

The Career Forum

Melika Shirmohammadi, Editor &
Mostafa Ayoobzadeh, Associate Editor

Contents

INTRODUCTION	2
NEWS FROM THE CAREERS DIVISION	3
MEMBER SPOTLIGHT	14
NEWS FROM OUR MEMBERS	18
RESOURCE CORNER	23
DID YOU KNOW THAT?	23
CALL FOR PAPERS	24
SPONSORS	36
THE CAREER FORUM	37

2020-2021 Careers Division Officers

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

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

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

Denise Mary Jepsen, PDW Chair
Macquarie University, Australia
denise.jepsen@mq.edu.au

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

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

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

Melika Shirmohammadi, Newsletter Editor
University of Houston, USA
mshirmohammadi@uh.edu

INTRODUCTION

Dear Careers Division Members,

As the new editor of the Career Forum, it is my pleasure to share the second issue of our newsletter with you. I am delighted to have the opportunity to serve in this role. I would like to especially thank my colleague and friend, Mina Beigi, the past editor of the newsletter, for her generous support and coaching as I transitioned into this role.

I am excited to introduce the new associate editor, Mostafa Ayoobzadeh, a lecturer at the John Molson School of Business, Concordia University. Mostafa is a careers researcher, a gracious and thoughtful colleague, and a dedicated division member. He has kindly offered to support the CAR division by filling this role.

This issue covers letters from the executive committee, news from our members, and several calls for papers. Also, interesting information is presented under the “Resource Corner” and “Did You Know That?” sections. I am very excited about the new “Member Spotlight” section in our newsletter. The goal is to help us know our colleagues better and cultivate the friendly and collegial culture of the CAR division. It is also a way to get inspired and learn from one another. I intend to reach out to two members for every issue and ask for their participation in this initiative. Of course, it was hard to select only two people to kick off the “Member Spotlight” this round, given that we have many active members and outstand-



ing scholars among us. I eventually decided to research the past few editions of the newsletter and identify two candidates who have been especially active in responding to the calls for inputs with their publication list. Their productivity and passion for career research inspire me; I hope you also enjoy reading their accounts. I intend to make this section something that you all look forward to reading in every issue!

I close with a loud shout out to the executive committee, who worked exceptionally hard in 2020 to make things happen for our division. Last but not least, I would like to thank those of you who sent your contributions and inputs for the newsletter. I look forward to receiving more information from you for the next issue! Feel free to reach out to me at any time and share your news and suggestions.

I wish you a restful and safe last few days of 2020 and a joyful start to 2021!

Melika Shirmohammadi
Newsletter Editor, Careers Division

NEWS FROM THE CAREERS DIVISION

Message from our Division Chair, Gina Dokko



Dear Careers (CAR) Division Members and Friends,

It is my honor to serve as the Careers Division Chair 2020-2021! I have to confess that when I joined the leadership track four years ago, I did not envision my Division Chair year being quite like this. As a Division, we're fortunate that our prior Division Chairs, most recently Jamie Ladge and Scott Seibert, left the Division in great shape. We have a clear strategic direction and goals based on our last 5-year review (completed in 2019), which included input from the membership. My plans for this year are to build on the prior work and make progress on our strategic goals:

Goal 1: Improve productive interaction among junior and senior scholars

Goal 2: Improve opportunities for research collaboration among members

Goal 3: Provide value to the membership beyond the AOM Conference

Goal 4: Raise the scholarly prestige of the Division

Goal 5: Continued efforts to recruit, engage and sustain membership & sponsorship

The Careers Executive Committee (EC) has formed sub-committees to organize our work this year. Most of our goals are essentially about connection, and connecting is more im-

portant now than ever. The sub-committees already have some exciting initiatives that they're working on. The **Mentoring** Committee (Goal 1), led by Erin Makarius, with Marijke Verbruggen, Stefanie Gustafsson, Jeff Yip, and Ricardo Rodrigues, has developed a structured mentoring program that is currently open for enrollment (check out the posting on Connect@AOM). The **Research Collaboration** Committee (Goal 2), led by Beatrice Van der Heijden with Mel Fugate and Ricardo Rodrigues, has started planning activities focused on employability research and outreach to Latin America. The **Value Beyond August** Committee (Goal 3), led by Stefanie Gustafsson with Jeff Yip and Jamie Ladge is highlighting our award winners in video chats, as well as creating a structure for inclusion for our membership around the world. The **Prestige and Impact** Committee (Goal 4) led by Sherry Sullivan with Silvia Dello Russo and Beatrice Van der Heijden is working on ways to feature impactful careers research and researchers. The **Membership** Committee (Goal 5) led by Marijke Verbruggen with Silvia Dello Russo is working to ensure we are sustaining

our membership. In addition, we have some informal community-building going on. Holly Ferraro and I are organizing a **Careers and Diversity Coffee Hour** to gather people who share a common interest and just get to know each other. Finally, we have empaneled a **Social Media and Communications** Committee led by Ricardo Rodrigues (Community Moderator) with Lauren Simon (Webmaster), Melika Shirmohammadi (Newsletter Editor), Jamie Ladge, and Erin Makarius to make sure our outbound communications are coordinated and impactful.

We have also started the work of putting together a terrific virtual conferencing experience, using our learning from last year to develop an appealing and productive program. Special thanks to **Denise Jepsen**, PDW Chair; **Rick Cotton**, Program Chair, **Jos Akkermans**, Division Chair-elect; **Jamie Ladge**, Outgoing Division Chair, and **Ryan Klinger**, Secretary. **Jennifer Tosti-Kharas**, Treasurer, will be working on fundraising and keeping our financial house in order, and **Sherry Sullivan**, Historian, ensures continuity and building on our experience. Keep an eye on the discussion on Connect@AOM (<https://car.aom.org/car-network/ourdiscussiongroup>) to stay up-to-date. You can also join our discussion group to get automatic updates in your email (<https://connect.aom.org/home>).

Finally, we are very grateful for you, our engaged membership. By submitting your work

to our program, posting on the Careers Connect@AOM site, and generously volunteering your time to review submissions, you keep the Division vibrant. Have you thought about getting more involved with the Division? Maybe volunteering for one of our committees or events, or even running for office? It's a great way to immerse yourself in the Careers research community and learn about how the Careers Division and the AOM work. And, you can meet lots of very nice people! My own involvement with the Careers Division started with volunteering on the Membership Committee, and then serving as Secretary, before running for the leadership track. If you'd like to learn more or to sign up as a volunteer, please let us know by contacting me (gdokko@ucdavis.edu) or Marijke Verbruggen (marijke.verbruggen@kuleuven.be). Additionally, Jamie Ladge is overseeing our elections this year. **We encourage nominations and self-nominations.** The window for nominating is not open yet, which means there is plenty of time to ask about the roles and opportunities to serve on the Careers Division Executive Committee. Please contact Jamie Ladge (j.ladge@northeastern.edu) for information.

I wish you all the best of health and happiness in these...interesting times. Let's look forward, together, to better days ahead!

Gina Dokko
Division Chair, Careers Division

Message from our Division Chair-elect, Jos Akkermans



Dear colleagues and friends,

This past year, it was an honor and a pleasure to serve as the Careers Division Program Chair. The 2020 AOM meeting was unique in many ways, most of all due to its fully online nature. Despite all the challenges that came along with this major experiment, I was very impressed by everyone's flexibility and efforts, and I am grateful that we have such an engaged community of people. Thank you for being part of our division!

One of the things I enjoyed most as program chair was to see the incredible quality of submitted work, and the ever increasing breadth of topics that we, as Careers Division, study. After having conducted several review articles of the careers field in recent years, I thought I knew the field in all its details, yet this year showed me that there is much more that we can offer. The live sessions we had during the conference are evidence of the diversity of topics and the relevance of the issues we study: they ranged from boomerang employment to flexible work practices, and from meaningful work to the aging workforce. The

Plenary Session was also a highlight of my year as program chair, and I thoroughly enjoyed seeing current and former leadership of several AOM Divisions have a discussion about how to move forward with interdisciplinary research related to careers. And stay tuned, because some of the videos will be shared via YouTube throughout the year, so you can enjoy them once more (or, for the first time)!

I would also like to use this occasion for a few words of thanks. It was a crazy year for all of us, and certainly also for me as a program chair. I don't think I would have stayed sane and be able to design the program if it wasn't for all the enormous help I received from fellow CAR members. Rick Cotton and I were in touch all the time about fine-tuning the PDW and scholarly programs, and I really enjoyed our cooperation. Gina Dokko and Jamie Ladge, both former program chairs, also helped out whenever I needed some support. And even though she will not read this, I would also like

to thank my wife for her mental support and the many, many coffees she brought me during late night AOM activities. For the upcoming conference in 2021, I am glad that we know at an early stage that the conference will be online. Hopefully, the experiences that Rick and I gathered this year will be helpful for Rick and Denise in their tasks to design the scholarly and PDW program for next year. I have no doubt that they will do a fantastic job, and I encourage everyone to submit their work and help out as a reviewer.

For me, this is the “in between” year where I will hopefully learn how to become a great program chair next year. I will have some major shoes to fill with former chairs Corinne Post, Bert Schreurs, Scott Seibert, and Jamie Ladge. And our current division chair, Gina Dokko, has really taken the lead in a proactive

way, formulating ambitions while also being very respectful of people’s well-being in these challenging times. This will be a big inspiration for me in preparing to take over her role next year.

On a final note: please already think about potential nominations for our two non-conference Careers Division awards that we introduced last year: the Careers Division Best Published Paper Award and the Careers Division Mid-Career Award. I will reach out to all of you soon with more details about the criteria and nomination procedure. Hopefully, we will get a great set of nominations for both awards like we did last year!

Best wishes,
Jos Akkermans
Division Chair-elect, Careers Division

Message from our Division Program Chair, Richard Cotton



Dear Careers friends and colleagues,

This year has been a year like no other and my thoughts are with you and your loved ones during these uncertain and often difficult times.

In some ways, it feels like our virtual meeting in August was not that long ago, but given how busy everyone is, in some ways, it also seems like a distant memory. That said, we are already busy preparing and planning for the 2021 virtual AOM meeting and are definitely hoping you will submit your best work as you give the whole “virtual AOM thing” another chance. Please know that our division leaders have offered many improvement suggestions for the virtual conference, and we are hoping for the best. AOM is promising more interaction, more engagement opportunities, more live sessions, and a greater range of timeslots. In addition, as your CAR Program Chair, I look forward to the annual meeting and the chance to catch up with you and to experience the insightful research of so many CAR friends and colleagues, new and old, from around the world.

Having been CAR PDW Chair in the virtual meeting format, I am so thankful to have had the chance to work with session organizers and many others who were incredibly flexible and adaptable. I am also proud to have attended CAR sessions with so many of you who adjusted your schedules (and body clocks) to make the most of our PDWs that were some of the best attended at AOM. CAR PDW submissions, acceptances, and hours were up. In addition, I fought to get us more than our fair share of live PDW session slots, and I am so glad that I did. That said, I wish I could have accepted each and every PDW submission and had them all as live sessions if I possibly could have. In the end, our CAR PDW program had sessions that were varied, interesting, and interactive. I was particularly happy to see our live CAR PDW sessions, which focused on junior careers (e.g., doctoral consortium), mid- and later career challenges (e.g., moving into administrative roles) and a

wonderful session on careers teaching tools, to each be well attended by their targeted audiences. Our other asynchronous PDWs also attracted an engaged group of participants, as did our co-sponsored sessions. In the end, the feedback was that we offered a very interesting program with high-quality sessions and, thankfully, breakouts that worked well. Many thanks to our organizers and the AOM Program Team for the many harried phone calls and emails down the home stretch as we were all thrown into the deep end in attempting to pull off a virtual conference for thousands in what amounted to a very short time frame.

Now, it is on to 2021!

The Careers Division has always been a “home away from home” for me when it comes to the annual meeting, and I can honestly say that this sentiment was proven to me time and again over the past year. When I needed help as PDW Chair, Jos Akkermans was there. When I needed support to successfully pursue more live sessions for our division, Gina Dokko and Jamie Ladge were right there with me. Also, many thanks go out to our live PDW Organizers, Peter Heslin and Jim Jawahar, as well as the three co-organizers of the CAR Doctoral Consortium, Ariane Froidevaux, Ricardo Rodrigues, and Denise Jepsen. Each and every one of these folks were key to the success of our division’s PDWs. Thanks also to Jennifer

Tosti-Kharas, CAR Treasurer, and Brianna Giampia of the AOM Program Team who were there when I had to scramble to get our deposit back on what I know would have been an amazing PDW Social in Vancouver. We hope for better times ahead and I am excited for us to have some fun and interesting PDWs that allow CAR members to reconnect and in some small way experience that “home away from home” that we all need now more than ever.

Onward and upward as they say. The first thing I would like to do is to once again welcome Denise Jepsen and wish her all the very best in her new role as virtual CAR PDW Chair #2. Denise has shown her commitment to the division for many years, recently as both a Representative-at-Large and as rock-solid, by the books, Treasurer who always kept our balance sheet on the up and up. Denise is always caring, engaging and fun to be around. And, I have no doubt that she will do a fantastic job shaping a PDW program for the 2021 meeting and I am happy to support her in any way I can.

Now, I would like to take a quick look forward to our scholarly program for the 2021 virtual meeting. In my new role as CAR Program Chair, I am very much looking forward to receiving your sub-mitted papers and symposia by the **Tuesday, January 12, 2021, deadline.**

While I can understand wanting to take a break from submitting to AOM as we all try to wait out the pandemic, I implore you, for the good of our field and for the good of our membership, to please submit your papers and symposia to this year's AOM conference just as you would have in the past.

As you have probably already seen in your email or on the Connect platform, the [Careers Division Call for Submissions](#) is out, and the [AOM submission system](#) is very much open. This year's conference theme is "[Bringing the Manager Back in Management](#)", which focuses on all manner of managers from frontline to global and how our research and teaching shapes what practicing managers do and how we can help them survive and thrive in such unprecedented and uncertain times as these. Submissions that contribute to this theme are appreciated of course, although abiding by this theme is not mandatory in any way. As always, we welcome your scholarly research related to career studies in all its splendor. Some suggestions for topics can be found in my call for submissions, and you will also be asked to designate keywords when submitting your work. One of the many strengths of our division is its broad focus on topics that contribute to a better understanding of people's careers, and whether you are new to careers or an established scholar, I encourage you to submit your work and to join us online for the

scholarly program (At least you won't have to go through airport security or wait on a long line at a Philly Starbucks as you try to rush to your next session!).

Finally: Please consider reviewing for our division. If you do, it will mean so much. Whether you are a highly experienced scholar or a PhD candidate, everyone is invited to serve as a CAR reviewer. As many of you know, reviewing for the AOM conference can be useful preparation to reviewing for journals. We always have a rich mix of junior and senior reviewers and I hope this year will be no different. We always want a large contingent of reviewers because in the end, we all want useful reviews of our own work and besides, many strong hands (and minds) make for lighter reviewing work all the way around. To that end, you can sign up to be a reviewer right [HERE](#).

Needless to say, I am very much looking forward to your symposia and paper submissions and to working with all of you to make our CAR virtual scholarly program the best it can be!

Best wishes to you and yours for a peaceful and healthy holiday season,

Rick Cotton
Program Chair, Careers Division

Message from our PDW Chair, Denise Mary Jepsen



Hi to Careers Division colleagues and friends,

What a tough year 2020 has been. Thanks to Rick and Jos for breaking the in-person mould in 2020 so we can look forward to our second year of virtual PDWs in 2021. The theme is “Bringing the Manager Back in Management”, with a submission deadline of 12th January 2021, at 5pm ET (New York time). Please submit early if you possibly can.

Given we don’t all have to be in the same place at the same time, this is an opportunity to plan for a potentially wider audience than usual, an opportunity for so many more of us to come together. We can share ideas, inspire, provoke, poke, excite, and of course, educate each other.

There are now dozens of ways we can come together. Feel free to disrupt the traditional AOM PDW format with time shifting, stretching or some other creative distortion. The world is still moving at warped speed, so we are not prescribing technology, formats or structures for your PDWs. Instead, we encour-

age innovation and ask you to share what you can in interesting ways with the international careers community. Your PDW submission does not have to include your technology plans if you have not worked out your logistics, so let’s stay agile and ready to adapt as details of the AOM technology come into focus. Oh, and a regular zoom session is also just fine.

Topics? Well, there’s the big one about the impact of COVID-19 on careers, but there are so many more issues, subjects and themes keeping us busy in our research, publications and teaching. Might your PDW support Careers Division scholars across one or more career stages? Might you share a new or innovative method, theory, technology or analysis? PDWs may also focus on a specific theme, such as career success or transitions, work-life balance, multi-country comparative studies, or sustainable careers.

So, don't be shy on topic or format. Aim for informative and interactive. Feel free to contact me on denise.jepsen@mq.edu.au if you would like to discuss your ideas, or simply submit to <https://aom.org/events/annual-meeting/submitting/submission-process>.

With best wishes,
Denise Jepsen
PDW Chair, Careers Division



Message from our Outgoing Division Chair, Jamie Ladge



What a year it has been! I began my term as Division Chair in 2020 with optimism and excitement about following in the footsteps of those who had come before me. Never did I imagine I would be missing my very first AOM in 17 years (except for 2006 when I was delivering my twins!) due to a global pandemic! Our division had just completed its Five-Year Review and we were all ready, willing, and able to start achieving these goals. Yet, despite the chaos and hardships of these unprecedented times, our division and our members were resilient, and we rose to the occasion finding innovative ways to begin to meet many of our established objectives! In many ways, I believe our division has grown stronger and our Executive team has built important bridges and lasting bonds. I have been so honored to be part of such a terrific and thoughtful team of individuals!

One of our larger goals has been sustained growth in the division. This will prove to be challenging in the coming years given the financial difficulties that many of our schools are facing in the wake of the pandemic, but one area I am particularly proud of is that we have been able to quickly pivot from traditional uses of our division funds to supporting our

colleagues who need conference funding. Should you find yourself in this situation, please do not hesitate to reach out as we plan to continue this tradition in 2021. Our goal is to not only sustain our membership but also to be a source of support for those in need.

We are also working on creative approaches to recruit new members – stay tuned for some very exciting online programming – including increased mentoring and networking opportunities for new and existing members! Our division has always benefited from being a small division with a strong sense of community. Yet, despite being small, relative to the other AOM divisions, we have grown both our faculty and student population quite a bit over the past several years. Additionally, we are quite diverse, both demographically and geographically, with member representing 49 countries! The question we need to ask ourselves is: How will we keep such a diverse population informed and engaged throughout the year? We have a plan for that! This will involve more

programming occurring throughout the year, developing an ambassador program (you will hear more about this soon!) and establishing a more robust social media platform so we can communicate regularly and stay in touch virtually both through Connect@AOM and on Twitter. Please follow us: @careersdivision!

Members in our division have always remained involved and engaged over the years, but there are always ways in which we can improve. We are actively recruiting volunteers for several new and existing initiatives. For example, we will continue to offer our Careers in the Rough program virtually (and twice a year) and will be establishing further opportunities to network among our junior and senior scholars. In many ways, a digital program allows us to do so much more and helps us to get beyond many of the hurdles we often face with an in-person conference such as limited programming time. We are also creating clips of those winners of our division awards and sharing them on our website and on Twitter. We welcome any other content – especially announcements of published papers, conferences, and special issues at journals. In the end, it is our primary goal to serve our members, and we hope to offer an exciting program in August and offer continuous content and opportunities for engaging with one another throughout the year. Although we already have so

much in the works, we welcome any suggestions, ideas, and volunteers!

It has also been our goal to continue efforts to raise the scholarly prestige of the division. We have already made great strides in doing so by, for example, adding new division awards to recognize and publicize scholarly excellence appearing in journals and other outlets beyond the AOM conference itself as well as adding a mid-career scholarly achievement award. As noted above, the work of all of our award winners will be featured on our webpage and social media, serving to model and reward the most innovative, rigorous, and impactful published research and scholars in the field.

In closing, I will say that this has been a bittersweet year for me. While I'm happy the tough work is largely behind me, I am sad to be leaving a team of hardworking, careers division loyalists who are not only terrific colleagues but great people! It has been an honor to serve on the Executive team and I feel confident I am passing the baton on to someone who will exceed the expectations of any division chair we have had yet! I have really come to know Gina Dokko quite well over the years and I very much value our friendship and collaboration! I know you are all set up for success with the division in her hands!

Jamie Ladge
Past Division Chair, Careers Division

MEMBER SPOTLIGHT

Beatrice van der Heijden

Head of the Department of Strategic Human Resource Management at Radboud University, Institute for Management Research, Nijmegen, the Netherlands



Tell us about yourself:

I am a full Professor of Strategic HRM and Head of the department of Strategic HRM at the Radboud University, Nijmegen, the Netherlands. Moreover, I occupy a Chair in Strategic HRM at the Open University of the Netherlands; and am affiliated with Ghent University, Belgium; Kingston University, London, United Kingdom; and Hubei University, Wuhan, China. My main research areas are sustainable careers, employability, and aging at work. I am an associate editor of the European Journal of Work and Organizational Psychology and a co-editor of the German Journal of Human Resource Management. In 2019, I have been elected for the Academy of Europe. Next to the passion I have for my work, I really love travelling, which I have to miss quite a while now due to COVID-19. I am counting the days until I can see all my colleagues and friends from the CAR Division again in off-line meetings. I also enjoy cooking and try my best to do my exercises to keep in good shape :)

What makes you interested in careers?

Being brought up in an entrepreneurial family, I was very much fascinated by questions such as what keeps people motivated to work with so much commitment and why is it that only once an employee left the company for another employer since the existence of the family business. Actually, in those days in my childhood, my fascination for happy, healthy, and productive careers and the role of different stakeholders in the regard (in particular of the employer, that was, my parents) was born, I believe.

How did you become engaged with the CAR Division?

My dear friend and colleague, Prof. Ans de Vos, asked me, some years ago, whether I would like to be nominated for Representative-at-Large, for which I am still grateful. I really love being part of the Executive team now and try my best to help our community, which for me personally, really adds to my personal development and also brings a lot in terms of very fruitful collaborations and friendships.

What do you love most about the CAR Division?

I love the fact that all members are very approachable and that everyone is very open to new ideas. The symposia and other sessions from the CAR division are very well-organized and really contribute to our development. And, last but not least, I really really enjoy our Socials. They are simply the best.

Who inspires you?

This would definitely fill the whole Newsletter as there are really many dear colleagues and friends who inspire me. I hope that they know that I think about them right now and that I will reach out to them in future off-line events and for the time being through online meetings.

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

H. Gunz, M. Lazarova, & W. Mayrhofer (Eds.), *The Routledge Companion to Career Studies*. London: Routledge.

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

My work on Sustainable Careers with Prof. Ans de Vos and Jos Akkermans, and other Colleagues. By working on this topic, I keep feeling energized as I am so grateful that I found my passion by working on a topic that is so appealing to everybody (given the feedback I receive from lectures and scholarly research).

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

In Dutch (loopbaan), in English (career), in French (carrière), in Spanish (carrera), in Italian (carriera)

What do you like to do for fun?

Reading, walking, fitness, cooking, watching movies, and TRAVELLING!

What else would you like to tell us about yourself?

I am very grateful to be part of such a wonderful, highly committed, open, warm, and intelligent group of scholars/friends.



Chia-Huei Wu

Professor in Organizational Psychology, University of Leeds



Tell us about yourself:

I study proactivity at work, work and personality development, and subjective well-being. My work has appeared in journals, including the Academy of Management Journal, Journal of Applied Psychology, and Journal of Management. I am the author of the book, “Employee proactivity in organizations: An attachment perspective” and currently serve as an associate editor for the Journal of Management and the director of the Workplace Behavior Research Centre, Leeds University Business School.

What makes you interested in careers?

Careers are life stories. I am curious about how people develop their careers, expectedly or unexpectedly, due to their indigenous life trajectories.

How did you become engaged with the CAR Division?

I joined the CAR Division for learning new studies, knowing scholars as well as sharing my work in the field. For example, my colleagues (Ying Zhou, Min Zou, and Stephen Woods) and I presented a work in 2018 and received the Careers Division 2018 Best Overall Paper Award. This work then was published at the Journal of Applied Psychology in 2019.

What do you love most about the CAR Division?

Small but mighty. A great place to know up-to-date knowledge and activities in career research.

Who inspires you?

Yicheng Lin and Kaping Yao, my supervisors at the Department of Psychology, National Taiwan University, inspire me to lead an academic career in my 20s. Sharon Parker, my Ph.D. supervisor at the University of Sheffield and the University of Western Australia (now at Curtin University), inspires me to study proactivity and be proactive in leading my career in organizational psychology. Jacqueline Coyle-Shapiro, my mentor during my time at LSE, inspires me to think about career-life balance. Finally, my honorable co-authors, who have inspired me day and night with ideas and energies.

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

An article by Koen and Parker (2020) is the article I recently read. The paper seeks to answer the question, "Why do some workers experience less insecurity than others even when facing the same objectively insecure work situation?"

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

Among my studies on work and personality development, I am recently proud of a project examining the negative impact of chronic job insecurity on personality development over the years. Collaborating with Ying Wang at RMIT University (Australia) and Sharon Parker and Mark Griffin at Curtin University (Australia), we used the Household, Income and Labour Dynamics in Australia Survey data and found that chronic job insecurity over the years is associated with more neurotic, less agreeable, and less conscientious.

This work has been published at the Journal of Applied Psychology. Please see a [blog](#) report at the Conversation. I have been interviewed by [Psychology Today](#) for sharing more background and thoughts for this research. The interview has also been included in the [Wheaton HDI COVID-19 Mental Health Handbook](#), which offers 195 pages of expert insight and the latest research to help individuals care for themselves and others during the pandemic.

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

2 (Chinese and English)

What do you like to do for fun?

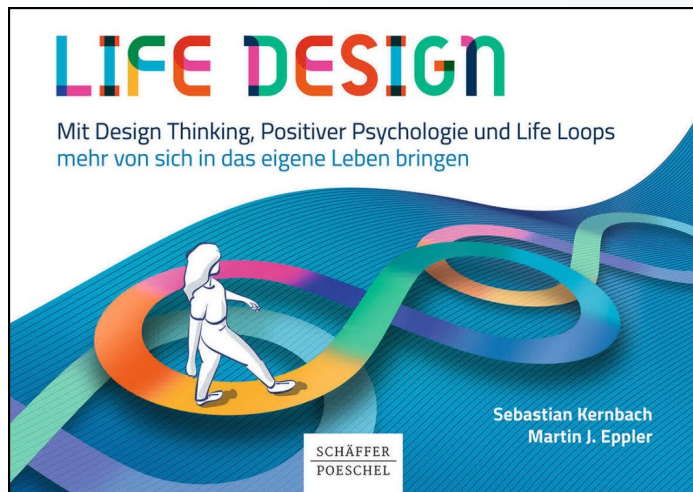
Walking and traveling with family

What else would you like to tell us about yourself?

I am interested in the role of work experiences in shaping personality change. Using longitudinal data over multiple years, my colleagues and I have found that job autonomy, time demands, job satisfaction, job stress, chronic job insecurity, and assuming leadership positions are factors associated with personality change. Lena Wang (RMIT University) and I have completed a book entitled "Work and Personality Change," expected to be published by Bristol University Press in Feb. 2021. I also study employee proactivity and as well as workplace ostracism, overqualification, safety behavior at work, and sports psychology.

NEWS FROM OUR MEMBERS

Books



Life Design book for crafting meaningful careers

By Sebastian Kernbach and Martin J. Eppler

The new book called "Life Design" aims to help individuals and organizations to build more meaningful careers. The life-loops-model is inspired by the infinity model of innovation and uses the innovation method design thinking together with positive psychology and behavioral economics for career design, including career development and career adaptability. It also goes beyond careers and introduces topics such as "Design Your Sabbatical" and "Design Your Retirement". More information is available on the website of the book.

The authors of the book have conducted workshops with hundreds of individuals with the Life Design Lab in Switzerland (https://lifedesignlab.ch/m_en/index.html) and organizations such as the United Nations, European Central Bank, the Swiss Stock Exchange and many others to help individuals and organizations to craft meaningful careers in Europe, Asia, Africa and the Americas.

The "Life Design" book is available in German for now but will soon be also available in English in 2021. A recommendation for a suitable publisher is very much appreciated (sebastian.kernbach@unisg.ch).

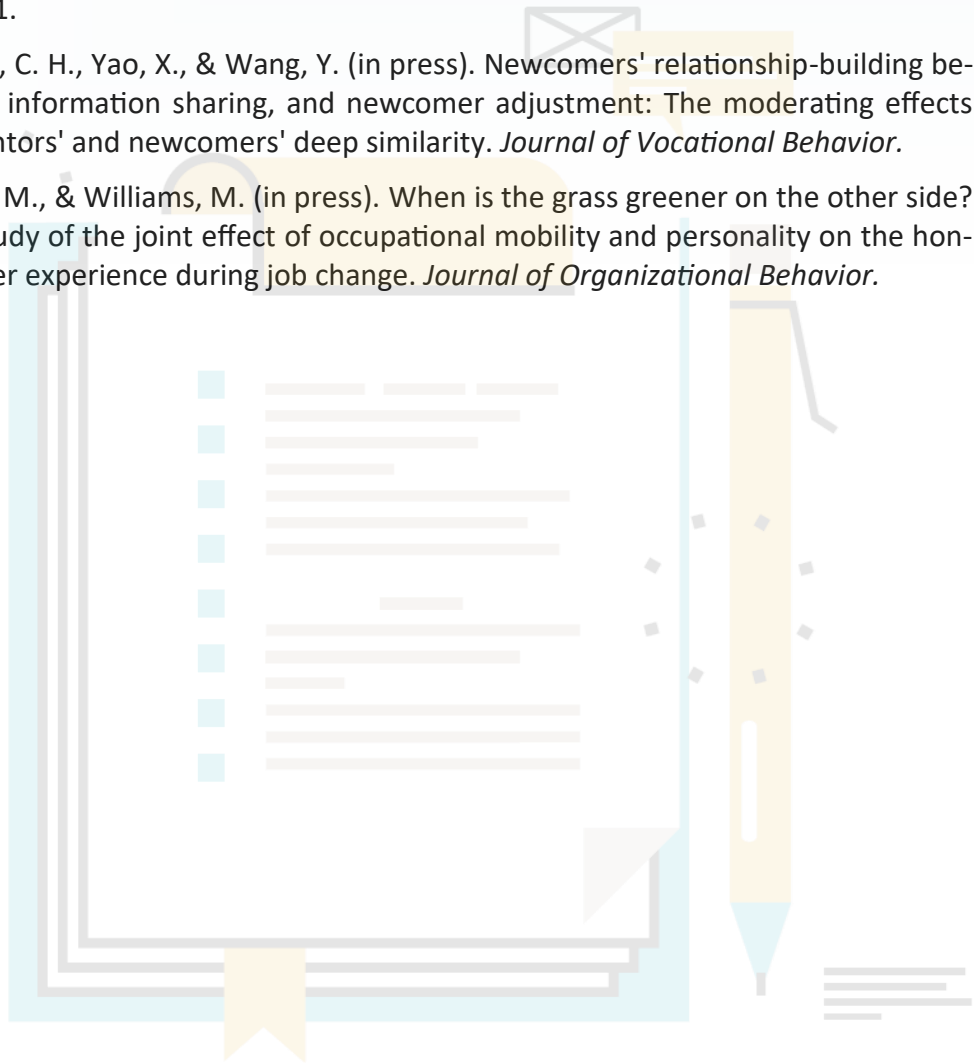
Journal Publications

- Akkermans, J., Richardson, J., & Kraimer, M.L. (2020). The Covid-19 crisis as a career shock: Implications for careers and vocational behavior. *Journal of Vocational Behavior*, 119, 103434.
- Audenaert, M., Van der Heijden, B., Rombout, T., & Van Thielen, T. (2020). The role of leaders' feedback quality and team members' organizational cynicism for police officer's affective commitment through leader-member exchange. *Review of Public Personnel Administration*. <https://doi.org/10.1177/0734371X20923010>
- Beigi, M., & Otake, L. (2020). Social media, work and nonwork interface: A qualitative inquiry. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12289>
- Blom, G., Kruijen, 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.
- Blom, R., Kruijen, P., Van Thiel, S., & Van der Heijden, B.I.J.M. (2020). 'Through the looking-glass': Addressing methodological issues in analyzing within- and between-sector differences in employee attitudes and behaviors. *International Public Management Journal*. <https://doi.org/10.1080/10967494.2020.1811816>
- 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.
- Chiesa, R., Van der Heijden, B.I.J.M., Mazetti, G., Mariani, M.G., & Guglielmi, D. (2020). "It is all in the game!": The role of political skill for perceived employability enhancement. *Journal of Career Development*, 47(4), 394-407.
- Duan, J., Xu, Y., Wang, X., Wu, C. H. & Wang, Y. (in press). Voice for oneself: Self-interested voice and its antecedents and consequences. *Journal of Occupational and Organizational Psychology*. <https://doi.org/10.1111/joop.12334>
- Epitropaki, O., Friss Marstand, A., Van der Heijden, B., Bozionelos, N., Mylonopoulos, N., Van der Heijde, C., Scholarios, D., Mikkelsen, A., Marzec, I., & Jędrzejowicz, P. (2020). What are the career implications of 'seeing eye to eye'? Examining the role of leader-member exchange (LMX) agreement on employability and career outcomes. *Personnel Psychology*. <https://doi.org/10.1111/peps.12432>
- Gorbatov, S., Khapova, S. N., Oostrom, J. K., & Lysova, E. I. (2020). Personal brand equity: Scale development and validation. *Personnel Psychology*. <https://doi.org/10.1111/peps.12412>
- Hanna, A., & Rounds, J. (2020). How accurate are interest inventories? A quantitative review of career choice hit rates. *Psychological Bulletin*, 146(9), 765-796.

- Hennekam, S. Ladge, J.J. & Shymko, Y. (2020). From zero to hero: An exploratory study examining sudden hero status among non-physician healthcare workers during the COVID-19 pandemic, *Journal of Applied Psychology*, 105(10), 1088-1100.
- Hu, X., Yan, H., Casey, T., & Wu, C. H. (2020). Creating a safe haven during the crisis: How organizations can achieve deep compliance with COVID-19 safety measures in the hospitality industry. *International Journal of Hospitality Management*, 92, 102662.
- Janssen, M., Heerkens, Y., Van der Heijden, B., Korzilius, H., Peters, P., & Engels, J. (2020). A study protocol for a cluster randomised controlled trial on mindfulness-based stress reduction: Studying effects of mindfulness-based stress reduction and an additional organisational health intervention on mental health and work-related perceptions of teachers in Dutch secondary vocational schools. *BMC Trials*, 21: 376.
- Kraus-Hoogveen, S., Peters, P., Van der Pool, E., & Van der Heijden, B. (2020). Creating public value in the care at home sector: A mixed-method study about expectations of primary stakeholders using a social exchange perspective. *Journal of Health Organization and Management*, 34 (7), 807-828.
- Ladge, J.J. & Little, L. (2019). When expectations become reality: Work–family image management and identity adaptation in organizational life. *Academy of Management Review*, 41(1), 126-149.
- Li, W.D., Li, S., Feng, J. (J.), Wang, M., Zhang, H., Frese, M., & Wu, C.-H. (in press). Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000808>
- Luksyte, A., Bauer, T. N., Debus, M., Erdogan B., & Wu, C. H. (in press). Perceived overqualification and collectivism orientation: Implications for work and non-work outcomes. *Journal of Management*. <https://doi.org/10.1177%2F0149206320948602>
- 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.
- Masterson, C., Sugiyama, K., & Ladge, J.J. (2020). The value of 21st century work-family supports: A review and cross-level path forward. *Journal of Organizational Behavior*, 1-20.
- Mazetti, G., Vignoli, M., Guglielmi, D., Van der Heijden, B.I.J.M., & Evers, A. (2020). You're not old as long as you're learning: Ageism, burnout and development among Italian teachers. *Journal of Career Development*, 1-16.
- Modestino, A., Sugiyama, K., & Ladge, J.J. (2019). Careers in construction: An examination of the career narratives of young professionals and their emerging career self-concepts, *Journal of Vocational Behavior*, 115, 1-21.

- Peeters, E. R., Akkermans, J., & De Cuyper, N. (2020). The Only Constant Is Change? Movement Capital and Perceived Employability. *Journal of Career Assessment*, 28(4), 674-692.
- Ruiz-Castro, M., Henderson, E., & Van der Heijden, B.I.J.M. (2020). Catalysts in career transitions: Academic researchers transitioning into sustainable careers in data science. *Journal of Vocational Behavior*, 122, 103479.
- Saxena, R., & Kumar, Y. (2020). Influence of artificial intelligence on work, people and the firm: A multi-Industry perspective, Kumar, P., Agrawal, A. and Budhwar, P. (Ed.) *Human & Technological Resource Management (HTRM): New Insights into Revolution 4.0*, Emerald Publishing Limited, pp. 111-132.
- Shirmohammadi, M., Hedayati Mehdiabadi, A., Beigi, M., & McLean, G. (Accepted). Mapping human resource development: Visualizing the past, bridging the gaps, and moving towards the future. *Human Resource Development Quarterly*. <https://doi.org/10.1002/hrdq.21415>
- Smith, A.N., Baskerville-Watkins, M., Ladge, J.J., & Carlton, P. (2019). Making the invisible visible: Paradoxical effects of intersectional invisibility on the career experiences of executive black women in the workplace, *Academy of Management Journal*, 62(6), 1705-1734.
- 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.
- van Dijk, H., Kooij, D., Karanika-Murray, M., De Vos, A., & Meyer, B. (2020). Meritocracy a myth? A multilevel perspective of how social inequality accumulates through work. *Organizational Psychology Review*, 10(3-4), 240-269.
- 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.
- 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., Wang, Y., Parker, S. K., & Griffin, M. A. (2020). Effects of chronic job insecurity on Big Five personality change. *Journal of Applied Psychology*, 105(11), 1308-1326.

- Yan, H., Hu, X., & Wu, C. H. (2021). When and why does proactive personality inhibit corner-cutting behaviours: A moderated mediation model of customer orientation and productivity climate. *Personality and Individual Differences*, 170, 110443.
- 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.
- Zheng, Y., Zheng, X., Wu, C. H., Yao, X., & Wang, Y. (in press). Newcomers' relationship-building behavior, mentors' information sharing, and newcomer adjustment: The moderating effects of perceived mentors' and newcomers' deep similarity. *Journal of Vocational Behavior*.
- Zhou, Y., Wu, C. H., Zou, M., & Williams, M. (in press). When is the grass greener on the other side? A longitudinal study of the joint effect of occupational mobility and personality on the honeymoon-hangover experience during job change. *Journal of Organizational Behavior*.



RESOURCE CORNER

Check out our new Careers Division video content today!

We, as a division, are always trying to find new ways to engage with our global membership and develop knowledge across national borders and time zones. We are very excited to announce the launch of the new CAR Division video series.

The inaugural video is by this year's Arnon Reichers Best Student Paper winner "Specializing Generalists: Job Rotations, Managerial Learning, and Promotions" authored by Olga Ivanova and Roxana Barbulescu. Please click here to access the video, and

don't forget to subscribe to the channel:

<https://youtu.be/oXTVfd3P4qQ>

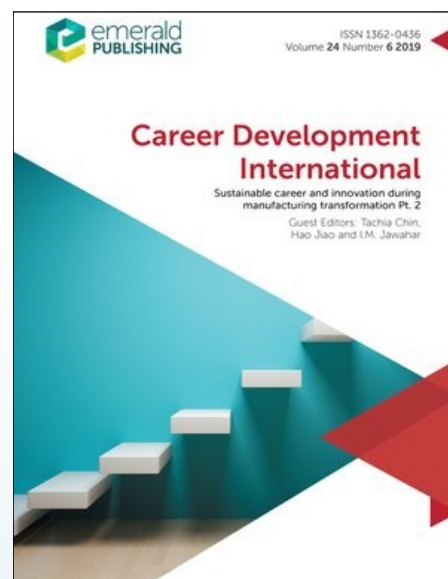
Your Value beyond August Committee

Stefanie Gustafsson, Jamie Ladge and Jeff Yip

DID YOU KNOW THAT?

Career Development International's 2019 Impact Factor has risen to 2.320

Career Development International (CDI) is a careers journal and closely associated with the CAR Division. The editorial team, editorial advisory board members, and many reviewers are all members of our division. Jim Jawahar, the Editor of CDI, expresses his sincere thanks to members of the editorial team and the editorial board, countless reviewers, and authors for their contributions to CDI's success.



CALL FOR PAPERS

EAWOP Small Group Meeting

A Resources Perspective on Sustainable Careers

3 and 4 June 2021

Antwerp Management School, Antwerp, Belgium

Organizers

Ans De Vos, Antwerp Management School and University of Antwerp, Belgium

Beatrice I. J. M. Van der Heijden, Radboud University, Nijmegen, the Netherlands

Jos Akkermans, Vrije Universiteit Amsterdam, the Netherlands

We are pleased to announce the call for submissions for this European Association of Work and Organizational Psychology (EAWOP) sponsored Small Group Meeting (SGM) which aims to bring forward scientific knowledge about sustainable careers, thereby taking a resources perspective. The rapidly changing economic environment in which careers evolve has made sustainable careers an increasingly salient concern for individuals, organizations and societies alike (De Vos, Van der Heijden, & Akkermans, 2020; Lawrence, Hall, & Arthur, 2015; Van der Heijden, De Vos, Akkermans, Spurk, Semeijn, Van der Velde, & Fugate, 2020). Building on the general notion of sustainability, career sustainability implies protecting and fostering human and career development (Van der Heijden & De Vos, 2015). Similar to environmental sustainability, resources are important for assuring sustainable growth and continuity in one's career (De Lange, Kooij, & Van der Heijden, 2015). In particular, career sustainability comprises a pro-



European Association of Work
and Organizational Psychology

cess of preservation, as well as generation of resources across one's career span. By approaching sustainable careers from a resources perspective (cf. Spurk, Hirschi, & Dries, 2019), this SGM aims to broaden the sustainable careers research field and explore potential synergies between the scholarly work on the preservation and generation of resources and the domain of sustainable careers. Therefore, we are inviting proposals for oral presentations on topics including, but not limited to:

- * Different ways of conceptualizing personal and contextual career resources in view of career sustainability;
- * How individuals proactively and reactively manage resources throughout their career;
- * How personal and contextual career resources might interact over time in their effect on career (un)sustainability;
- * Career resources and career sustainability of specific groups (e.g., independent workers, graduates, migrants);
- * Implications of technological evolutions and robotization – and their potential role as resources (or demands) for sustainable

- * Implications of changing employer-employee relationships (e.g., psychological contract) for career resources and sustainable careers;
- * Age-related changes in resources and how these affect careers throughout the life-span;
- * Specific career coaching interventions or HRM strategies designed to enhance career resources and to facilitate sustainable careers;
- * Studies providing more information on methodology and statistical procedures that are specifically designed to capture (un)sustainable careers across time.

Meeting format, location and date

This SGM aims to foster extensive discussion, cross-fertilization of ideas, and research collaboration. Accordingly, the number of participants is limited. We are happy to have Andreas Hirschi as our keynote speaker. The two meetings days will be closed by a panel discussion of academics and practitioners. The meeting will take place 3 and 4 June 2021, and will be held at the campus of Antwerp Management School, located in the historical centre of Antwerp, Belgium. Obviously, we will take into account the Covid-19 safety regulations being applicable at that moment but we do hope the sanitary situation will allow us to held our meeting in Antwerp.

Meeting Fee

We ask participants for a meeting fee of 50 Euro to cover for costs for coffee/tea, 2 lunches, and 1 dinner. Participants will have to pay themselves for their travel and accommodation.

Submissions

Those who are interested in participating are asked to submit an abstract with a maximum of 500 words (excl. references) before the 30 January 2021 to ans.devos@ams.ac.be. The abstract can report original empirical research, theoretical development, a review, or methodological and/or statistical approaches. Those who submit an abstract are required to provide their full name(s), institution(s), discipline(s), position(s), and contact information. They will be notified about acceptance/rejection by the 20th February 2021.



Journal of Applied Psychology

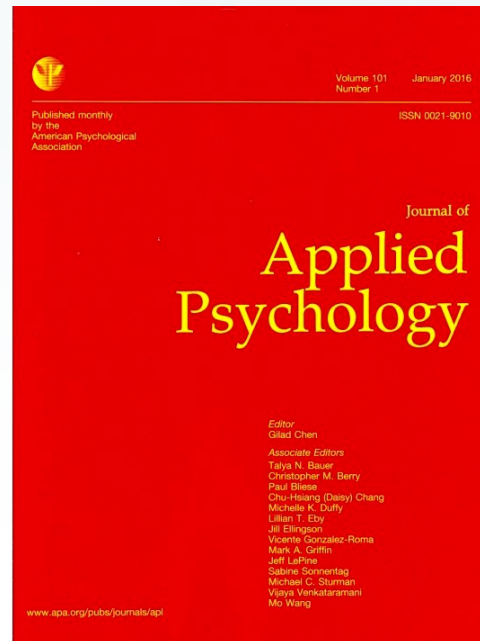
Careers Division Friends & Colleagues:

As Incoming Editor-in-Chief at the Journal of Applied Psychology (and a Careers scholar myself), I want to encourage you to submit manuscripts to the Journal of Applied Psychology. We recently updated all of our content classifications for manuscripts, greatly expanding the keywords relevant to career-related research. Also please see this brief (< 7 minute) video for an overview of what's going on and what's to come at the Journal of Applied Psychology.

(<https://www.youtube.com/watch?v=GqQId1tXc4Q>).

Lillian Eby

Incoming Editor & Careers Division Member
Journal of Applied Psychology



Personnel Psychology

Personnel Psychology has an upcoming special issue on the following topic:

Special Issue: Machine Learning, Artificial Intelligence, and Big Data: Improvements to the Science of People at Work and Applications to Practice

Submission Window: August 1 - 31, 2021

See the [journal website](#) for more details.

The interaction of two major events—the development of advanced computer analytic techniques (often described as machine learning and artificial intelligence) and the prolifer-

ation of data on people due to the explosion of digital systems (so called Big Data)—has created an unprecedented opportunity to improve the sciences of Industrial and Organizational Psychology (I-O), Organizational Behavior (OB), and Human Resources Management (HRM). Personnel Psychology is calling for submissions to a two-part special issue on applications of machine learning (ML), artificial intelligence (AI), and Big Data on topics related to these sciences. Because of the broad scope of this emerging area of research, we are inviting studies through two calls, one broad and one focused, as described below.

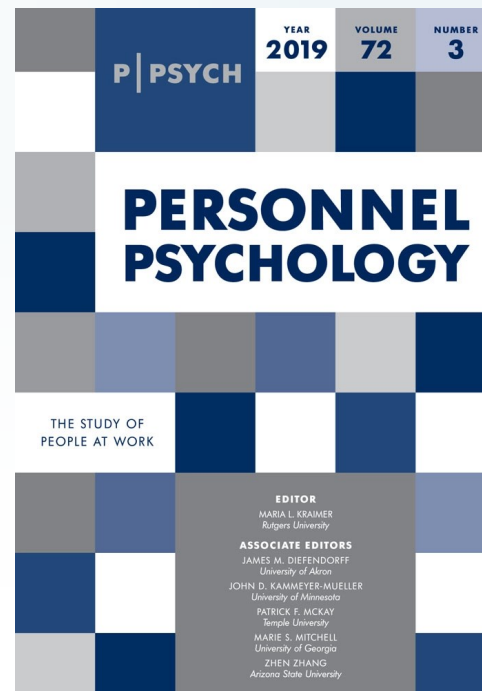
Call 1: Improving the Science of People at Work at the AI and Big Data Frontier (edited by Sang Eun Woo, Louis Tay, and Frederick Oswald).

The editors of this call seek to answer the following questions: How can AI and big data contribute to new perspectives, new approaches, and enhanced understandings of people at work? How does I-O psychology interface with this AI and Big Data movement to propel our academic field beyond the current state of affairs? They especially solicit research on three broad areas: (1) demonstrations using big data (e.g., social media, emails, image processing, wearable sensors) that lead to new theoretical insights about people at work; (2) empirical and conceptual work unpacking the ‘black box’ (e.g., prediction vs. explanation); and (3) empirical investigations of reliability, validity, fairness, and utility of AI and big data applications in the areas of training, turnover/retention, performance appraisal, teamwork, self-management, organizational culture, diversity and inclusion, and other topics relevant to personnel psychology. This call will accept papers on all topic areas in I-O, OB, and HRM, except personnel selection/staffing, which should be submitted to the call below.

For more details, see [[PART 1](#)]

Call 2: Applying Machine Learning and Artificial Intelligence to Personnel Selection/Staffing (edited by Michael A. Campion and Emily D. Campion).

This call is specifically focused on research that uses AI, ML, and/or Big Data in the domain of personnel selection/staffing including, but not limited to new testing and assessment



methods, reliability and validity of such procedures, interviewing, recruitment methods, detecting and remediating adverse impact, interpretability of algorithms for managers and candidates, avoiding capitalization on chance and “dustbowl empiricism.” The guest editors believe that the most advanced work in I-O, OB, and HRM that uses ML and AI are in practical applications in the staffing context. As an area where practice is leading the science, we can significantly advance our literature by drawing out lessons from early applications to practice. An additional editorial team of those in practice will supplement the review process to help review manuscripts for their technical quality and practical contribution. These editors are soliciting empirical studies, including interdisciplinary work and articles with a master tutorial component, and inviting practitioners and academics who apply ML and AI to selection in practice to submit their work. For more details, see [[PART 2](#)]

Journal of Business Ethics

Call for Papers:

Ethics and the Future of Meaningful Work
Submission deadline: January 31, 2021

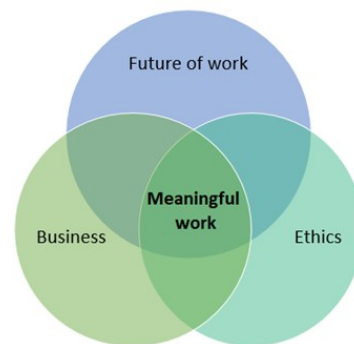
Special Issue Guest Editors:

Evgenia I. Lysova (Vrije Universiteit Amsterdam, the Netherlands)
Jennifer Tosti-Kharas (Babson College, USA)
Catherine Bailey (King's College London, UK)
Luke Fletcher (University of Bath, UK)
Peter McGhee (Auckland University of Technology, New Zealand)
Christopher Michaelson (University of St. Thomas, USA)

Recent years have seen a growing attention to the topic of meaningful work. In the last year alone, there appeared “in press” two literature reviews (Bailey, Yeoman, Madden, Thompson, & Kerridge, 2019; Lysova, Allan, Dik, Duffy, & Steger, 2019), a meta-analysis (Allan, Batz-Barbarich, Sterling, & Tray, 2019), an edited handbook (Yeoman, Bailey, Madden, & Thompson, 2019), and two journal special issues (one on meaningful work by Bailey et al., 2019; the other on the related concept of calling by Lysova, Dik, Duffy, Khapova, & Arthur, 2019). These developments signal not only rising interest in the concept but also raise a number of significant and, as yet, unanswered ethical questions that would benefit from interdisciplinary attention from business ethics and other disciplines. The value of business ethics for understanding meaningful work has been articulated in a paper published by Michaelson and colleagues (2014) in *Journal of Business Ethics*. The authors point to several research opportunities that require this interdisciplinary approach, including the extent to which ethics is integral or incidental to meaningful work, the question of the moral obligations of organizations to individuals, and the potential moral obligations of individuals themselves. More recent work concerned with the ethical antecedents to meaningful work has

also called for more research at the ethics-meaningful work intersection (Lips-Wiersma, Haar, & Wright, 2020).

In the *Journal of Business Ethics* Special Issue on “Ethics and the Future of Meaningful Work,” we are concerned with at least three perspectives: that of the worker (i.e., how meaningful or meaningless work can influence human flourishing), that of the employer (i.e., moral obligation and duty to create conditions that enable individuals to find meaningful work), and that of the market (i.e., how the market values meaning in relation to money) – as well as the interaction between these three levels of analysis. We are also interested in changes in the influence of technological conditions of work (e.g., automation of manufacturing, artificial intelligence), workplace environment (e.g., worker mobility; co-working arrangements; new ways of working; efforts around diversity, equity and inclusion; increasing insecurity and work intensity), and generational (e.g., Millennial and Generation Z preferences) and geographical shifts in ethical issues related to and the priority of meaningful work. We invite scholars from various disciplines to submit their conceptual and empirical papers that would address any of these perspectives and phenomena, specifically the intersection of meaningful work with business, ethics, and the “future of work.” We note that we particularly welcome papers that address one or more of the intersections noted in the diagram below.



Potential research questions for consideration include, but are not limited to, the following:

- * What does it mean to understand meaningful work as an ethical phenomenon?
- * How do individuals in diverse cultures and societies negotiate the worthiness of their work?
- * Do organizations have a moral obligation to provide meaningful work, and do people have a moral duty to perform meaningful work?
- * What are the ethical implications when people seek meaningful work for which there is an insufficient market?
- * When does meaningful work lead to or coincide with either ethical or unethical behavior? Do employers take advantage of employees who feel their work is meaningful?
- * How will changes in the conditions of work (e.g., technology, workplace environment, and generational shifts) influence the ethical issues and priority of meaningful work?
- * What is the responsibility of an individual and/or organization for sustaining a meaningful career?
- * What moral obligations do organizations have towards helping individuals to develop and sustain a meaningful career trajectory?

Submission Instructions

Interested authors should submit their manuscripts online to the Journal of Business Ethics (JBE), preparing the manuscript according to the JBE guidelines provided on the journal website. Please note that all manuscripts have to be submitted through the Editorial Manager (<https://www.editorialmanager.com/busi/default.aspx>) by January 31, 2021, indicating that it is a submission to this Special Issue. Please note that a paper submitted to this special issue cannot be resubmitted to a regular issue at the JBE. All manuscripts will go through a double-blind peer-reviewed process according to JBE's guidelines.

Any questions with regard to this Special Issue, please address to Dr. Jennifer Tosti-Kharas

(jtostikharas@babson.edu) or Dr. Evgenia Lysova (e.lysova@vu.nl).

References:

- Allan, B. A., Batz-Barbarich, C., Sterling, H. M., & Tay, L. (2019). Outcomes of meaningful work: A meta-analysis. *Journal of Management Studies*, 56(3), 500-528.
- Bailey, C., Lips-Wiersma, M., Madden, A., Yeoman, R., Thompson, M., & Chalofsky, N. (2019). The five paradoxes of meaningful work: Introduction to the special issue 'meaningful work: Prospects for the 21st century'. *Journal of Management Studies*, 56(3), 481-499.
- Bailey, C., Yeoman, R., Madden, A., Thompson, M., & Kerridge, G. (2019). A review of the empirical literature on meaningful work: Progress and research agenda. *Human Resource Development Review*, 18(1), 83-113.
- Lysova, E. I., Allan, B. A., Dik, B. J., Duffy, R. D., & Steger, M. F. (2019). Fostering meaningful work in organizations: A multi-level review and integration. *Journal of Vocational Behavior*, 110(B), 374-389.
- Lysova, E. I., Dik, B. J., Duffy, R. D., Khapova, S. N., & Arthur, M. B. (2019). Calling and careers: New insights and future directions. *Journal of Vocational Behavior*, 114, 1-6.
- Lips-Wiersma, M., Haar, J., & Wright, S. (In press). The effect of fairness, responsible leadership and worthy work on multiple dimensions of meaningful work. Forthcoming in *Journal of Business Ethics*.
- Michaelson, C., Pratt, M. G., Grant, A. M., & Dunn, C. P. (2014). Meaningful work: Connecting business ethics and organization studies. *Journal of Business Ethics*, 121(1), 77-90.
- Yeoman, R., Bailey, C., Madden, A., & Thompson, M. (Eds.) (2019). *The Oxford Handbook of Meaningful Work*. (Oxford, UK: Oxford University Press).

Journal of Business Ethics

Call for Papers:

Save our cities? Exploring the intersection of ethics, diversity and inclusion, and social innovation in revitalizing urban environments

Submission deadline: January 17, 2022

Special Issue Guest Editors:

Ted Baker (Rutgers University-Newark, and the University of Cape Town)

Michael L. Barnett (Rutgers University)

Brett Anitra Gilbert (American University)

Corinne Post (Lehigh University)

Jeffrey A. Robinson (Rutgers University)

The percentage of humanity living in cities is growing, as is the gap between the rich and poor. As a result, urban areas have become the center of grand societal challenges around poverty, education, health and nutrition, race and ethnicity, homelessness, physical security, access to opportunity, and more. Though our cities have diverse socio-demographics, many residents face barriers to inclusion that keep them from fully contributing to the life of cities or from reaping the rewards. Consequently, opportunities and resources are not equally distributed, but instead accrue to those who belong to social groups with more structural power and status (DiTomaso, Post, Parks-Yancy, 2007). Social challenges then fall disproportionately upon poorer, marginalized, and oftentimes minority or immigrant members of our urban communities, presenting a moral dilemma that both demands and defies quick resolution.

How should we seek to save our cities? At the core of this call for papers is the belief that revitalizing cities requires the active and intentional engagement of business. Through the intrapreneurial ventures of existing corporations and the entrepreneurial creation of new ventures, innovative new business models have been created, implemented,

and scaled in ways that have profitably addressed a variety of social problems (Barnett, 2020; George, Baker, Tracey & Joshi, 2019). For example, drawing in and drawing upon the untapped talents among the excluded, poor, and marginalized members of our communities have resulted in sustainable and inclusive urban policies and business model innovations that may point academics and policymakers toward new territory for research and practice (Robinson et al., 2019).

Though businesses have the potential to resolve these problems, often they are also their cause. Businesses create jobs of varying skill and pay levels that can include or exclude large swaths of a city's diverse residents. The externalities that businesses generate affect the commons of the communities where they are located, often contributing to social problems on many levels. This presents an intertwined set of ethical and practical complexities to be addressed if business is to achieve its potential to revitalize rather than harm urban environments. Yet too little is known about the ethical implications of revitalizing urban environments, and what roles diversity and inclusion, and social innovation play in this process.

This Special Issue

We seek papers that provide theoretically grounded insights regarding how prosocial intrapreneurs and entrepreneurs (Baker & Powell, 2020) leverage the diversity of the cities where they operate to address social challenges in ways that generate ethical paths to revitalization and development that are both sustainable and inclusive. We are open and welcoming to all theoretical perspectives, empirical methodologies, and geographical and empirical settings. It is our hope that this special issue will illustrate ways of filling the gap we too often see between strong theoretical insights and useful lessons for practice.

Examples of relevant issues at the intersection of ethics, diversity and inclusion, social innovation, and urban revitalization are listed below. These are simply illustrative; they are not exhaustive, and they do not indicate specific topics that we will favor.

Local needs. There are many ways that intrapreneurial and entrepreneurial actors can benefit their communities, ranging from core business activities such as acting as a good local employer, to ancillary activities such as making donations to support local arts, culture, and recreation.

What philosophies (e.g. ethical reasoning; stakeholder theory) or practices (e.g. diversity and inclusion; hiring) guide how these actors understand local needs, their own responsibilities, and how they choose to respond?

Competing employment models. What ethical considerations do founders and businesses in competitive markets face in determining their employment practices, while maintaining strong performance? We know that high tech firms compete using highly varied models of how they select and manage employees, thereby choosing different paths to potential success (Baron, Burton & Hannan, 1996). But these practices have also limited the diversity of these organizations. We also know that most new ventures choose homophily, despite its apparent limitations (Ruef, Aldrich & Carter, 2003). We are interested in papers that explain in what ways the everyday ventures (Welter, et al., 2017) that dominate the urban entrepreneurship landscape build competitive success through diverse and inclusive employment practices.

Ownership. How does ownership shape ethical behavior toward engagement with the cities that businesses call home? Do closely held private firms (and family businesses) engage more ethically with the cities in which they operate? What are the differences in ethical behavior between domestically controlled and foreign controlled companies? Social ventures and traditional enterprises? Do gov-

ernance compensation practices shape local engagement in meaningful ways?

International standards. What ethical/unethical beliefs drive multi-region businesses to develop strategies that lead them to be “good citizens” that, for example, embrace diversity and inclusion in some places but “bad actors” in others? Are these easily predictable in terms of legal structures and enforcement? In terms of varied market demand? Or are some corporations “good citizens” regardless of legal or market pressures? Why and how do they accomplish this and with what short and long-term consequences? What role does diversity play in these decisions?

Leadership. Research suggests that female leaders are more attentive to a broader range of stakeholders and prioritize corporate social responsibility (Byron & Post, 2016; Wowak, Ball, Post, & Ketchen, forth). To what extent are prosocial activities and commitments in urban areas contingent on the individuals who lead organizations? What ethical frameworks are used by those who engage in prosocial activities and comments, how might they differ across gender, and how and to what extent do these practices become part of organizational routines and capabilities that transcend particular leadership groups?

Collaboration. Effective solutions to social problems often require collaboration across business, government, and nongovernmental organizations (Barnett, Henriques & Husted, 2018; Palomares-Aguirre, Barnett, Layrisse & Husted, 2018). What ethical considerations are incorporated into these arrangements? In what way do they differ depending on objectives? How do diversity and inclusion enhance or hinder interorganizational cooperation for social innovation (Powell et al., 2018)?

Inclusive measures of success. A city’s revitalization is often accompanied by rising rents and gentrification, which drives out economically vulnerable residents. What ethical practices or social

innovation designs limit negative externalities and ensure that local neighborhoods become more diverse and vibrant, rather than effectively (economically) gated communities?

What measurements indicate ethical success for cities and their citizens, and not just success for firms (Barnett, Henriques & Husted, 2020; Welter & Baker, 2021)?

Relational and social capital. “Cities are full of intricate and often surprising social networks— networks that help bind people together and provide important resources in times of stress” (Latham and Layton, 2019: 1). Yet, cities also vary greatly in the ways that they facilitate opportunities for making connections, meeting strangers, or sharing neighborhoods. What is the value of such social networks in generating social ventures and social entrepreneurs? How do ventures built around city social networks ethically create value for a city’s varied constituents, particularly compared to those that are not built around city networks?

Work-family and work-life balance. A city’s infrastructure shapes its citizens’ ability to effectively manage competing employment and family demands (Aryee, Srinivas, & Tan, 2005). Unreliable Internet access, electricity and water supplies adversely affect quality of life (McLean, Naumann & Koslowski, 2017). The structure of public transportation networks may disproportionately affect commuting time, which can impact domestic and child-care responsibilities with spillovers on work-life balance and work-family conflict (He, Tao, Ng, & Tieben, 2020; Jain, Line, & Lyons, 2011). What ethical designs or practices help businesses to minimize these effects on their workforce and local population? How do social innovations alleviate the negative effects of city infrastructure on work-life balance and improve or expand the infrastructure so that businesses’ goals for diversity and inclusion can be attained?

Entrepreneurial ecosystem. Cities have different industrial structures that shape economic activity. These structures can influence the types of entrepreneurs who emerge. In what way does regional industry structure influence the diversity and inclusiveness of the entrepreneurial ecosystem? What are the ethical dilemmas that emerge from historical and contemporary industry structure in regions? What policies have been implemented to promote inclusive growth in cities and what is their effectiveness? How can the concept of an entrepreneurial ecosystem be used as a framework for comparative research on social innovation in urban areas?

Submission Instructions

Submissions are welcomed from a variety of theoretical, methodological, and disciplinary perspectives, as long as they are closely in line with the topic of the Special Issue. Authors are strongly encouraged to refer to the JBE’s [submission guidelines](#) for detailed instructions on submitting a paper to this Special Issue. Please note that a paper submitted to this Special Issue is considered a submission to the JBE and therefore cannot be resubmitted to a regular issue of the journal. All submissions must be made via JBE’s online [submission system](#) by January 17, 2022. Please be sure to indicate that the paper is for this Special Issue during the submission process. The online submission system will start accepting submissions 60 days prior to the call for papers submission deadline. All manuscripts will go through a double-blind peer-reviewed process according to JBE’s guidelines. Any questions with regard to this Special Issue, please address to Mike Barnett at mbarnett@business.rutgers.edu.

References

- * Aryee, S., Srinivas, E. S., and Tan, H. H. (2005). Rhythms of life: antecedents and outcomes of work-family balance in employed parents. *Journal of Applied Psychology*, 90(1), 132-146.

- * Baker, T. and Powell, E. (2020). Prosocial ventures: Meaning well and thinking good thoughts are nice, but not enough. *Rutgers Business Review*, 5(2), 145-152.
- * Barnett, M. L. (2020). Helping business help society: Overcoming barriers to corporate social innovation. *Rutgers Business Review*, 5(2), 137-144.
- * Barnett, M. L., Henriques, I. and Husted, B. (2020). Beyond good intentions: Designing CSR initiatives for greater social impact. *Journal of Management*, 46(6), 973-964.
- * Barnett, M. L., Henriques, I. and Husted, B. (2018). Governing the void between stakeholder management and sustainability. *Advances in Strategic Management*, 38, 121-143.
- * Baron, J. N., Burton, M. D., and Hannan, M. T. (1996). The road taken: Origins and evolution of employment systems in emerging companies. *Industrial and Corporate Change*, 5(2), 239-275.
- * Byron, K. & Post, C. (2016). Women on boards and firm social performance: A meta-analysis. *Corporate Governance: An International Review*, 24(4), 428-442.
- * DiTomaso, N., Post, C., and Parks-Yancy, R. (2007). Workforce diversity and inequality: Power, status, and numbers. *Annual Review of Sociology*, 33, 473-501.
- * George, G., Baker, T., Tracey, P. and Joshi, H. (eds). (2019). *The handbook of inclusive social innovation*. Edward Elgar, Northampton, MA.
- * He, S. Y., Tao, S., Ng, M. K., and Tieben, H. (2020). Evaluating Hong Kong's spatial planning in new towns from the perspectives of job accessibility, travel mobility, and work-life balance. *Journal of the American Planning Association*, 1-15.
- * Jain, J., Line, T., and Lyons, G. (2011). A troublesome transport challenge? Working round the school run. *Journal of Transport Geography*, 19 (6), 1608-1615.
- * Latham, A. and Layton, J. (2019). Social infrastructure and the public life of cities: Studying urban sociality and public spaces. *Geography Compass*, 13(7), e12444.
- * McLean, C., Naumann, I., and Koslowski, A. (2017). Access to childcare in Europe: Parents' logistical challenges in cross-national perspective. *Social Policy & Administration*, 51(7), 1367- 1385.
- * Palomaries-Aguirre, I., Barnett, M., Layrisse, F. and Husted, B. (2018). Built to scale? How sustainable business models can better serve the base of the pyramid. *Journal of Cleaner Production*, 172, 4506-13.
- * Powell, E., Hamann, R., Bitzer, V. and Baker, T. (2018). Bringing the elephant into the room? Enacting conflict in collective prosocial organizing. *Journal of Business Venturing*, 33, 623-642.
- * Robinson, J. A., Joshi, A., Vickerie-Dearman, L., and Inouye, T. (2019). Urban innovation: at the nexus of urban policy and entrepreneurship. In G. George, T. Baker, P. Tracey and H. Joshi (eds.), *Handbook of Inclusive Innovation: The Role of Organizations, Markets and Communities in Social Innovation* (pp. 129-145), Edward Elgar Publishing: Northampton, MA.
- * Ruef, M., Aldrich, H. E., and Carter, N. M. (2003). The structure of founding teams: Homophily, strong ties, and isolation among US entrepreneurs. *American Sociological Review*, 195-222.
- * Welter, F. and & Baker, T. (2021). Moving contexts onto new roads: Clues from other disciplines. *Entrepreneurship Theory & Practice*, in press.
- * Welter, F., Baker, T., Audretsch, D. and Gartner, W. (2017). Everyday entrepreneurship – a call for entrepreneurship research to embrace entrepreneurial diversity. *Entrepreneurship Theory & Practice*, May, 311-321.
- * Wowak, K., Ball, G., Post, C., and Ketchen, D., Jr. (forth). The influence of female directors on product recall decisions. *Manufacturing and Service Operations Management*.

Journal of Organizational Behavior

Call for Papers: Stemming the Tide: On the Retention and Careers of STEM Professionals

Special issue guest editors: Kohyar Kiazad (Monash University, Australia); Simon Lloyd D. Restubog (University of Illinois-Urbana-Champaign, USA); Alessandra Capezio (Australian National University, Australia); Peter Hom (Arizona State University, USA); Brooks Holtom (Georgetown University, USA); Thomas Lee (University of Washington, USA).

Background and Rationale for the Special Issue

As technology and innovation continue to transform the global economy, the STEM (science, technology, engineering, and mathematics) workforce becomes increasingly important to the economic prosperity of countries around the world. Yet, one significant obstacle is that too many STEM professionals leave STEM careers—a phenomenon that continues to stymie practitioners and policy-makers (Graham, Frederick, Byars-Winston, Hunter, & Handelsman, 2013). The U.S. alone forecasts a shortage of one million STEM workers over the next 10 years (Iammartino, Bischoff, Willy, & Shapiro, 2016). Such attrition is not due to job shortages in the STEM labor market. Rather, the difficulty of upward mobility in these jobs, the transferability of STEM skills to non-STEM occupations that offer better pay and career opportunities (e.g., consulting, banking, law), and the persistent STEM stereotypes that disadvantage some demographic groups entice STEM graduates and professionals to leave and pursue non-STEM careers. In short, while rapid growth in demand for employment in STEM occupations will continue, persistent STEM defections will produce a “leaky pipeline”—i.e., a shortfall of STEM professionals to fill these STEM core functions. Practitioners and policy makers are well aware of this problem, yet scholarly understanding and contributions lag behind; **we lack systematic theoretical and empirical under-**

standing of why STEM professionals stay in or leave STEM careers.

Objectives of the Special Issue

Fundamentally, the “STEM pipeline problem” is a multidisciplinary phenomenon sitting at the cusp of turnover, career development, diversity, and the work–family interface. From a scholarly perspective, a Special Issue that integrates such diverse approaches to the study of STEM-career challenges and provides a roadmap for future scholarship will be highly impactful. From a practical perspective, this Special Issue will complement and extend practitioner and policy-making initiatives directed toward developing STEM-career pathways and ensuring that career opportunities offer long-term appeal to STEM professionals.

Some research questions that might be addressed in this Special Issue include (but are not limited to):

- * What is STEM occupational turnover?
- * What are turnover destinations of STEM workers leaving STEM occupations?
- * What are the individual (i.e. sociodemographic, motivational) and contextual correlates of occupational retention and turnover in STEM?
- * What is the impact of identity threat and stereotyping among STEM in various groups such as women, racial minorities, people with disabilities, or demographic minorities?
- * What are the country- and organizational-level costs associated with STEM worker turnover?
- * What are the implications of the “boomerang” phenomenon (leavers who later return) in the STEM context?
- * What are the effects of “perceived volitional control” in the STEM worker turnover process?
- * What is the role of family influence or demands in the STEM turnover process?

- *To what extent can HR management practices and leadership enhance occupational retention in STEM?
- *To what extent can senior STEM role models strengthen STEM-career identity and occupational retention?
- *How do factors in STEM employees' non-work lives influence their staying or leaving?
- *What are the various career hurdles facing STEM employees and how do these impede their staying and advancement in STEM occupations?

Our exemplary research questions (by no means exhaustive) encourage a multi-disciplinary and critical approach to the study of STEM-career challenges. We encourage papers that promote new or distinctive lines of inquiry to advance scholarly understanding in this area. We are open to both empirical (e.g., qualitative, field, experimental, meta-analytic reviews) and conceptual (e.g., theory development and integrative reviews) contributions that stimulate discourse in the research agenda, significantly contribute to the advancement of coherent bodies of knowledge, and provide clear and actionable recommendations to guide future scholarship.

Contributors Should Note

This call is open and competitive. Submitted papers must be based on original material not under consideration by any other journal or outlet. For empirical papers based on data sets from which multiple papers have been generated, the editors must be provided with copies of all other papers based on the same data. The editors will select a number of papers to be included in the Special Issue, but other papers submitted in this process may be recommended for submission in other issues of the journal.

Papers to be considered for this Special Issue should be submitted electronically via JOB's online submission system (selecting 'Special Issue Paper' as the manuscript type) during the submission win-

dow (of January 15, 2020 through April 1, 2021) and adhere to the style of the Publication Manual of the American Psychological Association, 6th Edition (www.apastyle.org/manual). Manuscripts will be handled by the Special Issue guest editors and reviewed by at least two anonymous reviewers who will be blind to the identity of the author(s). As with JOB's standard review period, submissions will be reviewed with authors receiving the decision on their submission (along with reviewer comments) within four weeks of submission. The timeline for the Special Issue is as follows:

January 15, 2020	Special Issue call posted
April 1, 2021	Submissions due date
May 31, 2021	First decisions to authors
September 30, 2021	First revisions due back
November 30, 2021	Second round decisions to authors
January 31, 2022	Second revisions due back
April 30, 2022	Finalize decisions on manuscripts

Please direct questions about the submission process, or any administrative matter, to the Managing Editor at JOBoffice@wiley.com. The editors of the Special Issue are very happy to discuss initial ideas for papers and can be contacted directly: Kohyar Kiazad (kohyar.kiazad@monash.edu); Simon Restubog (simonldr@illinois.edu); Alessandra Capezio (alessandra.capezio@anu.edu.au); Peter Hom (peter.hom@asu.edu); Brooks Holtom (brooks.holtom@georgetown.edu); and Thomas Lee (orcas@uw.edu).

References

- *Graham, M. J., Frederick, J., Byars-Winston, A., Hunter, A. B. and Handelsman, J. (2013). Increasing persistence of college students in STEM. *Science*, 341, 1455–1456.
- *Iammartino, R., Bischoff, J., Willy, C. and Shapiro, P. (2016). Emergence in the US Science, Technology, Engineering, and Mathematics (STEM) workforce: an agent-based model of worker attrition and group size in high-density STEM organizations. *Complex & Intelligent Systems*, 2, 23–34.

CAREERS DIVISION SPONSORS

\$2,500 Level Sponsor

UNSW Business School



\$2,000 Level Sponsor

Northeastern University



\$1,000 Level Sponsors

Rutgers School of Management and Labor Relations



UC Davis Graduate School of Management



\$500 Level Sponsors

John Reed Center for Careers



Vrije Universiteit Amsterdam



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 2020 social and professional development events. Financial support (typically \$500 to \$2,000) for these events have been core to ensuing 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