

# The Career Forum

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## INTRODUCTION

Dear Careers (CAR) Division Members,

It is my great pleasure to serve as the new Editor of our newsletter, *The Career Forum*. Over the past three years, I had the privilege of serving as the Associate Editor alongside our former Editor, Melika Shirmohammadi. I extend my sincere thanks to Melika for her unwavering support and guidance, which has prepared me to transition into this role seamlessly.

I would also like to take this opportunity to introduce our new Associate Editor, Huainan Wang, a dedicated PhD candidate at the University of Southampton specializing in Careers research. Huainan's hardworking and passionate approach to her work is truly commendable, and I am grateful for her commitment to this new role.

This issue comprises several sections, beginning with letters from our executive members. Following that, you will find the transcription of the inspiring and forward-looking speech delivered by our division Chair, Denise Jepsen, during the 2023 AOM Meeting. Many of you echoed that her speech was so impactful that its inclusion in the newsletter would allow for reflection and learning. Additionally, you can peruse the list of award winners from this year's meeting and consider extending your congratulations to them once again.



Continuing the tradition initiated by our former Editors, we interviewed two current CAR members and included the transcriptions in the "Member Spotlight" section. Next, you will find news from our members, as well as valuable information in the "Resource Corner" and "Did You Know That?" sections. Lastly, I invite you to explore several calls for papers.

I would like to conclude my introduction by expressing gratitude to those of you who contributed to this newsletter. Should you have any questions or wish to make contributions, please feel free to contact us throughout the year using the email address provided at the end.

As we approach the final days of 2023, I wish you restful holidays and a joyful start to 2024!

Mostafa Ayoozbadeh  
Newsletter Editor, Careers Division

## NEWS FROM THE CAREERS DIVISION

### Message from our Division Chair, Denise Jepsen

Hi there,

How is your year going? I hope you and yours are safe and well amid the myriad challenges that many in our global community are facing. I am grateful for the opportunity to connect with you and extend my sincere hopes for your safety and wellbeing.

Your Division committees are busy working on activities to strengthen the Division. They are all volunteers, giving up their evenings and weekends to serve our Division. Thank you to Chairs and members of the Communications, Membership, Mentoring, Prestige and Impact, Research Collaboration and Value Beyond August committees for all that they do to keep our Division active and thriving. In this newsletter they have given short separate reports.

I'd also like to acknowledge and thank the "head office" team of Treasurer, Ali Dachner; Secretary, Erin Makarius; Newsletter Editor, Mostafa Ayoobzadeh; and Archivist & Historian, Sherry Sullivan for keeping the admin side of the Division moving forward. And welcome to Victor Chen as the new Communications and Social Media Chair.

There has been a lot of activity in the back office, I hope you'll find much of interest in this newsletter. Here is some of what has been going on so far this year:



**The Division review:** You would be aware that it is our Division's turn to conduct a review of our activities and strategies, now on a three-yearly cycle. Did you respond to the survey request for feedback in November? I hope so, as we put a lot of effort into tailoring the survey for our Division members. The review team with that extra work comprises Serge Da Motta Veiga, Jen Tosti-Kharas, Rick Cotton, Victor Chen, Xiaoxia Zhu and Erin Makarius. The survey is closed now, but please email any of us in December with your feedback or ideas for the Division.

**CarCon24:** I am so excited to be attending our next Careers Community Conference at Vrije Universiteit Amsterdam on April 18<sup>th</sup> and 19<sup>th</sup> next year. That team is doing a fabulous job creating a program that will delight every careers researcher. Thanks to that team of Jos Akkermans, Claire Schulze Schleithoff, Vedika Lal, Di Dong and Evgenia Lysova. Enquiries to Jos at [j.akkermans@vu.nl](mailto:j.akkermans@vu.nl).

**Future CarCons:** Thinking you would like to host a CarCon? Keep a look out for a Call for Proposals for future CarCons. Enquiries to

Value Beyond August Chair, Alex Newman at [alex.newman@mbs.edu](mailto:alex.newman@mbs.edu).

**Sponsorship:** We are delighted to welcome Elsevier – Journal of Vocational Behavior as a new sponsor of the Division. There are some fabulous activities planned, you'll be seeing a lot more of them as we move forward. My own Macquarie Business School is another early sponsor to take advantage of the full year of sponsorship ahead of the August meeting of Academy. Why wait till May to sponsor the Division, when your employer or institution can get great value from an earlier sponsorship. Enquiries to our Treasurer Ali Dachner, [adachner@jcu.edu](mailto:adachner@jcu.edu).

**Hughes Lifetime Careers Scholar Award:** Did you catch that call for nominations for the revamped award that recognises scholars who have significantly impacted the careers field? No self-nominations please, see further details in email to Division members on 2<sup>nd</sup> November. Enquiries and nominations to past winner Professor Denise Rousseau at [denise@cmu.edu](mailto:denise@cmu.edu) with thanks.

**Call for papers for AOM in August:** There's that new year deadline all over again, this time 9th January, always mucks up my Christmas break (it's summertime where I live). I know that Jen Tosti-Kharas is ready to craft a magnificent PDW program and Daniel Spurk as Program Chair is also working hard preparing for your submissions. Email them if you have questions: [jtostikharas@babson.edu](mailto:jtostikharas@babson.edu) and [daniel.spurk@unibe.ch](mailto:daniel.spurk@unibe.ch).

**Elections and future committees:** Keen to be more involved in Careers Division activities and managing the Division? Look out for nominations for volunteer roles in early February, and in the meantime contact immediate past-Chair, Rick Cotton if you would like to discuss any aspect of nominating, he is at [Rick Cotton rcotton@uvic.ca](mailto:rcotton@uvic.ca).

Lots more but I won't go on. Wish you well and look forward to connecting with you next time,

Cheers dj  
Professor Denise Jepsen  
Macquarie Business School, Sydney Australia



## Message from our Division Chair-elect, Serge da Motta Veiga

Dear Careers Division friends and colleagues,

The 2023 meeting was held fully in-person for the first time since 2019. And it was back in Boston as in 2019. During the conference, it was wonderful to see old and new Careers Division colleagues meeting and interacting at the scholarly sessions, PDWs, and of course at the socials. And for the first time, AOM offered the opportunity to further interact at morning coffee tables, during which the Careers Division was well represented (thank you to all volunteers who helped at these tables).

There was also the scholarly program, which consisted of high-quality submissions, and an incredible breadth of topics. The paper session themes covered a wide range of career topics including aging and retirement; job loss, job search, and job changes; work-home and work-family interface; promotability, high potential, and star employees; sustainable careers; (im)migrants careers; newcomers, socialization, and early careers; and many other fascinating topics. The symposia program was similarly diverse with topics including gender and careers; diversity and inclusion; trends in calling research and identity construction research; meaning of work in crisis contexts; and many other interesting topics. For those who created the program by either submitting or reviewing a paper or symposium, thank you. Submissions resulted



in 76 papers over 19 sessions, along with 26 symposia. To the 215 reviewers, a huge thank you, once again, for all your support to the Careers Division.

The Plenary Session was a highlight of my year as Program Chair, and I thoroughly enjoyed seeing our five outstanding panelists (Laura Little, Jelena Zikic, Connie Wanberg, Anthony Klotz, and David Collings) answer questions and engage in discussions around the Future of Work and Careers, moderated by our own (Past Division Chair) Jos Akkermans. The session was recorded and has been made available through our LinkedIn channel.

Beyond everyone who helped in so many ways, my special thanks go to our Division Chair, Rick Cotton, our Division Chair-elect Denise Jepsen, our Past Division Chair Jos Akkermans, and our PDW Chair Daniel Spurk, who were very supportive as we navigated the first AOM meeting fully back in person after four years.

My Division Chair-elect role focuses on awards, so I am taking this opportunity to ask

you to start thinking about nominations for our three Division's non-meeting awards:

- \* The Best Published Careers Paper Award goes to a careers paper published in the previous calendar year that contributes to the state of careers research by advancing novel ideas, challenging existing theory, or featuring innovative data or methods and promises to inspire new careers research
- \* The Mid-Career Careers Scholar Award goes to a scholar whose portfolio of work suggests they will make fundamental contributions to the way we think about careers and contribute to the community of careers researchers
- \* And last, but not least, the Hughes Lifetime Careers Scholar Award is the Careers

Division's premier award, which goes to a scholar who has made a significant contribution to careers research. This scholar will have 20+ years post-PhD contributions to careers-related research and a level of sustained impact on careers research.

More information about awards, criteria and nominations will be forthcoming. The nominations (and criteria) for the Hughes Lifetime Careers Scholar Award are already out, so please consider nominating someone who you think is deserving of such an important recognition from our Division.

Serge da Motta Veiga,  
Division Chair-elect, Careers Division  
[serge.damottaveiga@edhec.edu](mailto:serge.damottaveiga@edhec.edu)



## Message from our Division Program Chair, Daniel Spurk

Dear Careers Division friends and colleagues,

I would like to take a moment and express my gratitude to everyone who made the 2023 PDW and scholarly programs a success! A special round of applause to Serge da Motta Veiga, Rick Cotton, Denise Jepsen, and Jos Akkermans for their exceptional organizational skills that truly made our first post-Covid, only in-person conference a triumph. As time continues its rapid pace, it's now time to gear up for the next venture!

The forthcoming AOM calls out with promising content that already sparks my interest. Titled "Innovating for the Future - Policy, Purpose, and Organizations," the theme invites exploration into the complex interplay of innovation, policy, and purpose, serving as a lens to reimagine conventional paradigms of leadership, management, and organization.

Now, let's talk about the papers and symposia submissions. The deadline for submissions is January 9, 2024. I'm looking forward to your submissions! You might have already spotted the Careers Division Call for Submissions in your email or on the Connect platform, along with the open AOM submission system.

We welcome contributions aligned with the meeting's theme, "Innovating for the Future," which encourages investigation of the dynamic relationship between innovation, policy, and



purpose in redefining traditional approaches to leadership, management, and organization. In the careers division, we encourage submissions of papers and symposia that explore inventive perspectives on careers and career management. This could encompass new career development models, strategies for upcoming work trends, or inventive approaches to navigating digitization's impact on careers.

While we encourage scholarly contributions that resonate with the conference theme, we don't confine submissions strictly to it. Given the theme's strong relevance to careers, we anticipate thematic submissions, yet we equally welcome fresh, original research spanning diverse aspects of career studies.

I would also like to encourage you to consider becoming a reviewer for our division. Your participation would mean a lot, regardless of whether you're a seasoned scholar or a PhD candidate—everyone is welcome to contribute as a Careers Division reviewer. Reviewing for the AOM conference offers valuable experience that can prepare you for journal reviewing. We aim for a diverse mix of junior and senior reviewers and hope to maintain that balance this year as well. A robust pool of re-

viewers ensures high-quality feedback for our own submissions and eases the workload for everyone involved. You can sign up to be a reviewer right here: <https://review.aom.org>.

Additionally, I am delighted to welcome Jennifer Tosti-Kharas as the new Career PDW Chair. Her impressive history as a researcher and significant contributions to the Career Division over time give me great confidence in their capability to create an exceptional 2024 CAR PDW program. I'm truly excited about this appointment and firmly believe she will

do exceptionally well in this role.

I'm genuinely excited about your symposia and papers and the opportunity to collaborate with you and to hopefully meet you in Chicago!

Wishing you all a wonderful advent season and holidays and look forward to hearing from you.

Best wishes

Daniel  
Division Program Chair, Careers Division





## Message from our PDW Chair, Jen Tosti-Kharas

Dear friends and colleagues in the Careers Division,

Thank you for electing me to the leadership track for the division, starting with this year when I will be your PDW Chair for the 2024 annual meeting of AOM. It is truly an honor to serve you all, and I look forward to working with Daniel, Serge, Denise, and Rick on this year's divisional activities and program. I also have been looking ahead to my five-year service track, and am excited for what we can accomplish together to strengthen our already dynamic, diverse, and fun division.

This year's conference will have us traveling to Chicago, a city I have gotten to know well, as my in-laws live just outside the city, near Northwestern University. I would be happy to share tips for things to do and see in the city if anyone would like them. I like to say, there's nowhere like Chicago...in the summer!

Now on to this year's pre-conference workshops, having organized and attended such impactful Professional Development Workshops (PDWs) in the past, I look forward to presenting a useful range of offerings for this year's conference that reflects the many interests and goals of our members. If you haven't already, please consider putting together a PDW proposal, and I am happy to look at them and offer feedback before you



submit. Several of you have reached out already, and I am grateful for the interest.

As a reminder, the aim of CAR PDW sessions is to engage with each other in professional development with a primary focus on sharing careers expertise and insights. Successful PDWs are typically interactive, innovative, and timely, covering topics and approaches that offer new insights on a wide variety of topics related to the study of careers. These sessions often inspire us to consider enhancements to our ways of thinking, doing, and being, with regard to research, teaching, or practice. PDWs may also support AOM members, both within and outside the Division, in developing their own careers, whether in traditional academic or alternative paths.

PDWs can also focus on a specific theme, and we encourage timely topics, as well as those that incorporate the AOM 2024 theme, "[Innovating for the Future: Policy, Purpose, and Organizations](#)." Such topics might include the future of work, innovation in career models and forms, meaningful work and organizational purpose, and careers within and across organizations.

The format for PDW sessions is highly flexible. Examples from recent years include paper development workshops, panel debates, round table discussions, statistical analysis tutorials, networking events, or discussions of innovative career-related research fields. However, these are just examples, and we encourage novelty and creativity in designing an impactful session. These workshops lend themselves well to innovation and experimentation and as such, we welcome new ideas and formats that support the active engagement in the learning process of participants. Please see AOM's [PDW guidelines](#) for further details.

All proposals should be submitted using the online [Submission Center](#), which is now open.

The deadline for submission is Tuesday, January 9, 2024 at 17:00 ET/GMT-5/UTC-5. Thank you for considering a submission to the Careers Division, and please reach out with any questions!

I want to offer a special thank you to Daniel Spurk, my predecessor in this role who has helped me get up to speed, and to the great support we receive in these roles from the AOM team. I look forward to seeing many of you in Chicago, if not before!

Wishing you all a safe, healthy, and peaceful new year,

Jen Tosti-Kharas  
PDW Chair, Careers Division

## Message from Our Outgoing Division Chair, Rick Cotton

Dear friends and colleagues,

What a whirlwind these last four years have been! It was May of 2020, during my Careers (CAR) Division PDW chair year, when the AOM meeting format and innumerable details suddenly got turned upside down. We went from a fully in-person to a fully on-line conference program in less than 3 months. Thanks COVID! Then for my Program Chair year, a similar on-line format but now submitters would know that it would be virtual from the start. Then onto my division chair-elect year when we moved to a hybrid format in Seattle before last year back again to a fully in-person conference in Boston. Déjà vu but we made it!

It has all come full circle and I must admit I was excited and even a little bit anxious about the AOM meeting in Boston despite having been to many live AOM conferences in the past. On one hand, I was very much looking forward to having my division chair year in the city where I earned my PhD and where I had previously lived for fifteen years of my life. I was also very excited because we went back to a fully in-person meeting free from virtual sessions interspersed with live sessions and all of us having to run back and forth to hotel rooms. On the other hand, I wondered how many people would attend and if we would be able to attract a diverse set of attendees given no on-line alternative, inflation pressures and travel constraints.

There are always trade-offs but in the end, we achieved our highest number of Careers Divi-



sion members of any of the previous four years and we had only slightly fewer CAR annual meeting registrants in Boston versus Seattle. Many CAR members who were in Boston also told me how thoroughly they enjoyed connecting with innumerable friends, colleagues and new acquaintances in Boston. To have so many CAR members, new and old, fully present and so excited to make and rekindle connections with each other while sharing exciting careers research was so fabulous to see. It was also a personal thrill to be in several packed rooms from our PDWs to our social to our business meeting and awards ceremony and on to several intriguing paper sessions. Such high energy and excitement! And, the informal interactions that are such a critical component of the AOM annual meeting were back in full force. Interacting with so many interesting and excited Careers members was a real thrill for me as division chair and I'm hopeful that AOM will work to tweak the experience to make it even more inclusive going forward.

Of course, pulling off such a conference experience was only made possible due to the fantastic work of the executive team and our volunteers. In particular, I was so impressed by how Serge Da Motta Veiga (program chair) and Daniel Spurk (PDW chair) managed to deal with the familiar-but-new-again stresses

and challenges that come from organizing a highly coordinated in-person AOM conference. And what a great program it was! From the "classic" CAR PDWs, like our doctoral consortium and Careers in the Rough (CiTR), to several new workshops, the PDW program was again a conference highlight. And, our scholarly program, which consisted of many exciting career-oriented symposia and paper presentations and covered a broad range of careers research, was fabulous to see. Beyond the program itself, Denise Jepsen (chair-elect) connected with audience members in the business meeting and awards ceremony in her trademark earnest, thoughtful and extremely personable style, with the CAR awards ceremony producing a strong set of award winners. Lastly, I was so happy for Jos Akkermans that he could attend a fully in-person AOM conference prior to him leaving our leadership team. Jos and I were the blind leading the blind for the CAR 2020 program and have been through a lot together. Jos's engagement and hard work as outgoing chair also helped us lay the foundation for our division's future with a set of fabulous new CAR officers, including Jen Tosti-Kharas as incoming PDW chair. Thank you so much for your service, Jos!

Beyond an enjoyable and productive AOM meeting, which requires the synchronized work of so many caring CAR volunteers and leaders, I cannot overstate how impressed I was throughout the year by the work of our committees. As division chair, I had the opportunity to work closely with the members of both our strategic and standing committees and to witness their new ideas and initiatives up close. It was a career highlight for me that I will cherish forever. In the end, among other accomplishments, together, we delivered:

- \* two new caucus sessions that brought to-

gether scholars from a variety of backgrounds

- \* a "meet the editors" session that despite the surprise appearance of a scurrying mouse, was so compelling that no one left the room (true story!)
- \* a new Personal Board of Advisors workshop for CAR doctoral students to help them build the individualized networks they need to achieve their career aspirations
- \* new membership outreach activities that took advantage of today's generative careers research environment to bring our membership above 1000 for the first time
- \* higher mentoring program participation and CiTR initiative participation than ever before
- \* more seamless use of social media channels to keep members aware and engaged
- \* It was such a pleasure to work with so many dedicated CAR leaders to bring these accomplishments to fruition and I am deeply honored and grateful to have been the CAR division chair for such a fantastic group of people pursuing such key goals. A hearty thank you to all of you who helped make these initiatives and the annual meeting such a success!

When I officially became Careers Division Chair over a year ago, I emphasized that we would continue to doggedly pursue the strategic goals in our five-year plan (as has been our division's tradition!) but that with the help of our committees and so many others that we would add new initiatives and fine-tune our activities on several fronts. Thanks to the involvement and dedication of our leaders, officers, and volunteers, I am so proud to say that we achieved each of my goals, often going above and beyond the original target. We

laid the foundation for more robust offerings during the annual meeting as well as our activities between annual meetings. We agreed on and communicated an important repositioning of the Hughes Award, the highest award we give out as a division, and chose our first Communications and Social Media Chair...and so much more. Overall, I look back at my division chair year with so many positive emotions and I remain humbled to be part of our strong legacy of CAR leadership. Like many of you, it wasn't always easy for me the last few years with a number of serious family and health challenges along the way. I am thankful for the grace you gave me as I did my best with each role on our leadership track during years that seemed to require adaptability, flexibility and ingenuity as never before.

Contributing to this newsletter also makes me reflect more on my time on the Careers Division leadership team. It is currently my fifth and final year in the leadership track and eighth of nine consecutive years as part of our executive team. These years have nonetheless passed by very quickly! This division will always be near and dear to my heart and taking on these leadership roles makes it difficult to imagine not being part of such a purposeful group of leaders and volunteers. That said, I'm sure I will continue to contribute in some form or another! The Careers Division will always be my academic "home away from home" and being able to serve you in these roles has been a labor of love. Looking back, this time has been one of the most inspiring, meaningful, and enjoyable experiences of my career and I've learned a lot about myself as well. The Careers Division remains a fabulous means for scholars to connect, seek collaborations, and support our research, teaching and outreach aspirations and I am happy to have done my part to keep our division strong.

I am also extremely proud to have had the honor and pleasure of leading the division last year and I thank you for putting your trust in me.

So now, in the past chair role (which makes me want to sit in a rocking chair for some reason!) in addition to pursuing Hughes Award winner videos to add to our collection and assisting Denise with our division's review process, I will focus on organizing the elections for new CAR officers. This responsibility is an important one as those elected will have a powerful effect on our division's future. So, if you are interested in running for the five-year leadership track or for one of our representative-at-large positions (which is a fabulous way to contribute and to see if the leadership path holds promise for you), please don't hesitate to reach out to me at any time. And, if you don't, there's a good chance I will reach out to you because we are always looking for strong contributors to run for these positions!

Even though this is not quite my final goodbye, I want to thank everyone for making the past several years in the leadership track and my past year as division chair, in particular, so enjoyable, meaningful and rewarding. None of us does any of this alone, that is for sure, so to all of my Careers Division fellow leaders, officers, volunteers, friends and colleagues: Thank you! We have a bright future ahead and I have no doubt that Denise, Serge, Daniel and Jen will ensure a great conference next year in Chicago and an incredible year for our division. I look forward to seeing you in the Windy City!

All the best,  
Rick Cotton  
Past Division Chair, Careers Division



## CAR Division Chair Handover Speech AOM Meeting, Monday 7<sup>th</sup> August 2023, Boston

Denise Jepsen, incoming Chair of the Careers Division

I am honoured to have been chosen to lead our Division, and excited by the opportunity to work with you and Division members in the year ahead. Thank you for your trust and faith in me, I will do my best.

I have three quick jobs to do today. First, to acknowledge the work of our outgoing Chair, Rick Cotton. Second, to thank all those volunteers who freely give of their time. And third, to give you a quick heads-up on what I see as my priorities for my term as Chair.

### 1. Rick outgoing Chair

So let me start by paying tribute to a remarkable leader who has dedicated himself to our Division for many years. I am struck by Rick's unwavering commitment to increasing our membership and ensuring that our community thrives. His tireless efforts have fostered an environment of collaboration and growth. I can call him anytime, not easy given our time zones, and he is always available to talk through issues.

Today, as we farewell you from your role as Chair, it is important to also acknowledge the personal toll of this role. The huge hours, the sacrifices and the time away from your loved ones have not gone unnoticed. Your dedica-

tion and selflessness have made you a true role model to us all.

In recognition of your service, I am honoured to present you with a gift that holds deep meaning and symbolism. From my country to yours, I offer you an authentic Australian boomerang and clap sticks, representing the interconnectedness of our global community. Just as a boomerang returns to its sender, your efforts will come back to benefit our Division, leaving a lasting impact.

The clap sticks represent the rhythm and harmony that you have orchestrated in the Division. Your leadership has not only brought us together and guided us toward a common purpose. You have fostered a sense of unity and collaboration, leaving an indelible mark on our collective journey.

Rick, please carry with you the heartfelt gratitude of every member present here today. The boomerang and clap sticks serve as a tangible reminder of the impact you have made and connections you have forged. May this gift serve as a symbol of our gratitude, and may your future endeavours be filled with joy, fulfillment and continued success.





### 2. Volunteers

So, beyond Rick. We know our success as a Division is testament to the dedication and passion of those volunteers who have given their time, skills and energy to support the Division. It is through your collective efforts that we have achieved milestones and made a positive impact in both scholarship and community.

As I step into this new role, I am humbled and inspired by the spirit of volunteerism that permeates the Division. Your commitment to our Division is a shining example of what can be achieved when individuals come together for a common purpose.

Moving forward, I look forward to working closely with all our volunteers, both on Executive Committee and beyond, harnessing your diverse talents and experiences to steer the Division. Your dedication is the backbone of our community.

Thank you all, and here's to a bright and impactful future together.

### 3. My priorities

Finally, while I plan is to regroup, consolidate, tidy up the back office and hold the ship steady as we emerge from these disrupted Covid years, my role as Chair comes with some prescribed priorities this year.

My first priority is to manage the review of the Division, which is now on a three yearly cycle with an ambitious timeline none-the-less. Di-

vision members will be surveyed later in the year, and I take this opportunity to urge you to have your say on any aspect of our future. I am interested in both additive and subtractive ideas – to see what activities Division members would like added to our agenda, and which activities we see as less important to put energy into.

My other priorities include the transition to the revised and renewed Hughes Lifetime Careers Scholar Award to better reflect lifetime careers scholarship. And I look forward to welcoming our first Communications Team Chair as the tech has taken on a life of its own.

Next, beyond consolidating the back-end administration of the Division after the chaos of Covid years, my personal aim for the year is to streamline our sponsorship timing and award naming so we can maximise value for our sponsors and award nominees. Please consider sponsoring an award early this year so we can give your organisation extra value.

And finally, I am extremely excited to see my role as the Number One Supporter for CarCon 2024 at Vrije Universiteit Amsterdam on April 18 and 19. I can hardly wait. It's a long way to go for a weekend but I'll be making the trip.

I thank you for the confidence you have placed in me in taking on this role and look forward to working with you as we move the Division forward.

### Messages from Our Committee Chairs

#### Mentoring Committee

The mentoring committee consists of Becky Paluch (co-chair), Caitlin Porter (co-chair), Jeff Yip, Janine Bosak and Melika Shirmohammadi (volunteer), and it has two key initiatives: The Junior Faculty Mentoring Program and the Careers in the Rough initiative.

**Junior Faculty Mentoring Program:** We are wrapping up a successful year of the Junior Faculty Mentoring program. We enrolled 40 mentees in this year's program, and we are grateful to the 20 mentors who dedicated their time and expertise to helping junior members of our division learn and grow. We are currently recruiting for the 2024 Junior Faculty Mentoring program. If you are interested in participating, please visit the "*Resource Corner*" section of the newsletter!

**The "Careers in the Rough" initiative:** provides an opportunity for junior careers scholars to receive feedback on a near final-form manuscript from established careers scholars. This initiative consists of an in-person professional development workshop at the annual AOM conference and a virtual session in the spring, which allows those who cannot attend the annual conference an opportunity to participate. In 2023, we had about 15 junior scholars participate in each of the virtual and in-person sessions. Currently, our team is preparing for this initiative by recruiting mentors for the 2024 virtual and in-person sessions.

#### Research Collaboration Committee

The research collaboration committee consists of Caitlin Porter (Chair), Katja Dlouhy, and Gavin Williamson. In 2023, this committee (chaired by Mel Fugate) organized two caucuses at the AOM conference that addressed the relevance of careers topics across AOM disciplines and remote work arrangements. This year, the committee is planning a research roundtable and networking professional development workshop for AOM 2024. The goal of this PDW will be to encourage careers scholars to early-stage research ideas, receive feedback on their ideas from established careers scholars, and to form connections (and potentially collaborations) with fellow session attendees.

#### Membership Committee

The membership committee consists of Becky Paluch (Chair), Rick Cotton, Katja Dlouhy, Xuan Liu (volunteer). We are gearing up for additional recruitment to the Careers Division in 2024. In the upcoming year, we hope to reach out to AOM members submitting work to our division for the conference, reach out to PhD students, and re-engage former Careers Division members. We hope to bring our division's numbers to over 1,000 by the conference. Please invite colleagues to join our wonderful division, and if you have any other ideas for recruitment, we would love to hear them!

### **Prestige and Impact Committee**

The Prestige and Impact Committee consists of Sherry Sullivan, Janine Bosak and Annabelle Hofer - supported by volunteers Christina Li and Eric Michel. The team aims to increase the impact of the division through the creation of meaningful content and hosting of activities for our members. For example, the team will continue their video series with past Hughes Award winners which are available on the Career Division website. In addition, following the well-attended 2023 AOM Meet the Editors' Panel Discussion at the 2023 AOM Conference in Boston, the team is in the process of drafting and submitting a 'Meet the Editors' PDW proposal for the forthcoming 2024 AOM conference in Chicago.

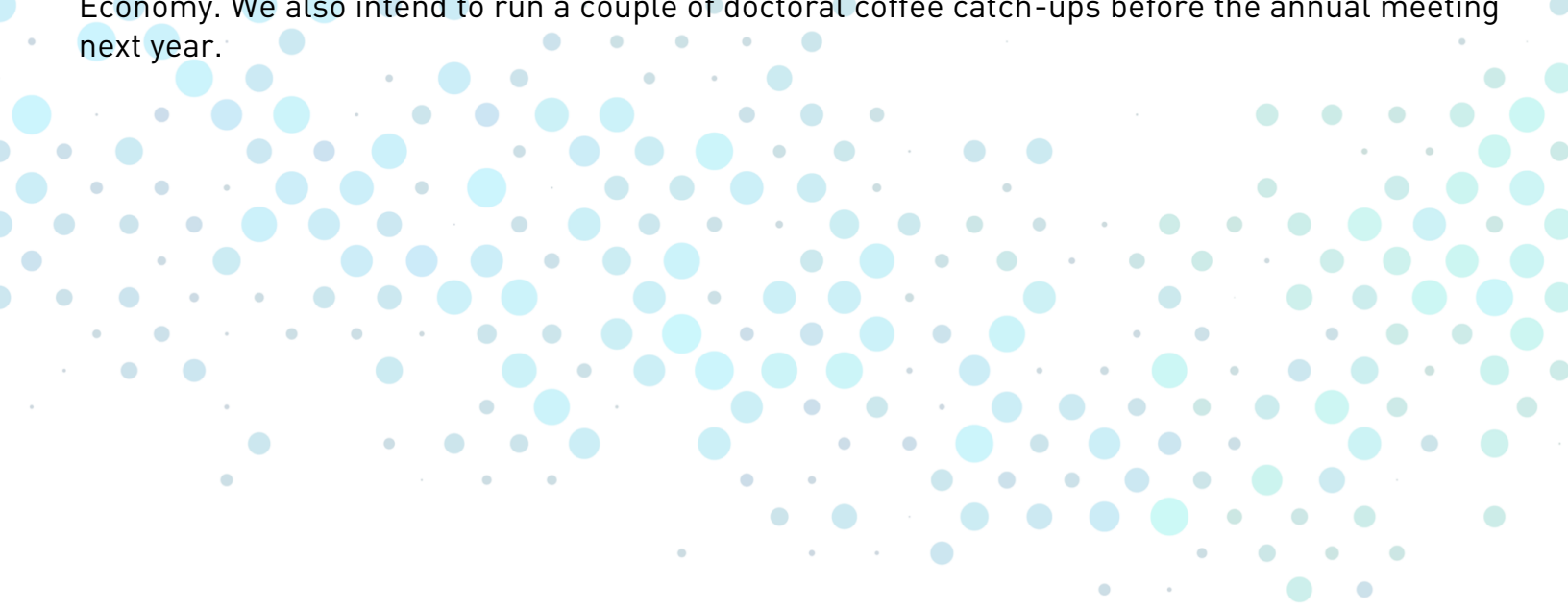
### **Communication Committee**

The communications committee consists of Mostafa Ayoobzadeh (newsletter editor), Huainan Wang (associate newsletter editor), Noemi Nagy (Facebook, LinkedIn), Xiaoxia (volunteer across platforms), Jenna-Lyn Roman (volunteer across platforms), and Victor Chen (Chair).

Our activities and plans are to continue to disseminate the value of the Careers Division to current and new members. We work with and support other committees to disseminate our careers programs from mentoring initiatives to posting careers content (i.e., careers around the world series) and announcing award opportunities, as well as the Careers in the Rough AOM Session. We are delighted to share all the exciting events and opportunities with our valued members in line with our Value Beyond August initiatives to connect during and outside of AOM.

### **Value Beyond August Committee**

The Value beyond August Committee membership comprises, Jeff Yip, Noemi Nagy, Annabelle Hofer and Alex Newman. The committee has developed documents to guide the development of future proposals to hold the Careers Division Community Conference. The Committee has also organized other activities outside of the annual conference. These include the Regional Ambassador Program and coffee catch-ups for doctoral students. In December this year, the Regional Ambassador program will host a careers around the world webinar series focusing on the Gig Economy. We also intend to run a couple of doctoral coffee catch-ups before the annual meeting next year.



## LIST OF 2023 AWARD NOMINEES AND WINNERS

### Michael Driver Best Symposium Award

**Winner: Meaning of Work in Crisis Contexts**

- \* Eunice Eun, Yale School of Management
- \* Winnie Jiang, INSEAD

**Nominee: Novel Perspectives on Gender and Careers**

- \* Shoshana Schwartz, Christopher Newport University
- \* Pooria Assadi, California State University Sacramento

**Nominee: Understanding the (In)effectiveness of Organizational Diversity, Equity and Inclusion (DEI) Efforts**

- \* Seval Gündemir, University of Amsterdam
- \* Astrid C. Homan, University of Amsterdam

### Arnon Reichers Best Student Paper Award

**Nominee: How Working Long Hours before Personal Losses Affects Changes in Employee Well-Being via Emotions**

- \* Claudia Rossetti, University of Mannheim

**Winner: Pressure from Social Media: The Influence of Social Media Usage on Career Exploration and Well-being**

- \* Shiyu Zhou, Fudan School of Management, Fudan University
- \* Yan Wu, Fudan University
- \* Longfei Cui, Tongji University
- \* Biya Ren, Glasgow University

**Nominee: The Miseducation of a Labor Market: When Labor Market Intermediaries Create Expectation Gaps**

- \* Abisola Coretta Kusimo, Stanford School of Engineering
- \* Melissa Valentine, Stanford University

## **Best Overall Paper Award**

Nominee: A Voluntary Reinvention of One's Work: The Case of French Anesthesiologists Using Hypnosis

\* Nishani Bourmault, NEOMA Business School

**Winner: Depleting Or Enriching? Effects Of Identification With Multiple Jobs On Jobholders And Partner**

\* Sherry E. Moss, Wake Forest University

\* Arran Caza, UNC Greensboro

Nominee: Multicultural Identities and Career Preferences

\* Lee Martin, University of Sydney

\* Jennifer Hui-Han Gao, University of Melbourne

## **Mid Career, Careers Scholar Award**

Kristen Shockley  
Harbert College of Business, Auburn University



## **Best Published Careers Paper Award**

Runner up: Unpacking the Status-Leveling Burden for Women in Male-Dominated Occupations  
M Teresa Cardador, Patrick L Hill, Arghavan Salles  
Administrative Science Quarterly

**Winner: My Manager Moved! Manager Mobility and Subordinates' Career Outcomes**  
Minseo Baek, Matthew Bidwell, JR Keller  
Organization Science



*Congratulations!*

## MEMBER SPOTLIGHT

### Caitlin Porter

Associate Professor of Management, University of Memphis

#### Tell us about yourself:

I grew up in small towns in the United States Mid-South (Tennessee and Arkansas). I was one of the first people in my family to attend college; I earned my B.S. in Psychology and my B.A. in English Literature from the University of Central Arkansas. I have always enjoyed learning (and I was unsure about the next steps for my career), so I went to Purdue University for graduate school where I earned my master's degree and Ph.D. in Industrial and Organizational Psychology, which offered career opportunities in both industry and academic settings. Halfway through graduate school, I decided that I wanted to pursue a career in academia. Around the same time, I met my husband, Dylan. We have been married for about 5 years, and we have a cat named Kevin.



#### What makes you interested in careers?

I came to study careers from an interest in understanding individual well-being and success. I have always been interested in people, which is why I first became a psychology major as an undergraduate student. Like many academics, I am also achievement oriented, so as an undergraduate student, I joined multiple volunteer organizations. As I approached the end of my undergraduate career, I began reflecting on why people volunteered several hours a week to these organizations (with no remuneration). While the organizational mission provided some motivation, I found that I enjoyed being a member of such organizations because they provided a platform for building and maintaining interpersonal relationships, which were not only intrinsically enjoyable, but were also professionally useful. This personal insight became a focus of my research, which tends to address how relationships impact career opportunities and decisions, such as decisions to leave one's employer. Over time, I have come to appreciate careers as a focus area more and more because a careers lens can be applied to studying various topics across disciplines.

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

I joined the Careers Division when I became a member of the Academy of Management in 2015 because Careers most resonates with how I define myself as a researcher. In 2019, I was asked to serve on the best symposium/paper award committee, then as a roundtable discussant for the Careers Division Doctoral Consortium in 2021. Mel Fugate then encouraged me to run for a Representative-at-Large position for the Division in 2021, and I am currently serving in that role. I'm grateful that Mel encouraged me to become more involved, as it has been rewarding to build



relationships with Careers Division members and learn from their diverse perspectives.

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

Although the Careers Division has many positive qualities, the characteristic that resonates with me the most is its openness. I love to learn from others, and the Careers Division is a great place to do that because of its intellectual and interpersonal openness. The Careers Division is open to different types of people, perspectives, and ideas; everyone is welcome at any Careers Division event.

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

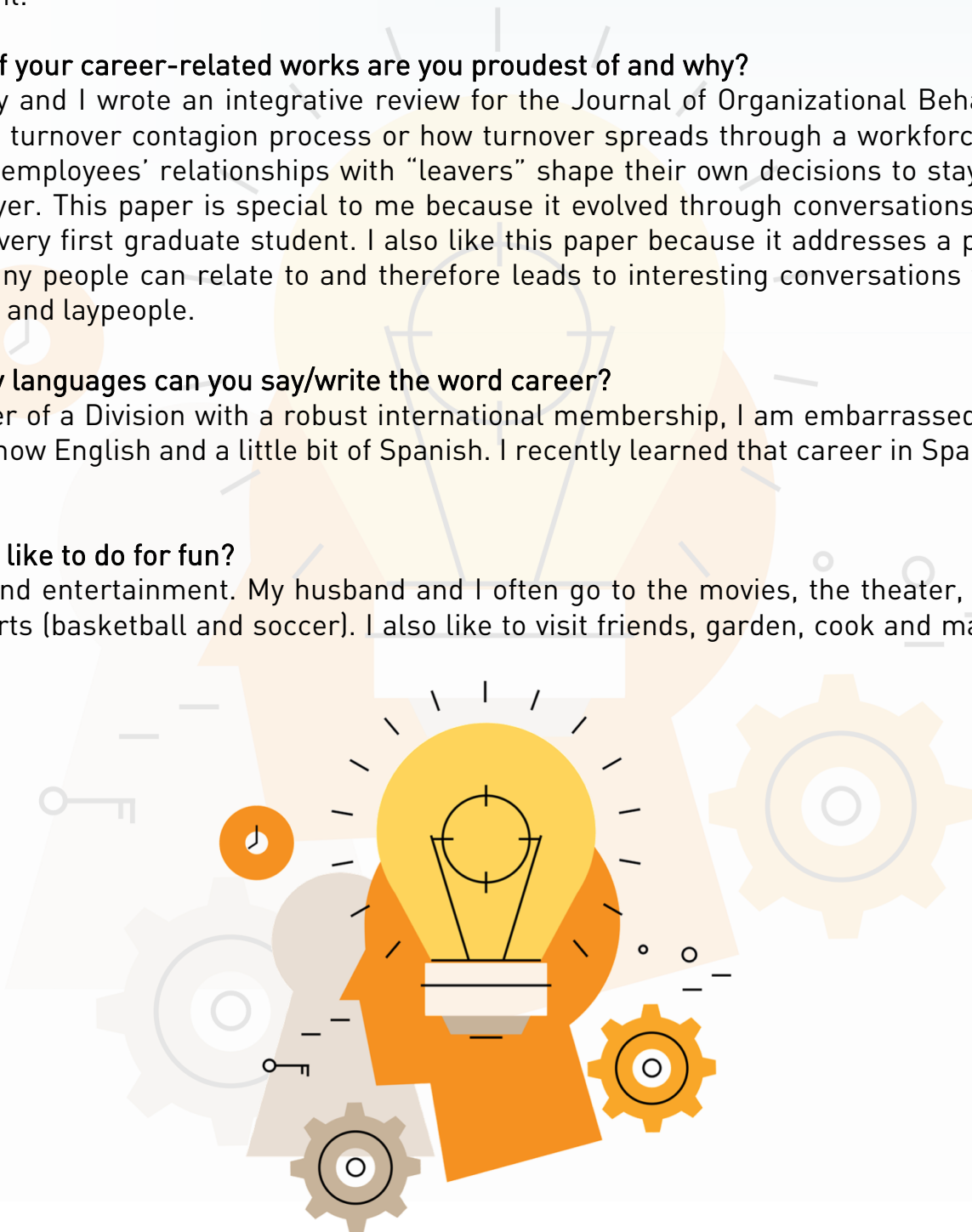
James Rigby and I wrote an integrative review for the Journal of Organizational Behavior that explains the turnover contagion process or how turnover spreads through a workforce. We focus on how employees' relationships with "leavers" shape their own decisions to stay or leave their employer. This paper is special to me because it evolved through conversations between me and my very first graduate student. I also like this paper because it addresses a phenomenon that many people can relate to and therefore leads to interesting conversations with both researchers and laypeople.

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

As a member of a Division with a robust international membership, I am embarrassed to admit that I only know English and a little bit of Spanish. I recently learned that career in Spanish is 'la carrera'.

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

I love arts and entertainment. My husband and I often go to the movies, the theater, concerts, and live sports (basketball and soccer). I also like to visit friends, garden, cook and make cocktails.



## Nicky Dries

Full professor of Organizational Behavior at the Future of Work Lab at the KU Leuven, Belgium



### What makes you interested in careers?

The reason I became interested in careers is because I have always been interested in human agency and studying how people can shape their own working lives. Over the years, of course, I figured out that there are also structural and institutional constraints to this agency that impact people's careers. But now that my research interest has shifted to the future of work, the topic of agency becomes important and interesting again, because now I'm studying whether and how workers can exert agency in light of new workplace technologies such as robots and AI.

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

I became engaged with the careers division through the 5C Project, especially Tim Hall and John Briscoe, who I met at the Academy of Management Conference. The 5C Project is a cross-cultural international project that has dozens of academics from all over the world in it. And that's how I got involved with CAR.

What I love most about the careers division is that everybody is so nice. I hear from colleagues in some other subdisciplines and fields that the atmosphere is competitive or envious or cutthroat. And I've never had that experience with even the most senior scholars in the careers field. Everybody has always been so humble and so nice to me and so welcoming, even when I was just a 23 year-old PhD student from Belgium starting out.

### What are some of your favorite memories of Careers Division events?

I remember that Hugh Gunz and Kerr Inkson once put on a whole a musical show, a musical soiree with song and dance and piano and all. It was a musical completely about careers and research in academia. And it was hilarious.

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

"Shop class as soulcraft", by Matthew Crawford. An amazing book about how technical work and craftwork is in urgent need of a revaluation, after a historical period in which we told all young people to go to college and become knowledge workers. I've been recommending this book to almost everyone I met these last few months. It also makes amazing points about how technical work (like plumbing for instance) is, at present, in fact at the lowest risk of automation where previously it was always thought that knowledge work and creative work were 'safest'. But with the launch of ChatGPT and other AI tools, it seems the cards have been reshuffled.

### Who inspires you?

I take inspiration from everyone I meet, but I'm going to specifically name a scholar who falls a bit outside of the scope of the careers division at the Academy, which is David Graeber. He unfortunately passed away unexpectedly a few years ago. David Graeber was an organizational anthropologist from the UK who wrote, among many other great things, the best-selling book "Bullshit Jobs". And he was also one of the leading figures in the Occupy Wall Street movement. For instance, he came up with the slogan "We are the 99%". And what I admire about David Graeber is that not only was he a brilliant academic, but he also was, I think, a good model for what activism could look like for an academic. He was both an excellent social scientist, but also really part of society and really constantly thinking about how his work could influence discourses, about the role of work and careers in people's lives. And he really, for me, modeled the idea of an academic activist. And I also like that his work and his ideas were so approachable to the general public. This is something that I would like to pursue more, to not just do academic work for the sake of academia, but also beyond.

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

I love traveling. I also love watching documentaries about traveling; food documentaries in particular. My favorite region to travel to is Asia. And another thing I discovered as a hobby which people find very weird is during the pandemic, I started playing video games. In general, these last few years, I've become more interested in art—art of all types and forms. I'm also taking an art class at the Art Academy of Antwerp as an evening program, because I'm interested in the different ways in which people express their ideas about what society is and what it could be. And by this I mean we make art in the class, not study it. I wanted to have a hands-on hobby and not learn more theory. So as I get older, I see the important role of art in human life. And to come back to my point about video games, I've discovered that video games, at least the ones that I play, which are typically games developed by small indie studios, that it is a beautiful art form and it often also centers around societal themes and messages. In the research in my Future of Work Lab, we also work with artists—for instance, opera singers, choreographers, and painters who all work intensively with new technologies like AI, to experiment with what the human-technology relationship could be or become. We also have a project where we use science-fiction films as data to map out modes of worker resistance to new workplace technologies. The focus on art and cultural discourses and fiction has really created a new impulse in my career for me, opening up endless new avenues for research. Before that, after 15 years in academia, I felt like my work was getting routine, and I really wanted to get back to that excitement I felt as a young researcher, when everything was new to me.

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

What I would like to tell the Careers division about myself is that I've shifted my topic to the future of work, which of course still falls within careers as a field. What I'm mainly interested in is the democratization of the future of work and fighting these really deterministic narratives coming out of Silicon Valley, portraying AI and robots as something that will for sure happen and will

have specific and inevitable consequences for society. I don't believe that. I've been reading a lot of history. I've been reading a lot about worker agency and worker resistance and I think we're facing with the fourth Industrial Revolution, a very interesting and pivotal point in our human history. Also I believe the effects of this will become visible in the near future, in the next few years. And so I'm interested in studying all the ways in which workers could respond to these technologies. And if there are trends that are not beneficial to workers, what agency they could enact. So I'm back to agency with this new research focus, because often the framing is that the technology is coming and that we humans have to adapt to it. But I feel strongly that technology should be built around humans and not the other way around.

Next year I want to do a sabbatical for the whole academic year starting September or October. And I want to travel the world and work on a book project with the tentative title of "Destroyers/Builders". And what I want to do is go to different countries around the world and study cases of, for instance, labs where future workplace technology, like robotics, is developed. One interesting case is, of course, Japan, with their aging society and with the use of robotics as a national priority, for instance, robots working in retirement homes or nursing homes. So I'm interested in cases of technology development and the societal purposes of those and what the future might look like on the 'builders' side. But I'm also interested in the destruction. I've been hearing, for instance, from colleagues from Vietnam that a lot of the copywriting industry is now redundant and that a lot of simple copywriting or technical writing is now done by algorithms. And another case that's really interesting to me is the Hollywood strikes that have now reached a temporary conclusion. So the threat of automatization of script writers and background actors and CGI or special effects staff. And so what I want to do during the sabbatical is collect cases of technology development and job destruction or other forms of destruction by these new technologies and bring those together in a book, with potentially different chapters representing different countries or different types of cases. So if there's people in the careers division in different parts of the world who are aware of interesting cases around robotics and AI creation and destruction, I would love for them to get in touch with me because my family and I are still figuring out how we're going to travel the world and what our exact goals and destinations will be.



## NEWS FROM OUR MEMBERS

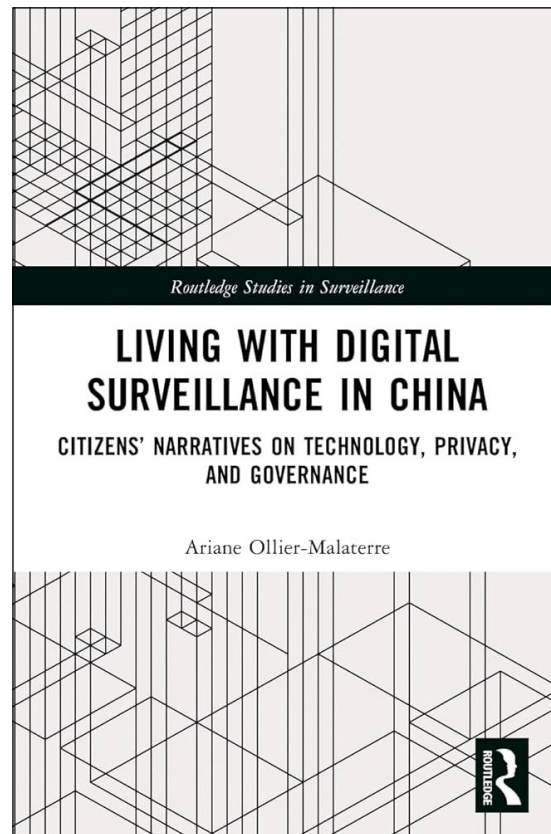
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- Beham, B., Ollier-Malaterre, A., Allen, T.D., Baierl, A., Alexandrova, M., Artiawati, Beauregard, A., Carvalho, V. S., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Masuda, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., & Van Engen, M. (2023). Humane orientation, work-family conflict, and positive spillover across cultures. *Journal of Applied Psychology*. Selected as Editor's Choice. 108(10), 1573–1597. <https://doi.org/10.1037/apl0001093>
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- Habets, O., Peters, P., Van der Heijden, B., Stoffers, J., Blomme, R., & Liao, S. (2023). Do you really want to hurt me? The impact of contextual factors on the moderating role of dark leadership in the relationship between learning climate facilitation, employability and turnover intention in the Netherlands and China. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1148294>
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## Books



### Living with Digital Surveillance in China: Citizens' Narratives on Technology, Privacy and Governance (Routledge Studies in Surveillance series)

Author: Ariane Ollier-Malaterre

Digital surveillance is a daily and all-encompassing reality of life in China. This book explores how Chinese citizens make sense of digital surveillance and live with it. It investigates their imaginaries about surveillance and privacy from within the Chinese socio-political system. Based on in-depth qualitative research interviews, detailed diary notes, and extensive documentation, Ariane Ollier-Malaterre strives to 'de-Westernize' the internet and surveillance literature. She shows how the research participants weave a cohesive system of anguishing narratives on China's moral shortcomings and redeeming narratives on the government and technology as civilizing forces. Although many participants cast digital surveillance as indispensable in China, their misgivings, objections, and the mental tactics they employ to dissociate themselves from surveillance convey the mental and emotional weight associated with such surveillance exposure.

### A message from the organizing team of CarCon 2024

Dear Careers Division colleagues and friends,

We want to thank all of you who submitted excellent ideas for PDWs, symposia, and papers for the second-ever Careers Division Community Conference (CarCon) in Amsterdam, April 18-19, 2024. We received over 120 submissions, including over 400 authors, so that is a fantastic result. The submissions covered career research in a very broad sense, and we're excited to hear more about these ideas during the conference in April.

In case you did not submit anything, but would still like to join the conference, you're very welcome to do so! CarCon's primary aim is to bring together career scholars in an informal and collegial way, so that we can have inspiring discussions to help each other's research forward. Anyone who wants to join those conversations is encouraged to join us at Vrije Universiteit Amsterdam in April. We look forward to seeing you at CarCon 2024!

Best wishes,

Claire Schulze-Schleithoff, Vedika Lal, Di Dong, Evgenia Lysova, and Jos Akkermans

### A message from Stefanie Gustafsson

EGOS 2024 Stream Sub-theme 57:

**Organizing Professionals as Socially and Environmentally Responsible**

This sub-theme brings together traditional concerns around professional work such as ethics and altruism, with more recent or perennial challenges such as social inequalities and climate and financial crises. In particular, we aim to explore, debate and critique the socially and environmentally responsible nature of professional work (or otherwise) in terms of both how it is organised/performed and the services it delivers (Fisher, 2004).

We'd love to have submissions from CAR members particularly on the questions of What are the experiences, tensions and struggles of professional workers as they seek to contribute actively to the social good through their everyday work, identities and careers? How do they seek to resist their employers 'non-responsible' actions and shape policy? Are these different for employees in non-traditional settings?

For more information, please visit the following web page:

[https://www.egos.org/2024\\_Milan/SUB-THEMES\\_CfPs?subtheme\\_id=1666413939994](https://www.egos.org/2024_Milan/SUB-THEMES_CfPs?subtheme_id=1666413939994)

## RESOURCE CORNER

At the CAR Division, we have our very own Junior Faculty Mentoring Program to help junior members learn and grow. The mentoring committee is currently recruiting for the 2024 Junior Faculty Mentoring program. If you are interested in participating as a mentor or mentee, please fill out the form!



2024 Mentors: <https://forms.gle/37XsRMYaDmwHmG8U7>

2024 Mentees: <https://forms.gle/aRBx1TKvZY6FeEGq9>

## DID YOU KNOW THAT?

**Applied Psychology: An International Review** has announced a call for papers for its *inaugural review issue* that will be published annually. The first of these review issues will be published in 2024. Theoretical, methodological and/or integrative reviews on any topic relevant to the readership of the journal are welcomed. All topics in the field of applied psychology for which there is a sufficient base of research to review are eligible for submission to the yearly review. Both quantitative (e.g., meta-analysis, bibliographic analysis) and qualitative reviews (e.g., systematic reviews, integrative reviews) are invited. For more information, visit the journal's webpage:

<https://iaap-journals.onlinelibrary.wiley.com/journal/14640597>

## CALL FOR PAPERS

### Journal of Vocational Behavior

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

#### Introduction to the Special Issue Topic

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

#### Guest editors:

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

**Jos Akkermans**, Vrije Universiteit Amsterdam, The Netherlands. [j.akkermans@vu.nl](mailto:j.akkermans@vu.nl)

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

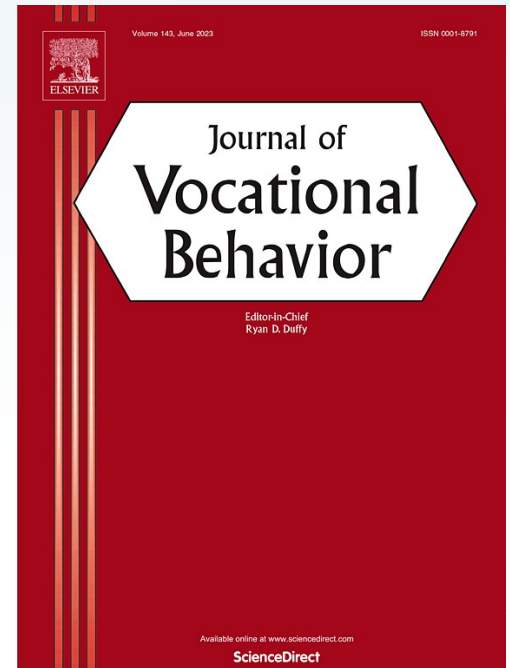
**Annabelle Hofer**, University of Cologne, Germany. [annabelle.hofer@wiso.uni-koeln.de](mailto:annabelle.hofer@wiso.uni-koeln.de)

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

#### Special issue information:

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

Our special issue specifically focuses on such types of non-standard work because these workers face specific challenges and opportunities regarding career development and planning, as well as receiving organizational career support (Ashford et al., 2018). Moreover, career, voca-



tional, and HRM scholars are yet to theorize the contingencies of various aspects of these types of work and the occupational experiences of workers who navigate them. On the one hand, this special issue aims to find answers to critical questions about if, how, and why non-standard workers can or cannot establish a successful and sustainable career. For example, how to craft a job or career when constantly sent out to different employers on short-term contracts as an agency worker? How to create meaningful social connections when your boss is an algorithm as a gig worker? On the other hand, organizations that are managing those workers (e.g., regular employers but also agencies or gig work platforms) face specific challenges and opportunities to manage and develop their workforce from an HR perspective. For instance, what kind of HR policies and practices can help non-standard workers develop successful and sustainable careers? How can employment agencies and digital platforms support their workers' careers? Which specific barriers do organizations face to support non-standard workers?

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

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

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

- \* How do workers within non-standard work construct and understand career success, and which specific predictors, mechanisms, and boundary conditions are relevant to achieve it?
- \* How do the unique personal, contextual, and temporal elements in non-standard work facilitate or hinder workers' career success and sustainability?
- \* How do workers within non-standard work make career decisions, and what is the potential role of indecision or inaction in their career paths?
- \* Which types of (positive and negative) career shocks do non-standard workers encounter, how do they deal with them, and how do those shocks influence their career paths and outcomes?
- \* How do resources, workplace perceptions, and employment relations develop over time within non-standard work, and what role do they play in workers' career development?
- \* How do non-standard workers look at HR practices and policies, and how can they use them in their career development?
- \* How can HRM provide sustainable guidance and help for workers within non-standard work?

Which groups are particularly vulnerable in light of career sustainability and how could HR help?

- \* What are the challenges and opportunities for HRM in various non-standard work settings, and how can they optimally solve them?
- \* How can HRM build commitment and embeddedness for non-standard workers even if the employment relationship is more flexible and typically short-term?
- \* How can HRM of the related agencies and platforms manage the careers, performance, and employability of workers within non-standard work arrangements?

## Timeline for Authors

Submission deadline for papers 1st of February 2024

First notification of authors about decisions 1st of May 2024

Submission of revisions 1st of September 2024

Planned publication period January 2025 till March 2025

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

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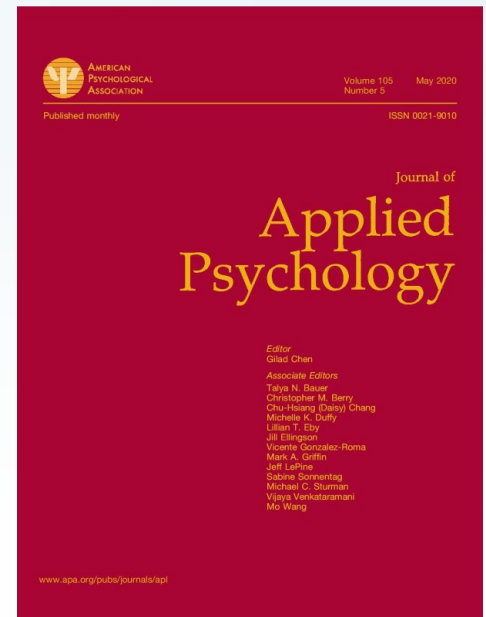
## Journal of Applied Psychology

### Special Issue on Social Impact Research

1,000 Word Proposal Due April 1, 2024

#### Guest Editors:

Talya Bauer, Portland State University  
 Wendy Casper, University of Texas at Arlington  
 Lillian Eby, University of Georgia  
 Bryan Edwards, Oklahoma State University  
 Allison Gabriel, Purdue University  
 Jia (Jasmine) Hu, Ohio State University  
 Jonas Lang, Ghent University  
 Fred Oswald, Rice University



The goal of the Call for Papers is to encourage empirical (quantitative or qualitative) research on work- and employment-related issues with great social impact, well beyond the organizations in which employees work. All submissions must have clear and well-developed implications for directly improving the human condition through (but not limited to) formal and informal organizational policies and practices, as well as state, national, regional, and/or country-level policies, with broad benefits for society at large. Intervention research and policy evaluation studies of this nature are particularly welcomed. More generally, our expectation is that successful manuscripts will contain field data to maximize ecological validity. Hypothetical vignette-based studies, student samples, and other convenience samples (Prolific, MTurk, etc.) may be appropriate in multi-study designs, but must be closely contextualized to the research question(s) under consideration. Submissions focusing on any level of analysis are accepted, so long as the research serves to develop knowledge and practical recommendations with social impact, while staying true to the JAP mission to "enhance understanding of cognitive, motivational, affective, and behavioral psychological phenomena in work and organizational settings, broadly defined."

#### Example Submission Topics

Below is a non-exhaustive list of potential topics to illustrate the types of submissions appropriate for this call. Please note that successful submissions must have clear and well-developed implications for directly improving the human condition.

- \* Policies and practices related to fair and equitable compensation and benefits
- \* Interventions and policies to reduce unemployment, address the unique issues facing the working poor, and reduce poverty through improving employment

- \* International, country, regional, or state legislation or policy issues with broad implications for employment and quality of work life
- \* Programs and policies supporting diversity, equity, and inclusion in employment for stigmatized and historically disadvantaged groups
- \* Criminal justice reform as it relates to improving public service workers' preparation and delivery of services to their communities
- \* Efforts to address climate change and encourage conservation behaviors at work
- \* Policies and practices related to the ethical use of technology and artificial intelligence in the workplace
- \* Workplace policies and practices aimed at improving reducing hazardous working conditions and improving employee health and well-being
- \* Implementation of organizationally sponsored or supported philanthropy/volunteering programs and practices

Submission will be evaluated based on the following criteria:

- \* Practical contribution and broader impact of research for social good
- \* Data collection methods: high ecological validity
- \* Conceptual development: strong rationale provided for focal constructs and proposed hypotheses
- \* Rigor of research methods
- \* Clarity of exposition: quality of writing

### Review Process and Review Criteria

Step 1. Authors will first submit a short proposal by April 1, 2024 (5:00pm Eastern Standard Time). Proposals should describe work that is at least in progress and if invited, final submissions must be fully completed studies. Proposals must be prepared according to APA style (double spaced, 1-inch margins, 12-point font) and must not exceed 1,000 words (exclusive of title, references, and figures). Proposals should include (1) rationale and research question, (2) methodology (including sample, methods, analytical approach), (3) summary of key findings, (4) conceptual contribution, (5) implications for practice and/or policy, and (6) relevance to the special issue theme. Failure to follow the submission guidelines will result in a desk reject decision without the opportunity to submit again. Proposals must be submitted using this link [[https://ugeorgia.ca1.qualtrics.com/jfe/form/SV\\_0er1V2AGs20GrKS](https://ugeorgia.ca1.qualtrics.com/jfe/form/SV_0er1V2AGs20GrKS)] and will be reviewed by two Guest Editors for overall quality and fit with the purpose of this Special Issue. A subset of proposals will be invited to move forward with the development and submission of a full manuscript. Submitting authors will be notified of the decision on their proposal by July 1, 2024. Due to high anticipated submission volume, detailed feedback will not be provided on proposals. If you have

questions about the Special Issue, please review the FAQ sheet [<https://www.thejournaleditorscorner.com/faqs.html>] before contacting the Editor-in-Chief, Lillian Eby ([leby@duga.edu](mailto:leby@duga.edu)).

Step 2. Authors of accepted proposals will be invited to submit a full manuscript through the Journal of Applied Psychology Manuscript Central system by November 1, 2024. Full manuscripts must be prepared according to the Journal's submission guidelines. Submitted manuscripts will undergo editorial review with an assigned Guest Editor, who will assign two reviewers, consistent with the Journal of Applied Psychology peer review guidelines. Please note that the request to submit a full manuscript does not guarantee publication at the Journal. In addition, no extensions will be allowed in the review process.

Additional guidelines for Step 2. Manuscripts selected for full submission must discuss the societal relevance of the research question and study aims, emphasizing the specific practical implications of the findings for creating a better world. The introduction and discussion sections must have a clear focus on (1) informal or formal organizational policies or practices or (2) international, country, regional, or state legislation or policy that has the potential to benefit society. Submissions must also be strongly grounded in existing research and have a well-developed conceptual or theoretical foundation. There are no specific page limits, but the expectation is that manuscripts be submitted as Feature Articles with its manuscript length being commensurate with contribution. Authors may be asked to reduce their manuscript to a Research Report during the review process. All manuscripts must also adhere to the methods checklist for JAP (<https://www.apa.org/pubs/journals/features/apl-manuscript-checklist.pdf>).

### Special Issue Timeline

April 1, 2024: 1,000 word proposals due (5pm Eastern Standard Time)

July 1, 2024: Initial decisions on proposals (rejection or request full manuscript submission)

November 1, 2024: Full paper due

November 1, 2025: Final manuscript decisions

March 2026 targeted publication date

## Group & Organization Management

### Call for Papers: 2025 Conceptual Issue

Group & Organization Management is pleased to announce that Professors Walter Davis (University of Mississippi), Tammy Rapp (Ohio University), and Tom Zagenczyk (North Carolina State University) will serve as Editors for the 2025 GOM Conceptual Issue.

Articles for the Conceptual Issue are intended to be high-impact scholarly pieces based on extant developments in research literatures. This Conceptual Issue consists of papers that provide an integration of management literatures, offer a value-added research framework, and highlight directions for future inquiry. Papers are not expected to offer empirical data. Interdisciplinary and/or multi-level insights on management and organizational processes are encouraged. For guidelines on preparing a conceptual paper see Gilson, L.L., & Goldberg, C.B. (2015). Editors' Comment: So, what is a conceptual paper? *Group and Organization Management*, 40(2), 127-130.

To be considered for the 2025 Conceptual Issue, authors must first submit a proposal. Proposals should be 1500-1800 words and provide sample references. References, figures, and tables do not count against the word count. All proposals will be subject to editorial review prior to requesting that they be developed into full papers. Full papers will be sent out for blind review.

Full papers will NOT be considered at the proposal stage. Proposal submissions will be evaluated on the following criteria:

**Relevance.** Proposed manuscript should address a significant and important research area within the group and organizational management field.

**Viability.** Proposal demonstrates that the paper will be completed within the timeline below.

**Scope of Interest.** A proposal of broad interest to scholars in diverse research areas is preferred.

**Organization and Coherence.** Proposal follows a logical structure, reads clearly, and thoroughly represents the field of knowledge.

**Conceptual Value Added.** Proposal offers insights that go beyond a thorough summary of current literature.

**Agenda for Future Research.** Proposal conveys relevant implications for future research.

Authors must adhere to a stringent timeline. Relevant dates are as follows:

February 1, 2024: Proposal submission due date

March 6, 2024: Final decision on proposals; initial feedback provided on accepted proposals

May 6, 2024: First draft of paper due

June 30, 2024: Feedback to authors on first draft

September 9, 2024: Revised paper due

February 1, 2025: COMPLETED MANUSCRIPTS DUE TO PUBLISHER

## **Personnel Psychology & King's Business School, King's College London**

### Paper Development Workshop

**Date:** Monday 24 June, 2024, 08:30 – 17:00

**Location:** King's College London (in-person only)

**Cost:** Free

We invite early-career researchers to join Personnel Psychology's first Paper Development Workshop, hosted by King's Business School. Although we welcome all scholars, we especially encourage early-career researchers to join us while they develop their work. Participants will discuss their research projects and receive developmental feedback from the Editor and Associate Editors of the journal (Zhen Zhang, Hong Deng, Jessica Methot, Lauren Simon, Beth Campbell, Kaifeng Jiang, and Brian Swider).

Personnel Psychology is rated as 4\* in the UK CABS AJG list and A\* in the Australian Business Deans' Council list of journals. We welcome submissions spanning the full range of human resource management and organizational behavior topics. Articles may employ different research methods including quantitative and qualitative research, theory development, meta-analytic reviews, and narrative literature reviews.

If you are interested, please submit an extended abstract (up to 1000 words) including the following sections: a) Purpose, b) Design/methodology/approach, c) Findings, and d) Originality/contributions. Participants are selected based on the quality of the submission.

For abstract submission and commitment to attend (if accepted), please click here: <https://forms.gle/8AqZWHSSyghXfeMZ6>

**Submission deadline is 17:00 GMT on 10th February, 2024**  
**Decisions will be informed by 29th February, 2024**

There is no participation fee. Complimentary refreshments and lunch will be provided. Participants need to cover their own travel and hotel accommodation. For any questions about the workshop, please contact Professors Chia-huei Wu ([chiahuei.wu@kcl.ac.uk](mailto:chiahuei.wu@kcl.ac.uk)) and Zhen Zhang ([zhenzhang@smu.edu](mailto:zhenzhang@smu.edu)).

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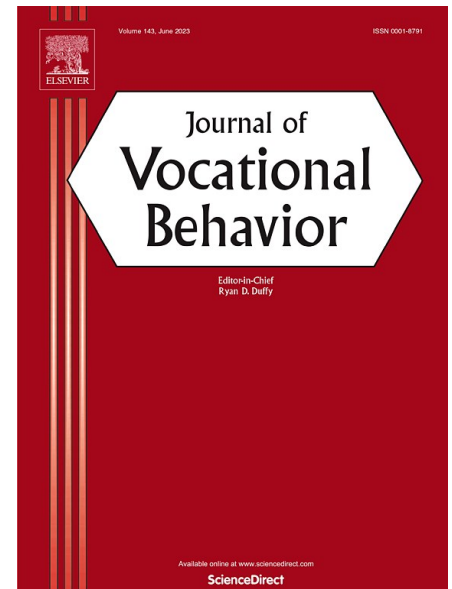


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## THE CAREER FORUM

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

### About Careers Division

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

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

### Next Issue

Issues: Two times a year (Issues 1 and 2)

If you have suggestions of things you would like to see included in The Careers Forum or changes that you would like made, please send those along as well. Submissions for news, announcements, and abstracts are accepted on a continuing basis at:

[ayoobzadeh.mostafa@uqam.ca](mailto:ayoobzadeh.mostafa@uqam.ca)

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