workers within non-standard work? Which groups are particularly vulnerable in light of career sustainability and how could HR help?
- \* What are the challenges and opportunities for HRM in various non-standard work settings, and how can they optimally solve them?
- \* How can HRM build commitment and embeddedness for non-standard workers even if the employment relationship is more flexible and typically short-term?
- \* How can HRM of the related agencies and platforms manage the careers, performance, and employability of workers within non-standard work arrangements?

## Timeline for Authors

Submission deadline for papers	1st of February 2024
First notification of authors about decisions	1st of May 2024
Submission of revisions	1st of September 2024
Planned publication period	January 2025 till March 2025

Informal inquiries about the potential fit of the paper or other issues can be sent to the guest editorial team members at any time.

### Guest Editorial Team

**Daniel Spurk**, University of Bern, Switzerland. [daniel.spurk@unibe.ch](mailto:daniel.spurk@unibe.ch)

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**Mina Beigi**, Southampton Business School, Great Britain. [m.beigi@soton.ac.uk](mailto:m.beigi@soton.ac.uk)

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**Nele de Cuyper**, KU Leuven, Belgium. [nele.decuypere@kuleuven.be](mailto:nele.decuypere@kuleuven.be)

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# Let's get it started!

Advancing new directions in career research

## CarCon 2024 @ VU Amsterdam

📍 Vrije Universiteit Amsterdam Campus

📅 Thursday 18 and Friday 19 April, 2024

Recent review articles in career research have provided an overview of most of the major career theories and concepts, such as career success, calling, boundaryless careers, protean careers, meaningful work, employability, and many more. It's clear that we have a wealth of knowledge in our field! But does this mean we're done researching careers? No! These articles also formulate advice on how to take research into new directions. At the same time, new perspectives are emerging, such as sustainable careers, career ecosystems, career inaction, career and occupational regret, and career shocks. And other disciplines also contribute valuable knowledge, for instance, about work-nonwork issues and non-standard work. In short: this is an exciting time for career research with many opportunities for novel and innovative directions. So, have we already gotten started researching these new directions? That's exactly what we want to address at CarCon 2024!

### Keynotes

The conference features exciting keynotes by Mina Beigi (UK), Frederick P. Morgeson (US), and Sharon Parker (AUS). They will bring in their perspectives from the broader OB, Management, and Psychology areas to highlight opportunities and initiate conversations to advance career research.

# CarCon 2024

## Keynote Speakers



### Mina Beigi

Mina is a Professor of Career Studies at the University of Southampton. She studies the work-nonwork interface, career success, and understudied careers using in-depth qualitative methodologies. In so doing, her aim is to provide insights into unexplored career trajectories and under-researched contexts in how individuals navigate their careers and personal and professional lives.



### Sharon Parker

Sharon Kaye Parker is an Australian academic and John Curtin Distinguished Professor in organizational behavior at Curtin University. She is a world-leading researcher on the topic of work design, as well as other topics such as proactivity, mental health, and job performance. Her research has been cited more than 37,000 times internationally and she has also been recognised as one of the world's most influential scientists and social scientists in 2019.



### Frederick P. Morgeson

Frederick P. Morgeson (Ph.D., Purdue University) is the Eli Broad Professor of Management at Michigan State University and the current and founding Editor of the Annual Review of Organizational Psychology and Organizational Behavior. His research covers a broad range of topics in OB and management, such as work design and leadership. He also introduced event systems theory.

With the second edition of Careers-Division Community Conference, we want to focus on the advancements in new research directions in career studies. What suggestions from recent review articles are being researched now? How are studies empirically examining new career theories and concepts? In short, the primary aim of CarCon 2024 is to create an active exchange between (career) researchers who conduct research that brings into practice recent ideas about how we can move the field forward. This, of course, also includes new ideas that have not been suggested yet! We hope that the collection of presentations and sessions at the conference will allow us to inspire each other about current developments and future trends.

## Interested in participating?

Abstracts for papers, symposiums and professional development workshops are welcome! **Submit your 1500-word abstract by 1 October, 2023.** We will review submissions and inform you of our decision by 15 November, 2023. More information on submissions and registrations will follow!

We also plan to organize a dedicated hybrid track that can facilitate participation for those unable to travel to Amsterdam.

## More information

This meeting is made possible by the Careers Division of the Academy of Management, supported by the VU Department of Management and Organization, School of Business and Economics.

In case you have any remaining questions, please contact: Jos Akkermans, [j.akkermans@vu.nl](mailto:j.akkermans@vu.nl)

## **CAREERS DIVISION SPONSORS**

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### **Inviting Sponsors to Support CAR Division**

Is your school or university looking to improve its profile? The Careers Division has a perfect opportunity, by contributing to sponsoring the 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: [ayoobzadeh.mostafa@uqam.ca](mailto:ayoobzadeh.mostafa@uqam.ca)