

# The Career Forum

Melika Shirmohammadi, Editor &  
Mostafa Ayoobzadeh, Associate Editor

## Contents

INTRODUCTION .....	2
NEWS FROM THE CAREERS DIVISION .....	3
CAREERS DIVISION AWARDS ANNOUNCEMENT .....	14
MEMBER SPOTLIGHT.....	15
NEWS FROM OUR MEMBERS.....	19
RESOURCE CORNER.....	23
DID YOU KNOW THAT?.....	23
CALL FOR PAPERS .....	24
CALL FOR CONFERENCE .....	33
CALL FOR CHAPTERS.....	37
SPONSORS .....	40
THE CAREER FORUM .....	41

## 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,

Here we are with another issue of the Career Forum for you. In this newsletter, we cover important news and updates from our executive committee and members, an exciting award announcement, calls for papers, and other information that we hope you find timely and helpful!

First and foremost, I encourage you to read the letters from the executive committee as you plan your Academy of Management 2021 annual meeting experience. The Careers Division team has done a fabulous job putting together an exciting, thoughtful, and interactive program, including synchronous PDWs and virtual social events. Reading the executive team's letters, I have been intrigued with the diverse and interesting topics included in the program. I hope you can participate in as many CAR Division activities as possible and find inspiration in the great work that colleagues across the world are doing about careers!

I highly encourage you to review the award section, where we have the most exciting announcement about our latest Hughes Award recipient. Also, I invite you to check our second "Member Spotlight," which features two dedicated and prolific scholars in our field. I am sure you will enjoy getting to know them



better through reading the account they have generously shared with us. Don't forget to look at the "Did You Know That?" and "Resource Corner" sections.

I close with a warm welcome to our newly elected CAR Division officers and a thank you to the current executive committee for their endless efforts and hard work that has kept things moving and happening for Careers 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 relaxing time in July and a productive AOM conference!

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's hard to believe that my year as Careers Division Chair is coming to a close! With the challenges posed by the pandemic and the lack of opportunity to see each other face-to-face for the second year in a row, it was more important than ever to reach out regularly to you, our members, and to think about how to serve our community beyond the annual meeting. Fortunately, we had a clear strategic direction, thanks to past Division Chairs **Jamie Ladge** and **Scott Siebert**, that dovetailed very well with the demands of this most unusual year.

Our Division strategy is based on our last 5-year review (completed in 2019), which included input from the membership. My plan for this year was to build on that work and make progress toward 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

I'm happy to report that we're on track. We've been making excellent progress on these goals by developing exciting new programs like an innovative **Mentoring program** and a **Regional Ambassadors program**. Our **Mentoring Committee** (Goal 1), led by **Erin Makarius**, with **Marijke Verbruggen**, **Stefanie Gustafsson**, **Jeff Yip**, and **Ricardo Rodrigues** has implemented a mentoring program with a structure of periodic meetings and high-level goals for groups of mentors and mentees. Meeting in groups of about 4 mentees and 2 mentors enables mentees (and mentors!) to expand their networks and hear about peer experiences as well as get advice from senior scholars. Our **Value Beyond August Committee** (Goal 3), led by **Stefanie Gustafsson** with **Jeff Yip** and **Jamie Ladge** is in the process of implementing a Regional Ambassadors program to supplement outreach efforts and support our membership around the world. Many thanks to everyone involved in these programs!

These programs are just a sample of what we're doing to support our members around the world. We in the Careers Division are proud of having a truly global membership, and given the difficulties imposed by distance and incompatible time zones, we've worked hard to be inclusive. The good news is that the programs we've set up for outreach during pandemic times will serve us well as we return to normal. For example, the popular **Careers in the Rough** paper development workshop has traditionally been a highlight of the AOM annual meeting. It's certainly fun to get together in a room and see everyone, but we found that meeting asynchronously worked very well and can help us accommodate people who can't travel for the annual meeting.

Our other committees have also been hard at work. The **Research Collaboration** Committee (Goal 2), led by **Beatrice Van der Heijden**, with **Mel Fugate** and **Ricardo Rodrigues**, continues its efforts to develop an employability research network and improve outreach to Latin America. 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 sustain our membership. Finally, the **Social Media and Communications** Committee led by **Ricardo Rodrigues** (Community Moderator) with **Lauren Simon** (Webmaster), **Melika Shirmohammadi** (Newsletter Editor),

**Jamie Ladge**, and **Erin Makarius** are making sure our outbound communications are coordinated and impactful, as well as developing a social media strategy.

I have explored a personal interest in the intersection of careers and diversity with long-time Division member **Holly Ferraro**. She and I recently held our third (!) **Careers and Diversity Coffee Hour**. It's been so exciting to see this community build. Thanks to all participants, and we look forward to building this community larger and stronger in the future.

Of course, the annual meeting is still the centerpiece of our year. Though we'll be virtual again, **Program Chair Rick Cotton** and **PDW Chair Denise Jepsen** have put together an exciting virtual program that will have lots of formal and informal opportunities for interaction. I want to highlight Rick's **CAR Plenary Session: Out and About...Lessons Learned from Multi-Country Research Programs** (Monday, Aug. 2, 12-1pm ET) featuring major global research programs. Also, look for our social events! Come and hang out with us – I promise that it will be fun. Please see Rick's and Denise's entries in this newsletter for more information on the program.

Mark your calendars for the **Careers Division Business Meeting**, scheduled for **Sunday, Aug. 1, 12-1pm ET**. At the meeting, we'll be presenting our (drumroll) **Division Awards** that **Jos Akkermans**, Division Chair-Elect, has successfully coordinated. We'll also have a

chance to thank our Division sponsors; kudos to **Jennifer Tosti-Kharas**, Treasurer for getting financial support in this challenging year. And, we'll welcome our newly-elected Executive Committee members. **Jamie Ladge**, Past Chair extraordinaire, found an outstanding slate of candidates. Thanks to all who ran for office. I feel great about seeing long-time Division volunteer **Serge Da Motta Veiga** join our Division leadership as PDW Chair, **Erin Makarius** making the jump from Rep-at-Large to Division Secretary, welcoming our new Webmaster **Victor Chen**, and **Janine Bosak**, **Alycia Marie Damp**, and **Alexander Newman** joining the EC as Reps-at-Large. Wow, what a team!

Finally, with much gratitude, we will say goodbye to our outgoing EC members: **Ryan Klinger** (Secretary), **Lauren Simon**

(Webmaster), and **Stefanie Gustafsson** and **Ricardo Rodrigues** (Reps-at-Large). Your service to the Division has been exemplary.

Thanks always to you, our members, for sticking with us through these hard times. If you would like to participate in any of the things we're doing, please contact me or any of the people mentioned in this letter. We'd be happy to have you on board.

I wish you all the best of health and happiness. I can't wait until we can see each other in person, but in the meantime, it will be great to see you in July/August!

Gina Dokko  
Division Chair, Careers Division

## Message from our Division Chair-elect, Jos Akkermans



Dear colleagues and friends,

For the second consecutive year, we will see each other online during the annual AOM conference. With all the lessons learned from the first online edition in 2020, I am convinced this year will be an even better online conference. Rick Cotton (our program chair) and Denise Jepsen (our PDW chair) have worked incredibly hard to put together a fantastic program for the Careers Division. The program will feature a wide range of topics and perspectives, making it an excellent opportunity to discuss the latest careers research and teaching developments. And the big advantage compared to last year is that many sessions will be live! I sincerely hope that many of you register for the conference to see each other digitally in late July / early August.

One thing that does not change in a fully online AOM year? The Division awards! As Division Chair-Elect, I am responsible for managing the award process. Last year, we made some changes to the set-up of the Careers Division Awards. We now have three awards directly tied to the conference submissions: the Careers Division Best Overall Paper Award,

Arnon Reichers Best Student Paper Award, and Michael Driver Best Symposium Award. Moreover, we have two awards we introduced last year: the Careers Division Best Published Paper Award and Mid-Career Award. In a “normal” year, we typically announce the award winners during the CAR Business Meeting. Because of practical (e.g., time zones making it difficult for all nominees and winners to attend) and logistical (e.g., sending the plaques via mail rather than handing them out during the conference) reasons, we decided to do things a bit differently this year.

As you may have seen, many divisions already announced their award winners. Yet, we decided to approach these announcements slightly differently. In the final weeks toward the conference, we will be posting a series of messages to announce one award winner each. To ensure each winner gets the spotlight they deserve, we are currently in the process of recording brief videos with those winners,

along with the committee chairs. We hope to post the first announcement in the first week of July and continue until just before the conference.

I would like to sincerely thank all the committee members who invested time and effort in a careful decision-making process. The committees consist of some of our Division's best reviewers, past award winners, and volunteers and represent a diverse group of scholars from our Division membership regarding seniority, geographical region, and gender. The chairs were: **Julia Richardson** (Best Overall Paper Award), **Alex Newman** (Best Symposium Award), **Simon Restubog** (Best Student Paper Award), **Shoshana Dobrow** (Mid-Career Award), and **Corinne Post** (Best Published Paper Award). And all committee members were: Maike Andresen, Mina Beigi, Matthew

Bidwell, Ariane Froidevaux, Lindsey Greco, Jeffrey Greenhaus, Stefanie Gustafsson, Mila Lazarova, Wolfgang Mayrhofer, Martin Obschonka, Bert Schreurs, Daniel Spurk, Marijke Verbruggen, and Mo Wang. A big thank you for your hard work in making the 2021 Careers Division Awards possible!

For now, keep an eye out for the upcoming messages and videos in which we will announce this year's winners. And, of course, tune in during our annual Business Meeting on Sunday, August 1, between 12-1 PM ET. We will once again celebrate the award winners and nominees during the business meeting, so please join us in congratulating them!

All the best and I hope to see you in July virtually,

Jos Akkermans

Division Chair-Elect, Careers Division



### Message from our Division Program Chair, Richard Cotton



Dear members and friends of the Careers Division,

I hope you are hanging in there as best you can and that you see the light at the end of the tunnel wherever you are on this personal and country's return to some semblance of normalcy.

Preparing for this year's AOM Annual Meeting has been an interesting challenge. Executing the AOM program online means taking into account different time zones, geographies of those having formal roles in the CAR program and our membership, different types of sessions, timing preferences, session acceptance quotas, etc. It was quite a challenge to put it all together, but it really helped that, as usual, everyone has been flexible and understanding of a variety of constraints that come with on-line delivery.

I'd like to now share with you some numbers. In total, we received 98 paper and 17 symposium submissions, of which I was ultimately able to accept 62 papers (vs. 70 papers last year) (63% acceptance rate for 2021) and 14 symposia (vs. 24 symposia last year) (82% ac-

ceptance rate for 2021). These higher acceptance rates are indicative of an attempt to create a broader, more inclusive yet still high-quality program in addition to my lobbying AOM to allow us to accept two additional symposia as our symposia submissions were particularly stellar this year, as indicated by the reviewers and my own assessment.

Given the feedback and participation numbers from last year's online program, one key feature of this year's program is that Denise Jepsen, your CAR PDW Chair, and I will be offering **more than 40** professional development workshop (PDW), paper, and symposia sessions, **88% of which will be in a live/synchronous format** versus last year's program which was just 25% live/synchronous. We consider this high percentage of live sessions as a key achievement in our journey to create a much more dynamic and interactive virtual CAR program.



Now let's get to session details! This year we have a robust mix of **timely and intriguing careers symposia** spread across several days and times to allow scheduling flexibility. The vast majority of these symposia are co-sponsored with other DIGs, including GDO, HR, MOC, OB, OMT, and STR, among others.

**CAR Symposia**, where we are either the lead or co-sponsor, are scheduled as follows:

- \* **Friday, July 30:** Containing Workplace Incivility (8:30AM EDT); Remote Work and Women's Career Equality (1PM EDT)
- \* **Saturday, July 31:** Gender Inequality: Remediation (8AM EDT)
- \* **Sunday, August 1:** Authentic Leadership, Diversity and Careers (3PM EDT)
- \* **Monday, August 2:** Class and Gender in Working Lives Across the Globe (10AM EDT); The Gig Work Phenomenon (2PM EDT); Relationships and Their Influence on Work Identity (2PM EDT)
- \* **Tuesday, August 3:** Women's Careers in the 21st Century (8AM EDT); Discrimination in the New World of Work (4PM EDT)
- \* **Asynchronous:** Career Implications of Unfair Treatment at Work; Career Regret and Career Sacrifice; How Refugees Overcome Vocational Barriers; Unpacking Internal Mobility; Workplace Disclosure of Disability

We also have a mix of **both timely and classic career topic-based paper sessions**.

**CAR Paper Sessions**, grouped by theme, are scheduled primarily on Monday and Tuesday as follows:

- \* **Sunday, August 1:** COVID and Careers (8AM EDT)
- \* **Monday, August 2:** Career Adaptability (4AM EDT); Learning, Developmental Opportunities and Careers (6AM EDT); Employability and Sustainable Careers (8AM EDT); Fit and Embeddedness (10AM EDT); Mobility and Career Consequences (4PM EDT); Networking, Mentoring and Social Capital (4PM EDT); Work-Family Interface Dynamics (8PM EDT)
- \* **Tuesday, August 3:** Unemployment and Careers (4AM EDT); Social Origin, Social Class and Social Status (8AM EDT); Identity and Careers (10AM EDT); Callings and Work Passion (12PM EDT); Stressors and Work/Career Transitions (2PM EDT)
- \* **Asynchronous:** Academic and Teaching Career Dynamics; Career Strategy and Career Management; Entrepreneurial Careers; Leadership and Work Outcomes

Please note that for this year's CAR program, Denise and I have built in many 'open' times when you can arrange a Zoom call with someone you 'see' in a virtual session. For exam-

ple, our scholarly program sessions on Monday and Tuesday all start on the even hours EDT and last for 90 minutes - leaving 30 minutes between sessions where you can arrange your own Zoom catch-up or collaboration discussions.

And, please don't forget our **CAR Business Meeting (Sunday, August 1, 12-1PM EDT)**! This year, we will again have a condensed meeting where we will provide some brief updates and, most importantly, focus on this year's Careers Division award winners. We will celebrate both conference-related awards and also the awards for Best Published Paper and Mid-Career. Please join us in this celebration!

Additionally, over the years, the **CAR Plenary Session** has focused on thought-provoking topics and this year is no exception as we all long to travel and see each other again. This year's plenary topic, also dovetails nicely with the 2021 AOM Meeting theme of "**Bringing the Manager Back in Management.**"

Our plenary thus will feature a panel discussion with heavy hitters from three major, global research projects in careers, HRM, and international management and is titled, "**Out and About...Lessons Learned from Multi-Country Research Programs - 5C, CRANET and GLOBE**". This session is slated to include Professors Jon Briscoe and Michael Dickmann

from 5C (Cross-Cultural Consortium on Contemporary Careers), Emma Parry and Mila Lazarova from CRANET (the Cranfield Network on International Human Resource Management) and Mansour Javidan and Professor Emeritus Peter Dorfman from GLOBE (Global Leadership and Organizational Behavior Excellence). Mark your calendars as we expect a high turnout for this live/synchronous session on **Monday, August 2, from 12-1PM EDT!**

Finally, I would like to thank all of the reviewers who helped out this year. For 2021, over 130 people signed up to review for our division. This was a fantastic show of force for CAR in a very difficult year, and it would be impossible to create a high-quality program without you. Thank you! Thank you!

I hope you are able to carve out a solid block of time for our virtual conference this year. True, I am a bit anxious about how it will all turn out. But what I am confident of is that everyone - from submitters to organizers to authors to chairs to the AOM Program Team - have been working hard to create a compelling program. I hope to see you there!

Sincerely,  
Rick Cotton  
Division Program Chair, Careers Division

## Message from our PDW Chair, Denise Jepsen



I am delighted to bring you a range of fabulous PDWs in this year's AOM meeting. We have retained the Friday/Saturday/Sunday timing for the PDWs because we figure that's what we are all used to. None of the PDWs are concurrent, so you could attend them all if you were really keen. Some highlights include, firstly, PDWs to support all levels of careers scholarship, including the following, both new and repeated:

- \* Careers in the Rough (asynchronous)
- \* Sequence Analysis in Career & HRM Research: Techniques and Practical Applications (Friday)
- \* I-Deals & Career Management: Conceptual issues and Applications (Friday) and
- \* CAR Doctoral Consortium (Saturday)

Do you teach leadership, HRM, or OB? You probably have a topic on careers in there. Take a look at these PDWs to enhance your teaching of careers:

- \* Enhance Your Toolkit for Teaching Careers (Friday) and
- \* Writing and Publishing Teaching Cases on Careers: A Tool for Academics and Practitioners (Friday)

And last, a group of PDWs that support your own career opportunities:

- \* Supporting Non-traditional Research Career Paths in the Academy (Saturday)
- \* Academic Job Opportunities in China (Saturday)
- \* Coaching Managers To Enhance Employees Influence And Impact (Sunday)
- \* Psych'ed Up for Business School: Preparing I-O Psychologists for Business School Careers (Sunday) and
- \* English Writing for German Native Speakers (Sunday).

Other than Careers in the Rough, all PDWs are synchronous, so you can interact in real-time with the speakers in a variety of formats the presenters have designed to maximize their sessions. Now we've all had more than a year of virtual presentations, we all know how to play in virtual workshops.

So, whatever your time zone, come along to those PDWs that interest you to interact, engage and learn from your peers, mentors, and academic heroes.

This year we are hosting two social events in an attempt to replicate both the halls and corridors of a regular Academy meeting, along with the meeting room socials where the main game usually starts with finding a drinks ticket. We won't have any tickets this year, but we do plan some light activities to get your conversations started. Using a platform called GatherTown accessed via the AOM social event link, we welcome you/avatar to chat with other Careers Division members. For two hours on each of the events, there will be executive committee, and members of the Division lolling around our GatherTown rooms. We will have five-minute keynotes, music (yes, a harp

has been mentioned...), and more as prompts to help you meet and chat with those you may not have met, seen or spoken with for a while. To accommodate the bulk of attendees in USA and Europe, two social events will be held, 12 hours apart at 6am and 6pm NY time on Sunday, August 1st, so one of those times should suit most around the globe. Keep an eye out for information on how to join the social events, bring a drink that suits your time zone, and let's see if we can re-connect in meaningful ways. We, Denise Jepsen and GatherTown volunteers Megha Yadav and Mirit Grabarski, look forward to seeing you then.

Cheers,

Denise Jepsen  
PDW Chair, Careers Division



## Message from our Outgoing Division Chair, Jamie Ladge



Dear Careers Division Members,

The Past Division Chair's primary responsibility is ensuring the future of the Division by managing the elections of our executive committee officers. Many thanks to all of you who voted in this year's CAR elections. Just about 23% of the Division participated and voted, which is similar to the range of the last 10 years (20% - 29%) and similar to the average of other divisions for this year's election (approximately 26%).

I am VERY pleased to announce our new officers: Our new CAR PDW Chair is **Serge P. Da Motta Veiga** from EDHEC Business School. Our new CAR Secretary is **Erin Makarius** from the University of Akron. Our three new CAR Representatives at Large, all for three-year terms, ending August 2024. In alphabetical order: **Janine Bosak**, Dublin City University; **Alycia Damp**, University of Toronto; **Alexander Newman**, Deakin University.

We are thrilled to have such an outstanding group of individuals join our CAR executive committee team. Thank you all for your past contributions and for those to come. Please join me in congratulating them!

A special thank you to the individuals who were not elected but who agreed to run for

office. We greatly appreciate your contributions. The elections were very close, and we hope you will consider running next year. I would also like to thank our Nomination Committee: Gina Dokko, Jos Akkermans, Denise Jepsen, and Rick Cotton, as well as Michael McShane from the AOM staff, who made the process easy to follow and efficient!

I know you are all in good hands as you join other members of the executive committee. There is a lot of fun and interesting work to do, and I hope you will enjoy serving out your term as much as I did! Being in charge of the elections has been a great way of ending my journey with the Careers Division. It was an amazing experience where I made a lot of new friends and built life-long connections. I'm looking forward to seeing how the Division evolves and grows to new heights. Looking forward to "seeing" you all at the virtual conference and hopefully being with you in person in 2022!

Peace out!

Jamie Ladge

Past Division Chair, Careers Division

## CAREERS DIVISION AWARDS ANNOUNCEMENT

### **Congratulations to Steve Barley, our latest Hughes Award recipient!**

We are excited to announce that **Stephen R. Barley** is the newest recipient of the Careers Division's highest honor: the Everett Cherrington Hughes Award for Careers Scholarship. This award recognizes a scholar whose work builds a bridge between research on careers and other areas of organizational inquiry. Professor Barley clearly embodies the spirit of the award; the breadth of his influence spans the whole field of management and organization studies, but at its heart, his body of research is about the experience of work and careers in organizations.



In over 100 articles and several books, Professor Barley's influence on the whole field of organization studies has been enormous. His careful, rich ethnographic studies of work and occupations have been critical to understanding how organizations and individuals interact. His seminal chapter on career scripts in the 1989 Handbook of Career Theory has shaped the way we see careers in the broader context of individuals and institutions. His ideas have had a deep influence on careers research, while connecting it to research and theory on work, occupations, institutions, and technology. And, given that his own work has roots that reach into E.C. Hughes' work, it is especially appropriate that Professor Barley receives this award.

The Hughes Award will be presented to Professor Barley at the Careers Division Business Meeting on Sunday, August 1, from 12pm to 1pm EDT. Also, please watch for Professor Barley's plenary address at the 2022 AOM meeting next August in Seattle (we hope). Please join us!

We are grateful for Steve Barley's contributions to the intellectual community of careers researchers and congratulate him on receiving the Hughes Award!

Gina Dokko  
Division Chair, Careers Division



## MEMBER SPOTLIGHT

### Anneleen Forrier

Full professor, Department of Work and Organization Studies,  
Faculty of Economics and Business, KU Leuven, Belgium



#### Tell us about yourself:

After my studies in Business Engineering at the KU Leuven in Belgium, I went to Lancaster University (UK) to study Organisational Analysis and Behaviour. That's where I truly developed my interest in the complexity of work and organizations. After my studies, I worked in management in quite diverse organizations. First, in Kopergieterij, a creative venue for young people focusing on drama, dance, and music. The place where I also had been a child actor in several theatre productions. Next, in Electrabel, a big corporation and the main gas and electricity producer in Belgium. After a couple of years in practice, I made the switch back to academia. My current research interests are careers, employability, (re)employment, economically inactive people and their transitions in and out of the labor market.

#### What makes you interested in careers?

In my PhD, I studied temporary employees and their future labor market opportunities. It raised my interest in the diversity of choices people make in their careers, but also my concern about inequality and potential boundaries some may face. In my current research, I am still intrigued by the interplay between agency and structure in careers and employability.

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

I must admit that the first time I visited an AOM meeting, back in the nineties, I was somewhat intimidated. This huge conference full of self-confident outspoken people, so it seemed, was some kind of culture shock for a rather introvert Belgian girl who does not like being in the spotlight. But the CAR Division felt like a safe haven and was very welcoming. And it still is. Every time I attend the AOM annual meeting, I am looking forward to meeting my colleagues and friends from the CAR Division.

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

I love the constructive, open debate among scholars, regardless of seniority or research para-



digm. I also like the nice atmosphere where people are genuinely interested in each other's work and life. And I have great memories of joint activities such as summer barbecues in lovely gardens, building sandcastles on Californian beaches, or watching elephants in rural India.

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

For my current work, I am very much inspired by the 2018 book of Hugh Gunz and Wolfgang Mayrhofer, *Rethinking Career Studies: Facilitating conversation across boundaries with the social chronology framework*.

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

I am pleased that the employability process model I developed in my PhD is still inspiring current research. I hope it helps to increase conceptual clarity in employability research. In my current research, together with Nele De Cuyper and some other colleagues, we aim to arrive at a more contextual and relational understanding of employability and careers.

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

- \* In Dutch we use two different words loopbaan and carrière
- \* French: carrière
- \* English: career
- \* German: Karriere

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

I am an art lover, I love to go to the theatre, dance performances, museums, music festivals and I also like a good book. I am a recreative badminton player, each Tuesday evening with friends. We are not particularly good at it, but we enjoy it all the more. I love traveling and seeing the world. During the pandemic, I could do none of the above, but I very much enjoyed weekend walks and discovering my own country in a small company.

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

Actually, I do not like to be in the spotlight, although I feel very honored to have been invited for this new section in the careers Division newsletter.

## Wolfgang Mayrhofer

Full Professor, WU Vienna, Austria



### Tell us about yourself:

German language area 'mongrel', i.e. born in Carinthia (most southern federal province of Austria, neighboring Slovenia and Italy), raised in Vienna, Austria's capital, 10 years of work in Northrhine-Westphalia and Saxonia, married to a German medical doctor and father of 4 children (no grandchildren yet...); business administration background with a strong interest in psychology and sociology; dyed-in-the-wool fan of Austria Wien football club.

### What makes you interested in careers?

Life itself and the way people (including myself) try to handle the tension between their own ambition, competencies, and the 'iron cage' within which we move.

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

Through my first visit to the Academy of Management when I was trying to find a home (now HR and CAR).

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

Size (not too large), nice and approachable people (not too vain), the international composition of membership (not too Anglo-centric)

### Who inspires you?

As a 'shaky Catholic Christian' Father, Son, and Holy Spirit; more mundane: everyone who follows - for the better, or the worse - their calling to the fullest.

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

Marco Balzano's "I'm staying here" that tells in a heartbreaking way the story of inhabitants of a small village in South Tyrol and their quest for coping with political and ecological circumstances while striving to survive and, in what small way ever, prosper.

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

Rethinking Career Studies, our 2018 Cambridge University Publisher book with Hugh Gunz, because of a truly academic pedigree: about 1,000 pages written and less than a third used, thereby meandering into unknown territories with a lot of learnings; a pleasant experience due to a sharp and witty co-author who introduced me, among others, to the OED, bourbon (Maker's Mark!) and various single malts as well as opened his home during various visits; 10 years of work on one single book with foreseeable little response among our esteemed colleagues; and, maybe most of all, escaping the breathless publishing frenzy and taking a step back, scratching our heads and allowing ourselves the pleasure of intellectual discourse. What a nice way to waste one's time and energy (btw: the next book is in the making...).

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

Karriere (German)

carrus (Latin, the root of the word career, indicating a plain on wheels used to transport things)

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

Playing the guitar, cooking, sailing – the first two let my social environment always suffer, the last one only now and then.

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

My tombstone's inscription: He kept trying, and his intentions were mostly good.



## NEWS FROM OUR MEMBERS

### Books



### **90 Days, 90 Ways: Inspiration, Tips & Strategies for Academic Writers**

By

Patricia Goodson, Mina Beigi, and Melika Shirmohammadi

Available at: <https://smile.amazon.com/gp/product/B08NWBBMXH>

The book contains entries for academic writers of all types to read, reflect upon, or use as prompts for their daily writing. Structured for 13 weeks, each day represents a different category: Mondays present a review of “Books to Read”; Tuesdays, suggestions and exercises to engage in deep or deliberate practice; Wednesdays focus on comic relief; Thursdays contain text to inspire and motivate. Fridays review a research report on some aspect of writing; Saturdays provide tips & tools, and Sundays offer a writing prompt to help writers start writing *something*.

## Handbook of Research Methods in Careers

Edited by Wendy Murphy, Associate Dean of Academic Programs and Professor of Organizational Behavior and Jennifer Tosti-Kharas, Associate Professor of Organizational Behavior, Management Division, Babson College, US

<https://www.e-elgar.com/shop/usd/handbook-of-research-methods-in-careers-9781788976718.html>

### Summary of the Handbook:

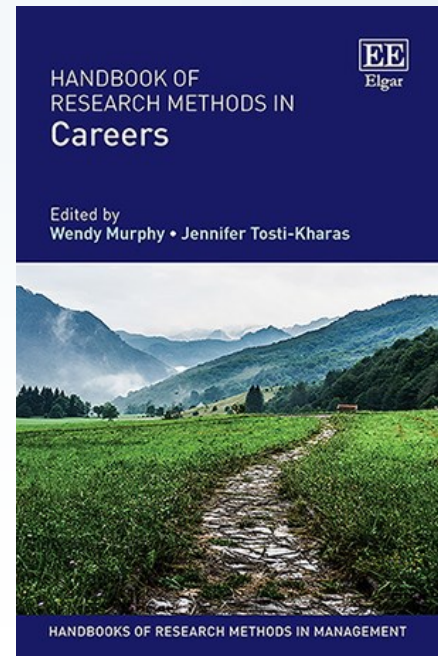
This Handbook of Research Methods in Careers serves as a comprehensive guide to the methodologies that researchers use in career scholarship. Presenting detailed overviews of methodologies, contributors offer numerous actionable best practices, realistic previews, and cautionary tales based on their vast collective experience of research in the discipline.

Chapters showcase diverse and interdisciplinary approaches to studying careers across the spectrum of quantitative, qualitative, and mixed methods. Providing an in-depth illustration of established methods and current trends in careers research, this Handbook brings together top international authors to discuss the opportunities and limitations of both design and analysis choices.

Offering cutting-edge methods from established and emerging experts, this Handbook is crucial reading for scholars at all levels who are currently studying, or wish to study, careers. It will also be useful for institutions coordinating large research projects on careers, as well as consultants and organizational psychologists providing research support for employee development.

### List of Contributors:

Contributors: Jos Akkermans, Mark Bailey, Yehuda Baruch, Janine Bosak, Jon P. Briscoe, Julie Brückner, Matej Černe, Samuel Clegg, Suzanne Crane, Allison Creed, Suzanne C. de Janasz, Michael Dickmann, Shoshana R. Dobrow, Paul Doyle, Katarzyna Dziewanowska, Holly Slay Ferraro, Rajashi Ghosh, Kerry Roberts Gibson, Danna Greenberg, Douglas T. Hall, Brian Harney, Gregory Hennessy, Joeri Hofmans, Robert Kaše, A. Julie Katz, Gábor Kismihók, Ilsang Ko, Vladimer B. Kobayashi, Colin I.S.G. Lee, Ague Manongsong, Wolfgang Mayrhofer, Jessica R. Methot, Katarina K. Mihelič, Stefan T. Mol, Wendy Murphy, Aimilia Mylona, Susan Nacey, Sanne Nijs, Susan O'Donnell, Janneke K. Oostrom, Emma Parry, Alison Pearce, Peter Pease, Rose Quan, Bert Schreurs, Scott E. Seibert, Alireza Shokri, Dimitra Skoumpopoulou, Brenda Stalker, Huan Sun, Jennifer Tosti-Kharas, Jose Aldo Valencia Hernandez, Viktoriya Voloshyna, Jarno Vrolijk, Hannah Weisman, Bart Wille, Szu-Hsin Wu, Jeffrey Yip, Jelena Zikic.



## Journal Publications

- Akkermans, J., Blokker, R., Buers, C., Van Der Heijden, B. I. J. M., & De Vos, A. (2021). Ready, set, go! School-to-work transition in the new career. In A. Marshall & J. Symonds (Eds.), *Young adult development at the school-to-work transition: International pathways and processes* (pp. 77-106). Oxford University Press.
- Akkermans, J., Collings, D. G., da Motta Veiga, S. P., Post, C., & Seibert, S. (2021). Toward a broader understanding of career shocks: Exploring interdisciplinary connections with research on job search, human resource management, entrepreneurship, and diversity. *Journal of Vocational Behavior*, 126, 103563.
- Akkermans, J., Lee, C. I. S. G., Nijs, S., Mylona, A., & Oostrom, J. K. (2021). Mapping methods in careers research: A review and future research agenda. In W. Murphy & J. Tosti-Kharas (Eds.), *Handbook of research methods in careers* (pp. 9-32). Oxford University Press.
- Ayoobzadeh, M. (in press). Freelance job search during times of uncertainty: Protean career orientation, career competencies and job search. *Personnel Review*.
- Ayoobzadeh, M., Lyons, S., & Schweitzer, L. (in press). Career expectations of international and domestic students in Canada. *International Journal for Educational and Vocational Guidance*.
- De Jong, J., Clinton, M., Bal, M., & Van der Heijden, B. (2021). Caught in the middle: How and when psychological contract breach by subordinates relates to weekly emotional exhaustion of supervisors. *Frontiers in Psychology*, 11, article number 464774.
- De Lange, A.H., Van der Heijden, B., Van Vuuren, T., Furunes, T., De Lange, C., & Dikkers, J. (2021). "Employable as we age? A systematic review of relationships between age operationalizations and employability". *Frontiers in Psychology*, 11, article number 605684.
- Fugate, M., Van der Heijden, B., De Vos, A., Forrier, A., & De Cuyper, N. (2021). Is what's past prologue? A review and agenda for contemporary employability research. *Academy of Management Annals*, 15(1), 266-298.
- Giesbers, A.P.M., Schouteten, R.L.J., Poutsma, F., Van der Heijden, B.I.J.M., & Van Achterberg, T. (2021). Towards a better understanding of the relationship between feedback and nurses' work engagement and burnout: A convergent mixed-methods study on nurses' attributions about the 'why' of feedback. *International Journal of Nursing Studies*, 117.
- Habets, O., Van der Heijden, B., Ramzy, O., Stoffers, J., & Peters, P. (2021). Employable through social media: An intervention study into the moderating role of motivation in the relationship between social media use for professional development and employability enhancement. *Sustainability*, article number 1188783.
- Hennekam, S., Ladge, J., & Shymko, Y. (2020). From zero to hero: An exploratory study examining sudden hero status among nonphysician health care workers during the COVID-19 pandemic. *Journal of Applied Psychology*, 1088-1100.

Li, J., Liu, H., Van der Heijden, B., & Zhiwen, G. (2021). The role of filial piety in the relationships between work stress, job satisfaction, and turnover intention: A moderated mediation model. *International Journal of Environmental Research and Public Health*.

Masterson, C., Sugiyama, K., & Ladge, J. (2021). The value of 21st century work–family supports: Review and cross-level path forward. *Journal of Organizational Behavior*, 42(2), 118-138.

Oh, J., Shirmohammadi, M., Jeong, S., & Wang, J. (2021). Leaving the military to work in civilian society: Career adaptability by South Korean short-and mid-term veterans. *Career Development International*, 26(3), 415-434.





## RESOURCE CORNER

Dear colleagues,

One of my passions is helping and supporting early-career scholars. For them, but also for scholars in other career stages, choosing target journal for a manuscript is a challenge. I was recently asked to prepare a blog about using 'quality lists' as a support and guide tool. You are welcome to look at the blog, which appeared on the Chartered Association of Business Schools, UK.

Title: The relevance and challenges of using journal guides to evaluate the quality of journals and papers

<https://charteredabs.org/the-relevance-and-challenges-of-using-journal-guides-to-evaluate-the-quality-of-journals-and-papers>

Yehuda Baruch

## DID YOU KNOW THAT?

Some global attention has been paid to a paper published by Yehuda Baruch in 2001, where he presented a review and future predictions regarding working from home. Twenty years later, the prediction has been proven right. Originally he wrote:

"Since all these factors are essential, it is unlikely that teleworking will reach a very high level of application in the foreseeable future. It seems that only a strong external input, for example, the possible catastrophic option of energy or transportation crisis..., can cause teleworking to accelerate." (Baruch, 2001, p. 118)

... and then came the COVID-19 pandemic, which caused a significant rise in teleworking worldwide. Says Yehuda: "Nice to be proven right (mind you, I did not predict the eventual cause). Indeed, I did predict what it would take to make working from home a widely applied and accepted phenomenon. As said the Simpsons – 'Being right sucks' – but at least something good came with the COVID-19: working from home for many.

Yehuda Baruch

## CALL FOR PAPERS

### Organizational Behavior and Human Decision Processes

Special Issue: Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace

**Submission Deadline**

June 1, 2022

**Special Issue:**

Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace

**Guest Editors:**

Ellen Ernst Kossek, Jamie Ladge, Laura Little, Denise Lewin Loyd, Alexis Nicole Smith, Catherine H. Tinsley\*

(\*Guest editor authorship is alphabetical and all co-authors contributed equally.)

Organizational transformation without equity and allyship is meaningless. —Lupe Poblano  
The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it. —Albert Einstein

Allyship is a growing concept in diversity and inclusion, and social justice research. It is emerging as an effective way to create organizational change toward the advancement of equality (Sue et al., 2019) and inclusive climates in organizations (King & Cortina, 2010; Scully & Rowe, 2009). While the term “allyship” is relatively new, research related to the support of marginalized and stigmatized individuals and groups in the workplace is prevalent in the scholarly and practitioner literatures. Allyship has many different motiva-

tions, including one's identification with principles of social justice and equality, benevolence and paternalism, altruism, empathy, spiritual values, social identification and support, and self-interest (Edwards, 2006; Patton & Bondi, 2015).

**Allyship as a Social Change Lever and Recent Societal Events**

Apart from promoting organizational equity, allyship can also hasten societal change to address gaps in existing social institutions and status hierarchies. For example, police shootings of George Floyd, Breonna Taylor, and other unarmed Black people precipitated mass demonstrations including people of color and White allies alike. As acts of public allyship, these widespread protests have provoked discourse around systemic solutions to racial injustice.

The recent COVID-19 pandemic also has made increasing visible the inequities embedded in our employment systems and social fabric. Allyship may offer one more route towards leveling various playing fields. For example, the work-life inequities entrenched in gender roles, and limited supports, have become magnified as the labor force is in quarantine. As one study reported, women shouldered 90 percent of the schooling and care during pandemic lockdowns (Kossek, Allen & Dumas, 2020). This gender gap might be addressed with increased organizational workplace support for caregiving roles, paid family leaves,

and the greater involvement of men and domestic partners as shared allies in caregiving. Moreover allyship for “essential” workers during the pandemic, such as those in health care, food service, and many front-line working industries often received statements of public support that was sometimes not aligned with social realities (Henekamm, et al, 2020). For example, most essential workers – including many women and people of color – faced work-life inequality as they could not telework, making child care and homeschooling challenging, and increasing exposure to COVID-19 (Kossek & Lee, 2020). Simple acts of allyship such as grocery customers wearing masks while shopping and coworkers encouraging sick colleagues to stay home, could help attenuate such workplace inequities.

Recently, new federal policies have arisen to serve allying purposes. For example, on his first few days in office, the new U.S. President, Joe Biden, has issued several Executive Orders unequivocally reinforcing the U.S. government’s commitment to equity, inclusion, and importantly, allyship. These executive orders include eliminating further federal spending on a physical wall on the US-Mexico border, as well as rejecting a previous discriminatory ban on transgender men and women’s participation in the armed forces, on Muslim travel into the United States, and on educational attempts to examine and address systemic racism.[1]

Growing global awareness of these social inequities and the importance of addressing diversity, inclusion, and social justice efforts is instantiated in recent G7 leaders’ summit pledge to OECD’s “Business for Inclusive Growth.” The pledge commits nations and

leading companies to advance this agenda to strengthen equality of opportunity geographically, promote diversity and inclusion, and reduce gender inequality by advancing human rights in business operations, building inclusive workplaces, and strengthening inclusion in organizational value chains and ecosystems (OECD, 2019). Thus allyship, as a possible process for reducing inequality, is a relevant topic both for organizational and social science researchers.

### **Expanding Notions of Allyship to Advance Research and Social Justice**

Existing theory and research on allyship has primarily studied allyship as a positive phenomenon, often at the individual level of analysis, emanating from a position of privilege and dominance. An ally has been defined as a person who belongs to “advantaged groups engaging in committed action to improve the treatment and status of a disadvantaged group” (Louis et al., 2019, p. 6). Washington and Evans (1991) defined an ally as someone who adopts the role of supporting another group in which they do not belong, to support either acceptance, fair treatment, or inclusion. Research on allyship has focused on 1) ally identity development (e.g., Broido, 2000; Edwards, 2006); 2) antecedents of allyship (Duhigg et al., 2010; Iyer & Ryan, 2009); and 3) consequences of allyship (Dickter et al., 2011; Droogendyk et al., 2016) across a range of disciplines and contexts. Attitudinal pathways (Cropanzano et al., 2001) to allyship and support for social justice have been identified as involving motivations including 1) moral inclusion – that is seeing a group as meriting fair treatment (Opatow, 1990), 2) affinity for the group (Pittinsky et al, 1991), and 3) intergroup

contact fostering perceptions of mutual goals (Tropp & Bianchi, 2006).

In this special issue, we aim to advance knowledge on allyship by seeking papers that may link current studies to seminal theory on these relevant concepts as well as those that expand notions of allyship to reflect current societal and organizational contexts. Sometimes allyship has been narrowly defined to focus on dominant identity group members' support for subordinated identity[2] groups. Yet we maintain that subordinated identity groups can also support other subordinated and dominant identity groups as well. Thus, we argue that scholars, individuals, groups, and organizations need to broaden conceptualizations of allyship to include both nonmarginalized and marginalized group members, as well as intergroup support, beliefs, and actions. Further, the concepts of dominant and subordinated identity groups may also be useful to explore in ally research as some terms such as minority and majority may not necessarily fit a growing multi-cultural society across economic strata. For example, in some states such as California, whites comprise a numeric minority. Research might also recognize that although allyship is usually pursued for positive social change, movements within social and institutional system can have both upsides and unintended negative consequences. The goal of this special issue is to bring to the forefront a collection of high quality theoretical insights and empirical research that adds to our understanding of the dynamics, antecedents and outcomes associated with being an ally, engaging in allyship, or experiencing the consequences of allyship for a wide variety of marginalized members of social identity groups across a range of contexts. These may

include but are not limited to marginalization based on gender, gender identity, gender orientation, race and cultural ethnicity, religion, age, parental status, nationality, geography, and physical or mental ability. We acknowledge that to date most allyship research has been largely applied and advocacy-focused, as well as written from the assumption that allyship results in positive outcomes. Such research assumptions present an opportunity to explore both positive aspects and benefits of allyship that are both theoretically and empirical-based as well as the downside and potentially detrimental effects of allyship. Thus, in this special issue, we welcome a range of theoretical insights and empirical approaches that tackle the issue of allyship in novel ways, link allyship conceptualization to the rich seminal concepts noted above on intergroup relations and stigma support that preceded it, and that add new perspectives on the challenges and unintended consequences of allyship or caveats of using privilege or aligned intergroup interests to advance others. Submissions should address topical and timely issues of relevance to a broad audience of organizational scholarship.

### **Topics and Foci**

Specifically, we seek submissions on a broad range of topics that could investigate the following questions, topics and approaches:

### **Conceptualization and Measurement of Allyship**

How should allyship be defined, conceptualized, and measured? For example, how is allyship similar to or different from similar concepts such as workplace altruism, advocacy, bystander, mentorship, sponsorship, paternalism, empathy, family-supportive behaviors?

What are the needs to refine, revise, or expand current theories and definitions? For example, how might one measure ally identity, allyship, ally behaviors?

What new measures and concepts are needed to better understand the dynamics of allyship (e.g., marginalized group members' perceptions of need for and benefits allyship?)

Should terms such as dominant and subordinated identity groups be used to replace traditional terms such as minority and majority?

Should allyship be expanded conceptually to not just include nonmarginalized groups but peer support from group members in one's own identity group?

How do different pathways for allyship (e.g. moral, affinity, shared goals) influence processes and outcomes in organizations?

### **Privilege, Trust, and Allyship**

How should privilege be defined and linked to being an ally?

Do allies have to, by definition, be members of another group or can they be privileged, ingroup members? How are ingroup allies different than outgroup allies?

What are the consequences (intended and unintended) of trusting other groups to speak up for a marginalized group?

What if groups reject the allyship of those offering?

### **Intersectionality and Allyship**

What are the implications of allyship directed towards people with multiple disadvantaged identities? Do the dynamics of allyship vary for different types of social identity groups (e.g., marginalization based on gender, gender identity, gender orientation, race and cultural ethnicity, religion, age, parental status, nationality and geography, and physical or mental abil-

ity).

What are the intersectional commonalities and differences in allyship needs for social identity subgroups?

Are certain social identities more likely to be supported over others in organizations?

### **Pitfalls, Downsides or Unintended Consequences of Allyship**

Under what circumstances can allyship be harmful to the disadvantaged group members?

Are there downsides or negative consequences of being an ally for the ally or the target group being supported?

How does the process of allyship play out in an intergroup context?

### **Multi-Level Contextual Dynamics of Allyship**

What are the conditions that lead to allyship from phenomena at different levels of analysis (i.e., individual, group and organizational and societal levels)?

How might allyship be conceptualized with differential moderators, mediating mechanisms and outcomes?

How do we define a climate for allyship and to what extent can organization develop such climates?

### **Antecedents and Barriers to Allyship**

What are the different types of allies and which organizational actors are most likely to engage in and provide such support?

What does it take for allyship transfer to occur? Does being an ally to one group encourage or facilitate that person to be an ally to other disadvantaged groups?

What are the individual, contextual, organizational antecedents of allyship and ally behaviors?

**Effective Behaviors, Policies, Practice and Interventions**

What are effective and less effective ally behaviors?

Are there theoretically based training and transformational practices to advance allyship?

What are the best practices to encourage ally behaviors in organizations?

**Allyship and Social Justice in times of Crisis**

What types of workplace allyship are most effective to advance racial equality, particularly during times of visible social injustices involving hate crimes and to support movements in response such as Black Lives matter? How did the covid-19 pandemic hinder or advance allyship across gender, racial and socio-economic groups?

How might our existing social institutions be changed to encourage allyship during times of crises?

What interventions are needed to increase the prevalence of allyship behaviors in the workplace and society?

Note: this list is not meant to be exhaustive and is not limited to the aforementioned ideas. We encourage employing a range of qualitative and quantitative methods and study designs. OBHDP seeks research that adopts rigorous methodologies, including conducting studies using different manipulations of the same variable, multiple samples, multiple contexts, or multiple methods (e.g., experiments and field studies). We do not publish work that relies on just one cross-sectional same-source study (despite the richness of the data you collected), that is not enough to provide the type of compelling evidence needed.

Kindly refer Guide for Authors for detailed

guidelines:

<https://www.elsevier.com/journals/organizational-behavior-and-human-decision-processes/0749-5978/guide-for-authors>

**Editorial Manager (EM) link**

<https://www.editorialmanager.com/OBHDP/default.aspx>

**References**

- \* Broido, E. M. 2000. The development of social justice allies during college: A phenomenological investigation (Doctoral dissertation. Journal of College Student Development, 41: 3–17.
- \* Cropanzano R., D.E. Rupp, C.J. Mohler and M. Schminke. 2001. Three Roads to Organizational Justice. In: Ferris G. (Ed.). Research in Personnel and Human Resources Management. Greenwich, CT: JAI Press. 1-113
- \* Dickter, C. L., Kittel, J. A., & Gyurovski, I. I. 2012. Perceptions of non-target confronters in response to racist and heterosexist remarks. European Journal of Social Psychology, 42: 112–119.
- \* Droogendyk, L., Louis, W. R., & Wright, S. C. (2016). Renewed promise for positive cross-group contact: The role of supportive contact in empowering collective action. Canadian Journal of Behavioural Science / Revue Canadienne Des Sciences Du Comportement, 48: 317–327.
- \* Duhigg, J. M., Rostosky, S. S., Gray, B. E., & Wimsatt, M. K. (2010). Development of Heterosexuals into Sexual-Minority Allies: A Qualitative Exploration. Sexuality Research and Social Policy, 7: 2–14. <https://doi.org/10.1007/s13178-010-0005-2>
- \* Edwards, K.E. 2006. Aspiring Social Justice Ally Identity Development: A Conceptual Model, NASPA Journal, 43:4, 39-60
- \* Einstein, A. 2019. Retrieved August 23, 2019 from <https://www.goodreads.com/quotes/29875-the-world-is-a-dangerous-place-to-live-not-because>



- \* Hennekam, S., Ladge, J., & Shymko, Y. 2020. From zero to hero: An exploratory study examining sudden hero status among nonphysician health care workers during the COVID-19 pandemic. *Journal of Applied Psychology*, 105 (10), 1088-1100. <http://dx.doi.org/10.1037/apl0000832>
- \* Iyer, A., & Ryan, M. K. 2009. Why Do Men and Women Challenge Gender Discrimination in the Workplace? The Role of Group Status and In-group Identification in Predicting Pathways to Collective Action. *Journal of Social Issues*, 65:, 791–814.
- \* King, E. B., & Cortina, J. M. 2010. The Social and Economic Imperative of Lesbian, Gay, Bisexual, and Transgendered Supportive Organizational Policies. *Industrial and Organizational Psychology*, 3: 69–78.
- \* Kossek, E. E. Allen, T., Dumas, T. In press. Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Gendered Divisions of Labor for Academic Women in STEM. Wash., DC: The National Academies of Sciences, Engineering, and Medicine <https://www.nationalacademies.org/our-work/investigating-the-potential-impact-of-covid-19-on-the-careers-of-women-in-academic-science-engineering-and-medicine>
- \* Kossek, E. E., & Lee, K.-H. 2020. The coronavirus & work–life inequality: Three evidence-based initiatives to update U.S. work–life employment policies. *Behavioral Science & Policy*. Retrieved from [https://behavioralpolicy.org/journal\\_issue/covid-19/](https://behavioralpolicy.org/journal_issue/covid-19/)
- \* Louis, W. R., Thomas, E., Chapman, C. M., Achia, T., Wibisono, S., Mirnajafi, Z., & Droogendyk, L. 2019. Emerging research on intergroup prosociality: Group members' charitable giving, positive contact, allyship, and solidarity with others. *Social and Personality Psychology Compass*, 13: e12436.
- \* OECD. August 23, 2019. Business pledging against inequalities at the G7 summit 2017. Retrieved from <https://www.oecd.org/inclusive-growth/businessforinclusivegrowth/>
- \* Opatow, S. (1990). Moral exclusion and injustice: An introduction. *Journal of Social Issues*, 46(1), 1–20. <https://doi.org/10.1111/j.1540-4560.1990.tb00268.x>
- \* Patton, L.D. & Bondi, S. 2015. Nice white men or social justice allies?: Using critical race theory to examine how White male faculty and administrators engage in ally work, *Race Ethnicity and Education*, 18: 488-514.
- \* Pittinsky, T., Matthew Montoya, R., Tropp, L. and Chen, A. (2007), "How and When Leader Behavior Affects Intergroup Liking: Affect, Approval, and Allophilia", Mannix, E., Neale, M. and Anderson, C. (Ed.) *Affect and Groups (Research on Managing Groups and Teams, Vol. 10)*, Emerald Group Publishing Limited, Bingley, pp. 125-144. [https://doi.org/10.1016/S1534-0856\(07\)10006-2](https://doi.org/10.1016/S1534-0856(07)10006-2)
- \* Poblano, L. 2019. San Francisco: Compasspoint. Organizational transformation without equity and allyship is meaningless. Retrieved August 27 from <https://www.compasspoint.org/blog/organizational-transformation-without-equity-and-allyship-meaningless>.
- \* Scully, M., & Rowe, M. 2009. Bystander training within organizations. *Journal of the International Ombudsman Association*, 2: 1–9.
- \* Sue, D. W., Alsaidi, S., Awad, M. N., Glaeser, E., Calle, C. Z., & Mendez, N. 2019. Disarming racial microaggressions: Microintervention strategies for targets, White allies, and bystanders. *American Psychologist*, 74: 128–142.
- \* Tropp, L. R., & Bianchi, R. A. (2006). Valuing diversity and intergroup contact. *Journal of Social Issues*, 62, 533-551.
- \* Washington, J. & Evans, N. 1991. *Becoming an ally In Beyond tolerance: Gays, Lesbians & Bisexuals on campus.* (P. 195-204). Alexandria: American College Personnel Association.



## European Journal of Work and Organizational Psychology

**Special Issue:** New frontiers in employability research: Towards a contextualized perspective of employability development

**Manuscript deadline:** 01 January 2022

### Special Issue Editors

Pascale Le Blanc, Eindhoven University of Technology (p.m.le.blanc@tue.nl)

Beatrice Van der Heijden, Radboud University (b.vanderheijden@fm.ru.nl)

Jos Akkermans, Vrije Universiteit Amsterdam (j.akkermans@vu.nl)

Ans De Vos, Antwerp Management School (Ans.DeVos@ams.ac.be)

Organizations and their employees are currently facing dynamic environments that emphasize the importance of flexibility, adaptation, and innovation (Hall et al., 2018). At the same time, in most industrialized countries, the retirement age of employees is increasing because of the proportional increase of the ageing working population (Komp, 2018; Kooij, 2015). As a consequence of these trends, careers are becoming longer and more complex. Therefore, protecting and further enhancing the employability of the workforce across life- and career stages is of vital importance for economic as well as societal reasons (De Vos, Van der Heijden, & Akkermans, 2020; Le Blanc, Van Vuuren, & Van der Heijden, 2017).

Employability has become one of the most popular research topics in the field of career studies in recent year (Akkermans & Kubasch, 2017; Lee et al., 2014). Despite this growing scholarly interest in the topic, there are still clear challeng-



e a w o p

European Association of Work and Organizational Psychology

es to move the field forward that connect with the societal trends described earlier. In this special issue, we address two key challenges that would pave the way for employability research to develop to the next level.

The first key challenge is that employability research needs stronger theoretical and conceptual frameworks that can capture its dynamic nature across life- and career stages. Although there have been life-span theories available for quite some time now, such as Super's Life-span Life-space conceptual framework (1957, 1990), Vondracek's Developmental-Contextual model (Vondracek et al., 1986), and Carstensen's Life-span Socio-emotional Selectivity theory (1998, 2006), one of the problems in the literature is a lack of innovative, theory-based, empirical studies that explore and explain intra-individual developmental and dynamic changes in employability. Employability research that explores the dynamic relations between work and work behavior (cf. De Lange et al., 2006; Mäkikangas et al., 2012; Van der Heijden et al., 2016), and the diversity of intra-individual, short-term as well as long-term change trajectories across time (see, for example, Martin & Hofer, 2004) is greatly needed. This calls for an integration of the literature on employability with other disciplines, such as research on career transitions and career stages, as well as life-span developmental perspectives.

The second key challenge is that employability research needs a more contextualized approach that can shed light on antecedents, consequences, mechanisms, and boundary conditions among specific groups of workers. Studies on employability have mostly fallen prey to the blind spots of ignoring the interdependent and contextual nature of the phenomenon (Forrier et al., 2018). Indeed, they have mostly adopted a 'generic approach' of employability, whereas there are still few studies on employability within specific groups or categories of workers, such as for workers on different occupational levels (i.e., blue vs. white collar jobs), contract types (i.e., permanent vs. flexible workers, entrepreneurs) among different life- and career stages (e.g., graduates, mid-career professionals, bridge workers) as well as among the unemployed, and on workers in different cultural/national contexts. Furthermore, it is likely that significant others have an impact on one's employability development. For example, the quality of interactions with the organization and with one's supervisors might impact on employability to a large degree (cf. Philippaers et al., 2017). Accordingly, more in-depth psychological research on contextual factors and interdependencies regarding employability is needed to move the field forward, and to formulate evidence-based recommendations for policies and practices at the societal, the organizational, the job-, and the individual level.

With this special issue, we aim to assemble a collection of papers that strongly advance scientific knowledge on these two key challenges in employability research. Thereby, we hope to stimulate new directions in employability research that give rise to more 'tailor-made', evidence-based employability policies and practices aimed at specific groups or categories of workers. Research questions could include, but are certainly not limited to:

- \* How dynamic is employability across life-

and career stages? What are the between-person and within-person dynamics of employability development?

- \* Which novel theoretical frameworks can be used to better understand the dynamic process underlying employability development across the life-span? How do they help us to understand the phenomenon more clearly?
- \* To what degree is employability agentic vs. contextually determined? How do, for example, peers, supervisors, and family impact on an individual's employability?
- \* What contextual factors can act as boundary conditions for employability development across life- and career stages? Is the nomological net of employability different among different occupational groups, career stages, and in different countries and cultures?
- \* To what degree is employability malleable? Can interventions enhance employability? Are the working mechanisms of such interventions different among different groups of workers?
- \* What are methodological approaches and designs that are suited to studying employability across life- and career stages, and among different groups of workers?
- \* What are appropriate time lags to study employability? How dynamic is employability on the short term vs. the long term?

We primarily aim for longitudinal quantitative and qualitative studies that can probe employability development, though conceptual papers are also welcome. We strongly encourage interested authors to submit a brief abstract of their intended submission. This will allow the Guest Editors to offer preliminary feedback about the potential fit with the special issue and suggestions for potentially improving the fit and scope of the intended study.

## Rethinking and Innovating Higher Education Governance

DZHW

German Centre for Higher Education Research  
and Science Studies

The German Centre for Higher Education Research and Science Studies (<https://www.dzhw.eu/en/gmbh/index.html>) and the Bavarian State Institute for Higher Education Research and Planning (<https://www.ihf.bayern.de/en/news>) are looking forward to submissions on the thematic issue “**Higher education governance in transition**”. Topics of interest are, for example, "higher education and society" and "governance in universities and science".

Different types of manuscripts from a wide variety of disciplines and performance areas (e.g., research, teaching, transfer) are welcome: **Research articles** (quantitative or qualitative studies), **research notes** as well as **practical insights**. Please find our Guidelines for Authors here: <https://www.bzh.bayern.de/en/guidelines-for-authors>

Submission of abstracts (max. 600 words): **July 25, 2021** via [beitraege@ihf.bayern.de](mailto:beitraege@ihf.bayern.de)

Submission of manuscripts: **December 31, 2021**

Submission of revised manuscripts: **July 1, 2022**

For more information, please find the full CfP on our website (<https://www.bzh.bayern.de/en/call-for-papers/hochschulgovernance-im-umbruch>) or contact [beitraege@ihf.bayern.de](mailto:beitraege@ihf.bayern.de).

DZHW

## CALL FOR CONFERENCE

### Dismantling Bias in Organizations Conference

#### CALL FOR ABSTRACTS

3rd Dismantling Bias in Organizations Conference- March 23-25, 2022 Krannert School of Management

Purdue University

West Lafayette, Indiana USA Submission

Deadline: November 1, 2021

#### OVERVIEW

We are pleased to invite submissions to the third Dismantling Bias in Organizations conference at Purdue University Krannert School of Management. The purpose of the “Dismantling Bias in Organizations” conference is to advance knowledge and understanding that bridges the theory, science, and practice of designing, implementing, and evaluating evidence-based policies, practices, cultures, and interventions that promote inclusion and career equality for women and minorities comprising diverse social identity groups in the workplace and societal institutions. Our goal is to bring together a community of scholars across disciplines, and business leaders who share interests in advancing the understanding of diversity and inclusion to link science, policy, and practice perspectives.

The theme of the third Dismantling Bias Conference is “What’s Next in Diversity and Inclusion.” The conference will include interactive plenary sessions: including leading diversity scholars and corporate leaders. There will also be small group breakout sessions organized by paper track topics for scholars to discuss and

get feedback on their research work in progress.; and research for business leaders and policymakers to discuss developments.

#### SUBMISSION INSTRUCTIONS

If you are a scholar researching diversity and inclusion issues who is interested in being considered to participate in the conference, please send an abstract (750 words) of a work in progress paper on any current diversity and inclusion topic by November 1, 2021, to the conference website. Submissions from all fields and disciplines are welcome. The abstract will be blind reviewed and should include your theoretical literature grounding, how your paper relates to the current diversity and inclusion literature, and, if empirical, some preliminary results and the implications of your study. If selected, you will be asked to submit a rough draft of the work in progress paper before the conference, and register and agree to attend. You will be assigned to meet in breakout sessions with scholars who share your interests during part of the conference to get feedback to improve your paper.

#### Submission preparation:

1. A cover letter with a) the title of the paper and b) authors’ names, affiliations, and email addresses.
2. Abstract of an original work-in-progress paper with the title of the paper. (750 words maximum- no names, please)

Accepted abstracts will be published on the conference website through Purdue ePubs.

Special OBHDP Issue Publishing Opportunity. While papers on all aspects of gender, diversity, and inclusion are encouraged, authors of high-quality work in progress papers on allyship, advocacy, and social justice to support marginalized groups in the workplace are especially encouraged to submit abstracts on original work in progress. A special issue of Organizational Behavior and Human Decision Processes (OBHDP), Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace, is planned with a submission deadline on June 1, 2022. The call for papers can be found here.

While attendance at the conference is not at all required to submit to the special issue and presenting at the conference is no guarantee that a paper will be considered for the issue, interested scholars who plan to submit to the OBHDP special issue and would like to get peer mentoring feedback on their paper drafts prior to the journal submission are encouraged to attend the conference. Accepted abstracts relevant to the special issue themes will have their own research tracks.

### ATTENDANCE

Registration. Space is limited and will be granted on a first come, first serve basis. Early registration for a nominal registration fee is encouraged well before the January 15, 2022 deadline. Space for researchers will be limited to those who submit an abstract of research in progress and have accepted to present for discussion in the breakout sessions. Space for business leaders is also limited, and there will be breakout sessions for business leaders as well as the opportunity, if interested, to

attend work in progress paper sessions.

**Travel and Lodging.** The Indianapolis and Chicago area airports have limo service to campus, and housing will be offered at the newly refurbished on-campus hotel and other nearby hotels as needed. More information on travel and lodging can be found on the conference website. We ask that you make your own hotel reservations and travel arrangements given our limited staff, enabling resources to be devoted to the program.

**Meals.** All meals for sessions on campus will be provided during the conference.

Housing Funding Stipend for all Doctoral students and also scholars traveling from outside the U.S. Doctoral students and scholars from outside of the U.S. are especially encouraged to submit their research. A hotel stipend is available as budget permits to cover 1-2 nights of lodging for doctoral students and scholars from outside the U.S., whose abstracts are accepted to be presented at breakout sessions. Please

let us know as soon as possible if you wish to be considered for this support as it will be offered on a limited, generally first come, first serve basis.

### CONFERENCE ACADEMIC PROGRAM ADVISORY COMMITTEE

Ellen Ernst Kossek, Basil S. Turner Professor of Management, Krannert School of Management, Purdue University

Jamie Ladge, Associate Professor, Management and Organizational Development at D'Amore-McKim School of Business,

Northeastern University, and Distinguished Research Professor at Exeter Business School

Laura Little, Synovus Director of the Institute for Leadership Advancement and Associate Professor, Terry College of Business, University of Georgia

Denise Lewin Loyd, Associate Professor of Business Administration and Vernon Zimmerman Faculty Fellow Gies, College of Business, University of Illinois at Urbana-Champaign

Alexis Nicole Smith, Associate Professor of Management, Spears School of Business, University of Oklahoma

Margo Monteith, Distinguished Professor of Social Psychology, College of Health and Human Sciences, Purdue University

Catherine H. Tinsley, The Raffini Professor of Management McDonough School of Business, Georgetown University

Kyung-Hee Lee, Research Scholar, Krannert School of Management, Purdue University

Shelly MacDermid Wadsworth, Distinguished Professor of Human Development & Family Studies, College of Health and Human Sciences, Purdue University

Nadia E. Brown, Associate Professor of Political Science and African American Studies, College of Liberal Arts, Purdue University

Venetria K. Patton, Head of the School of Interdisciplinary Studies and Professor of English and African American Studies, College of Liberal Arts, Purdue University

### QUESTIONS

For questions on the program, please reach out to Dr. Ellen Ernst Kossek. [ekossek@purdue.edu](mailto:ekossek@purdue.edu).

For questions on the abstract submissions or other help, please reach out to Dr. Kyunghye Lee, [kyunghyelee@purdue.edu](mailto:kyunghyelee@purdue.edu).

For questions on logistics and travel, please reach out to Sherry Fisher, [fisher120@purdue.edu](mailto:fisher120@purdue.edu).

### IMPORTANT DATES

Abstracts to the conference submission website: November 1, 2021 (<https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php>)

Tentative date for abstracts acceptance: November 15, 2021

**Conference:** March 23-25, 2022. Opening reception and welcome plenary: March 23, 2021. The conference program will begin at 8:30 a.m. on March 24 and end by 1:30 p.m. on March 25, 2022. Priority will be given to attendees who are able to attend the entire conference.

OBHDP Submission Deadline: June 1, 2022



## 2nd International Conference on Self-Initiated Expatriation

11th - 12th April 2022, Bamberg, Germany

The 2nd International Conference on Self-Initiated Expatriation, organised by the **University of Bamberg**, will take place in presence in Bamberg, Germany, from the **11th to the 12th of April 2022**. As a follow-up to the 1st Conference on Self-Initiated Expatriation in Toulouse, this two day event will address the careers of Self-Initiated Expatriates/Migrants, as well as the value these globally mobile individuals bring to companies and, more broadly, to host-country economies and societies.

### Paper Submission

Deadline for submission of short papers: **15 November 2021**, 23:59:59 CET

<https://www.uni-bamberg.de/bwl-personal/glomo/2nd-international-conference>

For further details, check <https://glomo.eu/conference-2022>

The 2nd International Conference on Self-Initiated Expatriation is linked to a **special issue** from *Career Development International*. Authors have the opportunity to submit a paper to the conference and participate in a developmental session, before submitting the manuscript to the CDI.

This **interdisciplinary conference** will provide the ideal opportunity for researchers and practitioners from all over the world who are



active or interested in the field of self-initiated expatriation/migration and careers, to:

- \* disseminate and discuss the latest research,
- \* explore new international research and business collaborations,
- \* meet in a relaxed atmosphere to exchange views and build new relationships.

### Organising Committee:

Maike Andresen (Chair), University of Bamberg • Simone Treiber (Co-Chair), University of Bamberg • Blanca Suarez-Bilbao, University of Bamberg

### Scientific Committee:

Maike Andresen, University of Bamberg/DE • Cordula Barzantny, Toulouse Business School/FR • Herbert Brücker, IAB/DE • Michael Dickmann, Cranfield University/UK • Sara Louise Muhr, Copenhagen Business School/DK • Vesa Suutari, University of Vaasa/FI

### Special Guests:

Jaime Bonache, University of Madrid/ES • Chris Brewster, Henley Business School/UK • Marion Festing, ESCP Business School, Berlin/DE • Jan Selmer, Aarhus University/DK

## CALL FOR CHAPTERS

### Mobile Global Talent Management During Times Of Uncertainty

*Talent Management Series*

*Book Series Editors: Vlad Vaiman & David Collings*

**Chapters Due: September 30, 2021**

Editors: **Dr. Francine Schlosser**, *University of Windsor*; **Dr. Deborah McPhee**, *Brock University*

There is a growing realization that an interconnected world must come to terms with great uncertainty. Global uncertainty has been exacerbated by the emergence of two global phenomena - the resurgence of nationalism and populism (socio-political) and the once-in-a-century COVID-19 pandemic (socio-economic). The ripple effects of these phenomena will be long-lasting, with great relevance to how organizations manage talent. IHRM must understand and manage the dynamic nature of work and ensuing changing employee expectations. In the past decade, global talent management (GTM) has emerged as a central theme in International Human Resource Management (IHRM) research (Collings & Isichei, 2018). Much of the literature has focused on micro or macro level drivers of GTM systems (Collings, Mellahi & Cascio, 2018). Accordingly, IHRM is influenced by its macro and micro-level contextual drivers, including significant socio-political and socio-economic changes and crises related to economy and national culture (e.g., Vaiman,



Sparrow, Schuler, & Collings, 2018) and on global uncertainty related to the recent COVID-19 pandemic. These changes and crises develop a context of uncertainty; defined as “ambiguity about the outcomes of various actions, when the situation is unpredictable and when information is inconsistent or unavailable” (Brashers, 2001 in Herzig & Jimmieson, 2006, p. 629).

There is a need for research to be conducted on what GTM means within this context, as disruptions that create uncertainty can affect efforts to recruit, select, and maintain talent. IHRM must reduce or manage such uncertainty that is created by an increasingly mobile global talent workforce, embodied in skilled international migrants (Crowley-Henry & Al Ariss, 2018) and in emerging norms of distributed and work-from home necessitated by the COVID-19 pandemic lockdowns (Boland, De Smet, Palter, & Sanghvi, 2020). Consequently, there are opportunities for research and engagement centered on practical questions for both human resource professionals and aca-

demics in times of global economic and social uncertainty.

Using a macro-level lens, this book will explore the exogenous and endogenous challenges for GTM (Tarique & Schuler, 2010) and IHRM activities that support GTM during times of crisis leading to uncertainty in many facets in the economy, and on a global scale. This volume examines uncertain contexts related to socio-economic and socio-political change. The book showcases important topics that affect the opportunities and challenges facing mobile knowledge workers, as well as IHRM in managing in a global context. We investigate how national policies, social, and economic changes influence the attraction, management and retention of mobile talent, including international students, edu-immigrants, skilled migrant workers, and expatriates. Our collection will complement other recent publications considering how contextual factors affect the conceptualization, implementation, and effectiveness of talent management (Gallardo-Gallardo, Thunnissen, & Scullion, 2020). We invite authors to contribute to the volume with their research in the following areas:

### **PART I: GLOBAL SOCIO-POLITICAL CHANGE**

This section will explore uncertain contexts related to socio-political change. More recent issues have arisen out of political unrest as we have seen in Hong Kong, and now in the U.S., U.K. and Europe that may have lasting effects on employment relationships. We propose to investigate how national policies and social changes influence the attraction, management, and retention of mobile talent, includ-

ing international students, edu-immigrants, skilled migrant workers, and expatriates.

### **PART II: GLOBAL SOCIO-ECONOMIC CHANGE**

This section will explore uncertain contexts related to socio-economic change, especially how the COVID 19 Pandemic has affected global talent management. For example, questions surrounding the management of a wide range of important yet mobile sources of talent, including skilled temporary migrant workers in the agricultural growing and food processing sector who provide essential services to preserve food supply chains in communities. The pandemic has also complicated the management of other mobile sources of professional talent that have important temporal limitations on peak performance, professional success, and performance effectiveness. Restrictions on global travel have created a need for countries to consider which jobs are considered essential; allowing cross border mobility, often without need for quarantine.

**The Talent Management Series (Series Editors: V. Vaiman and D. Collings)** provides a broad examination of the current research, theoretical, and methodological efforts in the field of talent management, and its related disciplines. This volume will focus on expanding our knowledge about Mobile Talent in Uncertain Times. Both theoretical and empirical manuscripts that consider important aspects of managing mobile talent in uncertain times will be considered. We also encourage practice-based research and manuscripts that tie concepts to cutting-edge HRM approaches. The chapters in *TM* reflect many state-of-the-

art topics and approaches, and are written by leading researchers in the field, making each volume an important source of information for virtually all talent management researchers. Chapter sizes of 5000-6000 words are welcomed and provide authors with the opportunity to fully express their key ideas. In effect, the *TM* series provides authors the opportunity to publish an "article of record" of their major theoretical or empirical ideas, and see it disseminated to a wide audience. We hope you will identify a contribution to submit for consideration.

We welcome the opportunity to discuss chapter ideas with interested researchers. Please contact the editors: Dr. Francine Schlosser at [fschloss@uwindsor.ca](mailto:fschloss@uwindsor.ca) or Dr. Deborah McPhee at [dmcphoe@brocku.ca](mailto:dmcphoe@brocku.ca). Chapter proposals due June 30, 2021. Selected authors will be notified no later than July 15, 2021. Finalized chapters are to be sent to the editors no later than September 30, 2021.

### References

- \* Boland, B., De Smet, A., Palter, R., & Sanghvi, A. (2020). Reimagining the office and work life after COVID-19, McKinsey and Company.
- \* Brashers, D. (2001), "Communication and uncertainty management", *Journal of Communication*, Vol. 51 No. 3, pp. 477-97.
- \* Collings, D. G., & Isichei, M. (2018). "The shifting boundaries of global staffing: Integrating global talent management, alternative forms of international assignments and non-employees into the discussion." *The International Journal of Human Resource Management*, 29(1), 165-187.
- \* Collings, D. G., Mellahi, K., & Cascio, W. F. (2019). "Global talent management and performance in multinational enterprises: A multilevel perspective." *Journal of Management*, 45(2), 540-566.
- \* Crowley-Henry, M. & Al Ariss, A. (2018). "Talent management of skilled migrants: propositions and an agenda for future research." *The International Journal of Human Resource Management*, 29:13, 2054-2079, DOI: 10.1080/09585192.2016.1262889.
- \* Gallardo-Gallardo, E., Thunnissen, M., & Scullion, H. (2020). "Talent management: context matters." *International Journal of Human Resource Management* 31(4), 457-473 <https://www.tandfonline.com/doi/full/10.1080/09585192.2019.1642645>
- \* Herzig, S. E., & Jimmieson, N. L. (2006). "Middle managers' uncertainty management during organizational-change." *Leadership & Organization Development Journal*.
- \* Tarique, I., & Schuler, R. (2010). "Global talent management: Literature review, integrative framework, and suggestions for further research." *Journal of World Business*, 45:2, 122-133 DOI: <https://doi.org/10.1016/j.jwb.2009.09.019>

## CAREERS DIVISION SPONSORS

### \$2,500 Level Sponsor

UNSW Business School



UNSW | AGSM  
Business School

### \$2,000 Level Sponsor

Northeastern University



School of Business  
D'Amore-McKim  
Northeastern University

### \$1,000 Level Sponsors

Rutgers School of Management and Labor Relations



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 ensuring high quality professional events reflecting our membership.

## **THE CAREER FORUM**

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

### **About Careers Division**

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

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

### **Next Issue**

Issues: Two times a year

Issues 1 and 2

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

Submissions for news, announcements, and abstracts are accepted on a continuing basis at: [mshirmohammadi@uh.edu](mailto:mshirmohammadi@uh.edu)