CAREERS (CAR)

Program Chair: Serge da Motta Veiga, EDHEC Business School, Roubaix, France, serge.damottaveiga@edhec.edu

2023 Careers Division Scholarly Program: Call for Submissions

The **Careers Division (CAR)** seeks scholarly submissions of papers and symposia for AOM 2023, the 83rd Annual Meeting of the Academy of Management, to be held from Friday, August 4 to Tuesday, August 8, 2023, with scholarly sessions taking place on Monday, August 7 and Tuesday, August 8. The Meeting will be held in-person in Boston, Massachusetts, USA.

Mission Statement: The Careers Division fosters the general advancement of research, learning, teaching, and practice in the field of careers, while encouraging the extension and unification of knowledge pertaining to careers, and thereby enhancing the practice of management.

Careers Domain: Research in the field of careers addresses people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. Submissions for the conference may reflect any topic that fits within the careers domain and extends our understanding of careers. The Careers Division is open to qualitative, quantitative, and mixed-method approaches as well as conceptual and theoretical submissions. Topics include, but are not limited to:

- Individual career development, career management strategies, proactive behaviors, and career planning
- All manner of objective and subjective career success outcomes from pay to satisfaction, performance to stress, and employability to career sustainability;
- Workforce diversity and inclusion as well as race, culture, and gender effects in and on careers
- Organizational career management systems and approaches as well as the relationships between HR systems, talent management practices and careers
- Developmental relationships and networks, as well as mentoring, coaching and counseling
- Cross-cultural, international, and comparative careers as well as expatriate experiences
- Effects of societal, national, industrial, organizational, occupational, technological and social context on careers
- Career disruptions, shocks such as COVID-19 but others also, transitions and plateauing
- Labor market structures, functions, and mobility
- Careers of specific groups, such as top management teams, mothers, entrepreneurs, migrants, flex workers, gigsters, remotes, first responders, healthcare workers and beyond

2023 Conference theme: We encourage contributions that relate to the theme for the meeting "Putting the Worker Front and Center", a critically important topic at a time when global shifts in the geo-political, environmental, demographic, and technological landscape are introducing unprecedented levels of uncertainty into labor markets and employment relations.

This year's theme pushes us as a community of scholars to offer a multifaceted array of impactful contributions by addressing various questions including (but not only): What employment

strategies are required for organizations to more effectively and sustainably leverage their people potential? How are geo-political and institutional shifts transforming the experience of work, and what are the micro-processes driving this transformation? What are the individual, organizational and societal implications of employee "side hustles" and what can organizations do to leverage the growing employee interest in engaging in such activity? How is the changing nature of work and "anti-workism" transforming collective voice and the institutions through which it is expressed around the world, and indeed, what underlies the emergence of new forms of worker organization within and across workplaces? How is the AI revolution impacting primary and secondary labor markets and shifting the nature of work and employment for marginalized workers? What new methodological approaches are needed to understand and address the challenges faced by the world's four billion peasants?

We encourage submitters of scholarly papers and symposia to consider, yet certainly not be bound by, this year's conference theme. As "putting the worker front and center" is certainly highly relevant to careers, we hope to see many thematic submissions. However, we very much welcome new original research in any aspect or area of careers studies.

Submission Guidelines: The CAR scholarly program will include both papers and symposia. Details of the requirements for each session type (paper versus symposium) are outlined on the Submission Process page. Please also keep in mind that symposia (including panel discussions) have a higher chance of acceptance when they indicate potential co-sponsorship by other relevant divisions.

Please note that *all papers should be submitted using the* AOM Submission Center. The Submission Center opens **early December 2021** and closes on **Tuesday, January 10, 2023 at 5:00pm ET (NY Time).** Earlier submissions are encouraged and any submissions after the deadline will not be processed, so please ensure a timely submission. Also, note that there is limited space on the scholarly program and, consequently, not all submissions can be accepted.

Being a Reviewer for Our Division: Please consider reviewing for CAR. Regardless of your career phase, AOM provides excellent support for reviewing and we welcome your involvement whether you are a new or long-standing Annual Meeting attendee. Without our reviewers, we cannot create a great program. In other words: We need your help because to have helpful reviews, we need many helpful reviewers! You can get reviewing guidelines to help you along the way.

So, please sign up NOW to review for the Careers Division at https://review.aom.org/. The actual review period is from mid-January until mid-February 2023.

Careers Division Awards: The Careers Division offers several awards for the Annual Meeting, including the *Best Overall Paper Award*, the *Michael Driver Best Symposium Award* and the *Arnon Reichers Best Student Paper Award*. The award winners will be determined by committees of around 3-5 scholars, and the winners will be announced during the AOM 2023 conference.