TO: Denise Jepsen, Chair CAR division
FROM: Mary Tripsas, College of Engineering, UC Santa Barbara
Chair, Division and Interest Group Relations (DIGR) Committee
CC: DIGR Committee Members:
Cindy Devers, Virginia Tech (BOG Representative at Large)
Sabine Hoidn, University of St. Gallen (BOG Representative at Large)
Peer Fiss, University of Southern California, (BOG Representative at Large)
Keld Laursen, Copenhagen Business School (BOG Representative at Large)
Chris Tucci, Imperial College London (BOG Vice President-Elect)
Nicholas Burton, Northumbria University (DIG Leader, Past Chair, MSR Division)
Leonard Dobusch, Universität Innsbruck (DIG Leader, Past Chair, SAP Interest Group)

DATE June 1, 2024
RE: Feedback on Careers (CAR) Division’s 3 Year Report

Congratulations! On behalf of the Academy of Management Board, I am happy to report that the Careers (CAR) Division has been renewed for another three years. The Division and Interest Group Relations (DIGR) Committee found your report to be thorough and well-developed; the committee also appreciated the division’s specific goals and initiatives. We know that your leadership team worked hard over the last year to produce the report. We appreciate the time and energy your team invested.

Below we summarize the DIGR committee’s thoughts based on our review of your report and the accompanying data. DIGR committee members were asked to identify what they see as strengths, challenges or concerns, as well as to offer recommendations for addressing concerns. We hope that our feedback will enable you to leverage the division’s strengths and advance our shared goal of strengthening and invigorating the Academy of Management.

Please recall that an important element of the review process is for division leaders to share the report and review results in an open letter to their membership, via the website or email.

In addition, if you are interested, we would welcome the opportunity to meet with your leadership team virtually to recognize your accomplishments, answer any questions, and discuss any concerns.

Thank you again for the effort you invested in the 3-year review. We hope the review has provided an opportunity to reflect on the state of the division, areas of strength, and opportunities to further enhance members’ experiences. We value the activities and services that the Division provides for the Academy of Management and its members, and look forward to the division’s continued development.
2024 Review of the Careers (CAR) Division

The DIGR Committee concluded that the CAR Division is in excellent shape and felt that they produced a comprehensive, well-written report. Listed below are Strengths and Challenges/Concerns noted by the committee as well as some Recommendations going forward.

STRENGTHS

Member satisfaction
- High membership satisfaction for PDWs, paper sessions, and symposia, the division overall, and the perception of scholarly quality within the division.

Communications strong
- 83% of the respondents are satisfied or more (very or extremely satisfied) with the level of communication received from the division and 74% of the respondents are satisfied or more (very or extremely satisfied) with the quality of the newsletter. These are impressive numbers.

Experimental mindset with multiple innovations
- Careers in the Rough events, CarCom Community conference, virtual mentoring for PhD students, developmental network workshops, regional ambassadors, and other innovations.

Financials
- Solid financials when looking at total operating funds available per member.
- CarCom conference was financially successful

CHALLENGES

Membership growth and engagement:
- Membership is mostly stagnant. It hasn’t been declining, but compared to 2019 it hasn’t been growing. Mostly it has been tracking overall AoM membership. That’s not bad news, but also not good news. Student members are increasing at a slightly slower rate than AoM overall, which is a concern going forward.
- Submissions as % of membership in Boston were only 19.7% vs. AoM overall at 47.1% (although there has been a small increase in submissions over the past 5 yrs).
- Reviewers: Only 22% of the membership act as reviewers (versus 36% for the AoM as a whole).

Lack of a focused strategic plan
- There are a number of goals identified, but no clear plan for how they will be achieved.
- The report identifies many activities but often only lists them without giving details.
- The plan is lacking a cohesive structure - the list of items reads a bit like a brainstorming exercise.

Finances:
- The significant decline in sponsorships is worrying. It’s good that they are aware of this, but there is no clear plan for how to address it.
Health and Governance Checklist:
- “Nuts and bolts” governance (keeping files, updating roles, policy changes, etc.) could be improved.

**RECOMMENDATIONS**

Refine strategic plans to make them actionable:
- The section on Strategic Goals, Activities and Metrics (Part B) is quite short. Be clearer and provide more detail about how to achieve the goals that have been laid out.
- Prioritize among the many possible activities listed and focus on fewer, high impact innovations. Develop realistic timelines and track progress.
- Make sure there is a mechanism for passing the roadmap on from one leadership team to the next to ensure continuity.
- Following a structured and inclusive strategy-making process as a Division may help to accomplish the above.

Membership engagement
- Develop a membership strategy focused on young scholars in particular. What specific activities might younger scholars be interested in?
- Identify mechanisms to get more members to submit to and review for the Division. Perhaps develop some special themes.
- Continue to strengthen connections with other divisions, journals, and professional associations. This may help attract new members.
- Consider new communication / dissemination channels to promote participation in activities, although be careful to not overwhelm the members (a concern in the report).