The Career Forum

Mostafa Ayoobzadeh, Editor & Huinan Wang, Associate Editor

Contents

INTRODUCTION .................................................................................................................. 2
NEWS FROM THE CAREERS DIVISION ......................................................................... 3
MEMBER SPOTLIGHT ....................................................................................................... 20
NEWS FROM OUR MEMBERS ........................................................................................... 25
RESOURCE CORNER ....................................................................................................... 28
DID YOU KNOW THAT? .................................................................................................... 28
CALL FOR PAPERS .......................................................................................................... 29
CAREERS DIVISION SPONSORS ...................................................................................... 43
THE CAREER FORUM ....................................................................................................... 44
PAST DIVISION CHAIRS ................................................................................................. 44

2023-2024 Careers Division Officers

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

Serge P. da Motta Veiga, Division Chair-elect
EDHEC Business School, France
serge.damottaveiga@edhec.edu

Daniel Spurk, Division Program Chair
University of Bern, Switzerland
daniel.spurk@unibe.ch

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

Rick Cotton, Past Division Chair
University of Victoria, Canada
rcotton@uvic.ca

Alison M. Dachner, Treasurer
John Carroll University, USA
adachner@jcu.edu

Erin E. Makarius, Secretary
University of Akron, USA
makarius@uakron.edu

Mostafa Ayoobzadeh, Newsletter Editor
Université du Québec à Montréal, Canada
ayoobzadeh.mostafa@uqam.ca

Volume 43, Issue 1
July 2024
Dear Careers (CAR) Division Members,

Here we are with another issue of our division’s newsletter, *The Career Forum*. As always, we have brought together important news and updates from our executive committee and members as well as calls for papers. We hope this information will be helpful and timely for you.

First, I invite you to read the news and information our executive committee has shared with you. You can read about what they have done within the last few months and, more importantly, what you can expect from them in the future. Also, you will find very insightful information about the upcoming annual meeting in Chicago. The executive committee has done an outstanding job in organizing many events and sessions during the annual meeting. I hope you participate in as many of them as you can. Please read more about this content throughout the newsletter.

Second, I highly recommend you read the other important news we have shared about our division. Most importantly and unfortunately, we learned that our past division chair, Hugh Gunz passed away earlier this year. Our very own Yehuda Baruch has kindly put together a beautiful tribute to Hugh, which includes several quotes from his colleagues about him. I encourage you to read this moving piece (Thank you, Yehuda!). In addition, Jos Akkermans has provided us with an overview of the division’s second conference (CarCon), which took place in Amsterdam in April 2024. Attending the conference myself and reading through Jos’s report, I am proud of what our division has accomplished and am already looking forward to the next CarCon!

Next, I invite you to read our interviews with two of our current division members and get to know them better, both personally and professionally. You will also find a list of recent publications by our division members. Do not forget to look at the “Resource Corner” and “Did You Know That” sections. Finally, you will find a few calls for papers that might give you inspiration to advance your research.

In closing, I welcome our recently elected CAR Division officers and thank our current/outgoing officers who have done an excellent job in running our division with their hard work. Last but not least, I would like to thank everyone of you who sent us their contributions and inputs for this issue of *The Career Forum*. I look forward to receiving your contributions for the next issue!

Looking forward to seeing you in Chicago!

Mostafa Ayoobzadeh
Newsletter Editor, Careers Division
Hi, and hope you are well and have had a good year so far. I wanted to say just a few things:

First, that we honour Hugh Gunz who passed away in January this year, aged 78. Hugh gave so much to careers scholarship as you will read in a separate story by Yehuda Baruch elsewhere in this newsletter. Hugh had been Chair of the Careers Division in the year 2000 and gave so much to Division before and after, we are forever grateful for his service. We were shaken by this news and join with others in passing on our condolences to his family, friends and colleagues who were magnificently impacted by his life. The Division Social on Saturday night at Academy in August will include a tribute to Hugh by those who knew him best. Do join us to honour this giant in our field.

Second, that the Division’s three year review has been submitted and approved with feedback from AoM. There are no major changes but some minor changes are planned as we move from a meeting-centered to member-centered Division and pay more attention beyond the annual August gathering. For example, the success of the Mentoring Committee means that team will have an expanded role, to be called the Professional Development Committee. That expanded role will address the PD needs of not just PhD students and junior scholars, but also mid- and later career scholars as well as PD associated with teaching of careers. There is much great work to be done by this committee, and they will need extra hands to help them. Further tweaks include a new finance subcommittee on the executive leadership team to focus on income and expenditure, and the selection process for future CarCons will be managed by the Value Beyond August Committee. Do look at both the Review and the AoM feedback documents on the Division website on the “About us” page for more details.

Third, where were you in April, did you make it to Amsterdam for our second CarCon? What a great time, how fabulous it was to focus on just our careers scholarship, knowing that everyone there was a careers scholar. More than 200 delegates came from far and wide, had a great time. There’s a separate report elsewhere in this newsletter that elaborates on that event. Again, my congratulations and thanks to Jos Akkermans and his team of support volunteers.

Last, let me say I’m excited to be readying for our gathering at AoM in August when we will
be together again. Elsewhere you will read about the scholarly program that Daniel Spurk has been putting together, and the PDW program that Jen Tosti-Kharas has crafted for us. In Chicago we will celebrate the award winners that Serge da Motta Veiga and his team of committees will have evaluated, rated and decided upon, and we will say farewell to Rick Cotton as he moves on from his elections and mentor role as Past Chair. We will enjoy our social event on Saturday night, business meeting on Monday afternoon and awards event on Monday evening. Collect your limited edition Chicago keepsake pin from the Division’s executive and membership team and wear it on your conference lanyard with pride.

Thank you to the committees of volunteers who have reported their activities elsewhere in the newsletter:
* Mentoring committee: Jeff Yip, Becky Paluch, Caitlin Porter, Janine Bosak, Me- lika Shirmohammadi
* Research Collaboration committee: Caitlin Porter, Katja Dlouhy, Gavin Williamson
* Prestige & Impact committee: Sherry Sullivan, Janine Bosak, Annabelle Hofer, Christina Li

Along with the volunteer teams on the:
* Communications committee: Victor Chen, Mostafa Ayoobzadeh, Huainan Wang, Noemi Nagy, Jenna-Lyn Roman, Xiaoxia Zhu
* Membership committee: Becky Paluch, Rick Cotton, Katja Dlouhy, Xuan Liu and
* Value Beyond August committee: Alex Newman, Noemi Nagy, Jeff Yip, Annabelle Hofer

With best wishes, dj

Denise Jepsen
Division Chair, Careers Division
Macquarie University, Sydney Australia
Dear Careers Division friends and colleagues,

I hope everything is well with you. For some, you are wrapping up the academic year, and getting ready for summer adventures. For others, this is the end of the first semester, and you are getting ready for a restful break. In either case, I hope you will be joining us in Chicago in August. It will be great to see old and new friends and colleagues as we always do at AOM. I can’t wait to see what Daniel Spurk (our 2024 Program Chair) and Jen Tos-ti-Kharas (our 2024 PDW Chair) have designed for us – from what I have seen, it looks great. Thanks, Daniel and Jen, for putting a terrific program together!

As Division Chair-elect, one of the most rewarding moments of this past year is the CAR Division awards. As such, I would like to take a moment to remember why we have awards in our division. Our awards provide tangible recognition and validation for outstanding contributions to the careers scholarship field. Awards help us celebrate the excellence of their research, inspire innovation as we look at their methods and theories and research questions, and encourage the pursuit of knowledge and expertise within our community as they create new research agendas. Awards provide us with a platform to honor their exceptional work, foster collaboration between our network of scholars and motivate members to continue pushing the boundaries of our field. Awards are a hard-earned reward for (some of) our work. When we are busy and can only read or attend a portion of what we would otherwise want, awards as a shortcut point us to the best of the best, as rated by our peers or other judges. Awards are an important tool for celebrating achievements and inspiring excellence within our community.

I am delighted to share with you the finalists for three of the 2024 Awards for our division. These are the awards related to submissions to the AOM meeting and reflect the ratings received from reviewers. Perhaps you will seek out these papers in the AOM program? See if you agree with our award committees when their winners are announced in Chicago. Please join me in congratulating the following finalists:

**Best Overall Paper finalists:**
* Within-Person Career Adaptability and Employee Outcomes: Role of Perceived Career Opportunities, by Muhammad Imran Rasheed, University of Surrey, and Meng Xi, Nanjing University
* All Play and No Work: Antecedents and Consequences of Pursuing a Calling Out-
side of Work, by Chia-Jung Tsay, University of Wisconsin-Madison, and Otilia Obodaru, Rice University

* Separate the Sheep from the Goats: Career Breadth, Work Performance, and Managerial Advancement, by Sverre Ubisch, The Norwegian Defence Research Establishment

**Arnon Reichers Best Student Paper finalists:**
* Relational Spirals and Thriving: A Longitudinal Investigation of Older Workers, by Rajiv Amarnani, University of Western Australia, Miaojia Huang, University of Western Australia, Prashant Bordia, Australian National University, and Patrick Raymund Matutina Garcia, Macquarie University
* Implementing I-Deals: Coworkers’ Reactions To I-Deals, by Sona Gachayeva, University of Stirling, and Susan Murphy, University of Edinburgh
* What Makes a Meaningful Day? Navigating Reciprocity and Variability in Crafting Meaningfulness Deals, by Elaf Basri, University of Edinburgh, Susan Murphy, University of Edinburgh, and Yumeng Yue, University of Edinburgh

**Michael Driver Best Symposium finalists:**
* A careers approach of entrepreneurship, by Seyeon Kim, Stanford University
* Navigating career transition: Early Development, Alternative Paths, and Late-Career Perspectives, by Gloria Willhardt, Justus-Liebig University Giessen, Katja Wehrle, Justus-Liebig University Giessen, and Mari Kira, University of Michigan
* Innovating for the Future of Careers: Novel Pathways for Researching Sustainable Careers, by Ans De Vos, Antwerp University, Jos Akkermans, VU Amsterdam, and Beatrice Van der Heijden, Radboud University

You will have to wait until August when we reveal the winners of the three above-mentioned awards, along with the winners of the revamped Hughes Lifetime Careers Scholar Award, of the Mid-Career Scholar, and of the Journal of Vocational Behavior-sponsored Best Published Paper Award.

As in past years, the awards committees were composed of the CAR Division’s best reviewers, past award winners, recognized scholars, and rising stars who represent the diverse strengths of our division. I want to acknowledge the time and effort spent by those awards committee volunteers for their contributions to the division. For Best Overall Paper: Bert Schreurs (Chair), Ariane Froidevaux, and Janine Bosak. For Best Student Paper: Mila Lazarova (Chair), Stefanie Gustafsson, and Simon Restubog. For Best Symposium: Annabelle Hofer (Chair), Jeffrey Yip and Marijke Verbruggen. For Best Published Paper: Matthew Bidwell (Chair), Mina Beigi, and Scott Seibert. For Mid-Career Scholar: Alex Newman (Chair), Shoshana Dobrow, and Corinne Post and for the Hughes Lifetime Careers Scholar: Denise Rousseau (Chair), Julia Richardson, and Jos Akkermans.

My congratulations to all finalists and my thanks to the volunteer committee members, and I hope to see you in Chicago.

Serge da Motta Veiga, Division Chair-elect, Careers Division
Dear Friends and Colleagues in the Careers Division,

I hope this message finds you well and in good spirits. I am truly grateful to everyone who played a role in the 2024 Careers Division program—as authors, presenters, reviewers, and session moderators. Your dedication and generosity have created a truly vibrant and thriving community. This year, we had again many reviewers, and I am incredibly thankful for your invaluable contributions.

Your unwavering support is deeply appreciated, and I am confident you will find this year’s sessions both enjoyable and beneficial. The AOM’s theme, "Innovating for the Future: Policy, Purpose, and Organizations," aligns perfectly with our division’s ongoing focus on the evolving landscape of careers in modern time on the intersection between individuals and the environment. This theme offers an excellent opportunity for us to explore many fascinating questions and challenges, and I’m excited about the contributions our division will make.

In Chicago, our Scholarly Program will feature 24 symposia and 81 papers. We’ve maintained the high level of submissions from last year, ensuring a highly competitive program that will deliver exceptional quality. I’m particularly excited about the diverse and thought-provoking topics we’ll cover, from personal career transitions, career success, non-standard careers, and HR practice.

Thank you once again for your incredible support and contributions. Your efforts have made a significant impact, and I’m grateful to be part of such a dedicated and passionate community. I look forward to seeing you all at the upcoming meeting and engaging in the enriching discussions and sessions we’ve planned. Let’s take a closer look at some of the highlights and key elements of our 2024 Careers Division program. To avoid too many parallel sessions on Monday and Tuesday, our scholarly program will start with a few sessions already on Sunday.

**CAR Symposia:** The CAR Symposia will cover this year such exciting topics as career management and transitions, labor market challenges, entrepreneurship, occupational identity, work-life integration, diversity, non-standard careers, general career development, and ethical issues in careers. Don’t miss the newest insights on these days:

**Sunday, August 11:**
* Managing Employee Career Transitions
* Navigating Career Transitions
* Innovating for the Future of Careers

**Monday, August 12:**
* Reskilling for the Future of Work
* A Careers Approach of Entrepreneurship
* Retirement Transition
* Involuntary Turnover
* Navigating the Challenges of Vulnerable Workers
* Innovation of the Platform Economy
* Barriers to Job Mobility in a Turbulent and Uncertain Labor Market
* Meaningful Work
* New Frontiers in Occupational Identity Research
* Evolving Approaches to Spillover Research

**Tuesday, August 13:**
* Milestones That Shape Women’s Work Experiences and Careers
* Agency in Identity Construction
* Ethical Dimensions of Career Growth
* HRM and AI
* Gendered Organizational and Occupational Contexts
* Employee Mobility
* Career Success/Stress and Changes in Individual Differences
* Boundaryless Careers
* Career Outcomes and Diversity
* Noninstitutionalized Work-Role Transitions

**CAR Paper Sessions:** The paper sessions include four or five comprehensive papers on each topic. While planning the program, we aimed to avoid scheduling similar themes at the same time, but occasional overlaps were sometimes unavoidable. Be sure to check your program for these 20 sessions:

**Sunday, August 11:**
* Different Perspectives on Gig Work Careers Around the World
* Career and Job Insecurity
* Career Inaction, Interruption, and Trauma
* Meaningful Work and Calling
* Career Mobility and Career Retention
* Career and Identity Construction in Context of Career Success

**Monday, August 12:**
* Career Shocks
* Diverse Career Outcomes
* Careers Across Time
* Work-and Career-Related Resources
* Career Decisions and Performance of Specific Occupational Groups
* Person-Environment Dynamics
* Career Sensemaking and Identity Management

**Tuesday, August 13:**
* Individual Differences and Career Success
* Sustainable Careers
* Decisions and Career Success
* Work-Nonwork Issues in Career Development
* Career Adaptability and Proactivity
* Age, Late Careers, and Retirement
* Careers in Context of Individuals and Organizations

I am also thrilled to announce our upcoming plenary session, featuring a stellar panel that will discuss Innovating Careers within the context of the Meeting Theme. This session, titled “Innovating Careers for the Future: Poli-
The Career Forum

"Cy, Purpose, and Organizations" will showcase highly acclaimed scholars and experts with extensive knowledge on the subject, including:

* Daniel Spurk, University of Bern (Organizer, Co-Moderator)
* Janine Bosak (Co-Moderator)
* Gina Dokko, University of California, Davis
* Andreas Hirschi, University of Bern, Work and Organizational Psychology
* Jennifer A. Harrison, EM Normandie Business School, Métis Lab, France
* Emma Parry, Cranfield University, Human Resource Management
* Mo Wang, University of Florida

The session will take place on Monday, August 12, from 4:00 PM – 5:30 PM CT at the Swissotel, Vevey 1. It promises to be a very interesting discussion with time and room for interaction, and we are looking forward to it!

I’m delighted to announce that right after the plenary session, we’ll be holding our CAR Division Business Meeting on Monday, August 12, from 5:30 PM to 6:30 PM CT at the Swissotel in Vevey 1. Don’t worry if you can’t make it in person, as the meeting will be recorded for your convenience. Following the business meeting, please join us for the CAR Division Awards Ceremony starting at 6:30 PM and continuing until 7:30 PM in Lucerne III at the Swissotel 1 (this session will be recorded). This event is a fantastic opportunity to celebrate our award winners, catch up with friends, network, and enjoy the company of fellow members of the Careers Division and the Academy.

We look forward to seeing you at our sessions and social events!

Daniel Spurk
Division Program Chair, Careers Division
Dear Members of the Careers Division,

It was an honor to put together our program of Professional Development Workshops (PDWs) for this year’s AOM. We have an exciting, diverse program that includes Careers Division standards, like the Doctoral Consortium and Careers in the Rough, along with new offerings that bridge all areas of divisional interest and activity, including research, teaching, professional engagement, and managing our own careers. In addition, we are co-sponsoring a rich array of PDWs across other divisions within AOM. I highly encourage everyone to review our division’s PDWs, and to pre-register for a few, as I feel confident there is something for every attendee to learn and grow from.

In addition, I want to draw everyone’s attention to the Divisional Social that will happen on Saturday, August 10 from 8-10pm at the Flight Club, 111 West Wacker Drive. Special thanks to our Treasurer, Ali Dachner, and her Chi-town expertise, for organizing this event! A few things to note: first, this is our only division social this year, so we hope to see as many of you as possible; second, as the name might suggest, this is a bar that is known for featuring games of darts (not fighting, everyone knows the first rule of Fight Club, right?); last but not least, we will be having a tribute to beloved division member Hugh Gunz, who sadly passed away this year but whose legacy to the division lives on. Thanks for Wolfgang Meyerhofer for helping to plan the tribute to Hugh. Mark your calendars, sharpen your dart throwing skills, get ready for some Maker’s Mark, and we’ll see you all there!

Really looking forward to seeing you all in Chicago. Come for the social events, stay for the professional development, learning, and growth!

As always, I am honored to be,
Your PDW Chair,
Jen Tosti-Kharas
Message from Our Outgoing Division Chair, Rick Cotton

Dear friends and colleagues,

As the Immediate Past Chair, I have been responsible for organizing and coordinating our election of new officers in this past election cycle. This year, we had openings for a new PDW Chair and three Representatives-at-Large (RALs). As you have seen on Connect and over social media, the elections are now complete. We had just under 20% of our members vote in this past election, which is slightly better than average when compared to other AOM DIGs. Although we always hope to see this percentage go up, I still want to convey a big thank you to all of our members involved in the election process which is so critical to our division’s future.

And now, please join me in welcoming our new Careers Division officers who will officially begin their terms at the end of the AOM Annual Meeting in August: Janine Bosak will be our new PDW Chair, and as a member of our leadership track, she will subsequently serve as our Program Chair, Chair-Elect, Division Chair, and Immediate Past Chair. Janine has been highly involved in our division for several years and is wrapping up a very productive and high impact term as a Careers Representative-at-Large. We are excited to have Janine join the leadership team and for her to share her energy, drive and experience!

Wehrle. All three are active members of our division who have become increasingly visible in recent years within and outside of our division. All three are highly capable and we look forward to their many contributions to CAR in the next three years. Welcome!

A special thank you also goes out to all of those who ran for office. We greatly appreciate your willingness to serve and to give your all to our division. You each received significant support from our membership and we hope you will consider running again if not elected this cycle. More often than not “the next run is the charm” as I was told long ago and have experienced myself. I also want to thank our nominating committee which included: Jen Tosti-Kharas, Daniel Spurk, Serge da Motta Veiga, and Denise Jepsen, and several other members who nominated candidates. Your nominations mean a lot so please keep that up!

Thanks also to Michael McShane and Lucy Leety-Wheeler for all your support during the election process and over my years in CAR leadership roles. Thank you! Thank you!

And after the past four years and the lengthy write-ups I’ve contributed with pride to our
The Career Forum

newsletter and my previous years from 2015-2018 as RAL where my committee contributions were recognized on its pages, I’m going to keep this write-up short. As one of my favourite comedians opined, “You can’t have everything – where would you put it all?”, the joy of serving you in an official capacity in Careers Division leadership roles is something too that I will pass to others.

I have thoroughly enjoyed my years on the CAR leadership team and the results we have achieved. I have learned so much from working with our membership and all of those who have been part of the executive committee and in other committees and initiatives in my time here and I am incredibly grateful to have had this opportunity to serve. Over the last five years, we were able to build on the strong results that were achieved at the end of our 2018 review by driving increases of more than 10% in our fall 2023 membership survey in the key areas of: opportunities to network/ collaborate with other division members, mentoring opportunities available to members, ability for any interested member to become a leader within our division, and opportunities to influence our division along with a more than 20% increase in the assessment of quality of our division’s scholarship relative to other divisions. I am so proud of our results in these areas, along with positive increases in many other areas as well as for our division exceeding 1000 members in late July of 2023, again symbolizing a vibrant and engaged AOM DIG. It takes a high performing team to achieve these results and we build from the shoulders from past leaders. Thus, I’d like to offer a special and personal thank you to predecessors of mine who served as inspirational role models to me throughout these years: Tim Hall, Jon Briscoe, Peter Heslin, Corinne Post, Kim Eddleston, Bert Schruers, Jamie Ladge, Gina Dokko and Jos Akkermans. Thank you so much for being the great people you are!

Lastly, I can exit our leadership team knowing it is in excellent hands with Denise, Serge, Daniel, Jen and Janine leading the division now and in years to come. As for me, I plan to continue to be involved in the division and it will remain “my academic home away from home” and a continuing source of friendship, community, inspiration and collaboration. I look forward to the future and to seeing the new heights that future leaders will take us!

Thank you all for a wonderful and rewarding five years. I very much look forward to seeing you in Chicago...and beyond!

All the best,
Rick Cotton
Past Division Chair, Careers Division
Mentoring Committee
The mentoring committee consists of Becky Paluch (co-chair), Caitlin Porter (co-chair), Jeff Yip, Janine Bosak and Melika Shirmohammadi (volunteer). The committee has continued its very popular Careers in the Rough Initiative, which consists of both a virtual session and an in-person session at AOM in August. During April-May of this year, 9 mentors gave feedback to 15 junior scholars on their late-stage manuscripts during virtual one-on-one (or two-on-one) meetings. We continue this tradition in-person at AOM 2024, where 16 mentors have volunteered to provide feedback during the Careers in the Rough PDW. In addition to Careers in the Rough, the junior faculty mentoring program is well underway. This year we have 9 mentoring groups located around the world and the groups are finishing up their second mentoring meeting of the year. We are so grateful to our dedicated mentors for their time and investment into the next generation of careers scholars.

Research Collaboration Committee
The research collaboration committee consists of Caitlin Porter, Katja Dlouhy, and Gavin Williamson. In line with the goal of stimulating research collaborations amongst CAR members, the Committee have prepared a Professional Development Workshop for AOM 2024 entitled, "CAR Research Roundtable and Networking Forum" (taking place Saturday, Aug. 10 @ 3:30 in Swisshotel Chicago in Lucerne 1). Sixteen prominent careers scholars will facilitate roundtable discussions on various careers topics. Participants are encouraged to share their research ideas for feedback and engage in collaborative discussions with these scholars and fellow attendees.

Prestige and Impact Committee
The aim of the Prestige and Impact Committee is to increase the impact of the Career division by providing meaningful content and hosting a range of activities for our members and by creating visibility of the division more generally. The committee which currently consists of Sherry Sullivan, Janine Bosak and Annabelle Hofer - supported by volunteers Christina Li and Eric Michel - for example creates videos for the Hughes Award winners video series with the videos available on the Career Division website. In addition, following the well-attended 2023 AOM Meeting the Editors' Panel Discussion at the 2023 AOM Conference in Boston, the team is delighted to host another ‘Meet the Editors’ Panel Discussion roundtable at the 2024 AOM conference in Chicago. The ‘Meet the Editor’s session will feature editors and associate editors from the Journal of Applied Psychology, Journal of Vocational Behavior, European Journal of Work and Organizational Psychology, Applied Psychology: An International Review, Career Development International. We hope to see you at the "Meet the Editor’s session” on Saturday, August 10th 5-6.30 CT at Swissotel in Lucerne III!
With heavy hearts, we said goodbye to Hugh Gunz on January 18, 2024. He was many things to many people: professor, teacher, mentor, administrator, partner to his wife, and adored dad and grandpa. Born in England, he grew up in New Zealand before returning to the UK for his graduate work. He earned two PhDs, and after a spell in the chemical industry, spent the rest of his career in academia. He first worked at Manchester Business School, and then at The University of Toronto (U of T) Rotman School of Management, and University of Toronto Mississauga (UTM) Department of Management from 1989 until retirement. He was a leading scholar in career studies.

Hugh was a prominent scholar of career studies, publishing about individual and organizational careers in top management journals including Academy of Management Review, Journal of Management Studies, Journal of Organizational behavior, Organization Studies, and Human Relations. He served as the Chair of the Careers Division of the Academy of Management in 2000.
He served his University in various administrative capacities and took leadership in developing new academic programs, including the Institute for Management & Innovation at UTM, where he served as inaugural director. After retirement, he was never far from the phone to support his friends and colleagues and he continued his administrative leadership on the Board of the U of T Senior’s College. He was a warm and gifted friend and mentor. He was always ready to engage with, and participate in, the community. He was curious about others and had an open-door policy in his work and home-life; ready and willing at any hour to lend an ear, give sage advice and provide support. The evolution and achievements of his students, colleagues, friends and family in their lives and careers brought him great joy. Above all, his role as a husband, father and grandfather was the centre of his life, and his passing leaves a great hole. He is survived by his wife of 52 years, Elizabeth Badley; his three children and their spouses, Alex and Karen, Nick and Julie, Anna and Jason; and five grandchildren, Ben, Samantha, Kate, Joseph and Amalia. He will forever be remembered for his compassion, patience, sense of humour and incredible storytime reading performances.

Below are personal tributes by colleague who worked with him:

Hugh is a gift for life – as an inspiring researcher, collegial co-author, empowering mentor, supportive feminist and true friend! As a researcher, I admired his gift for translating his progressive, complex ideas into beautifully worded, lighthearted prose. What a wonderful read! At our much-anticipated meetings, we talked at length about life before working hard and productively. What a joy! As a mentor and feminist with a critical eye for justice, he was a master of active listening, encouraging my reflection, helping me find my own solutions, and empowering me. What a deep appreciation! I miss his wit, anecdotes, optimism, and friendliness. What warmth!
Maike Andresen

I recall being introduced to the Careers Division leadership, Hugh was always there for me, helping to mentor me into the role of the Division Chair. Later we worked on a paper where his
academic leadership was instrumental in making it a strong paper. I will miss his cheerful approach to life and his love for academic work.

*Yehuda Baruch*

I miss Hugh. Although I have been away from Toronto for twenty years, I feel as though a huge chunk has been torn out of my life. Most notably I miss working on our research projects with our late colleague, Mike Jalland. That was hard work as we struggled with the career succession software that Hugh developed; distressed as we studied the impact of downsizing on people and firms; and fun as we managed to get our ideas down on paper and eventually, after much frustration, published in journal articles, book chapters, and newspaper opinion pieces. He was a wonderful colleague.

*Martin G. Evans*

Hugh and I first met on a spring day, late 1951 but it wasn’t until he and his family moved to Toronto that we began our academic collaborations. The combination of siblinghood and the trials and tribulations of lengthy, joint research efforts could test any relationship. But as our years together drew to a close I can only say, Hugh began my life as a loving big brother whom I adored and I remain proud and grateful for the bond of love and respect we shared throughout. Thanks Hugh. You are deeply missed.

*Sally Gunz*

How strong the outpouring of sorrow and love for Hugh has been online among his professional friends and colleagues. I’ve never seen anything quite like it.

*Tim Douglas Hall*

Hugh was the kindest, wisest mentor I’ve ever had. He enabled me and countless others to find and share my scholarly voice. His mix of humility, audacity, humour, and tact was truly extraordinary! Vale Hugh - a shining embodiment of the developmental community spirit of the Careers Division.

*Peter Heslin*

Since the early 1990s when I first took an interest in career studies, Hugh was an excellent mentor to me. He was always enthusiastic, always questioning, always helpful, and so good-natured and popular. He helped me to see that the Careers Division was my academic home. He was a great co-author and an excellent scholar: his work on career theory was breathtakingly sophisticated. He was a very fine all-round person, and he will be sorely missed.

*Kerr Inkson*
For me, Hugh was British at its best combined with a sprinkle of his new home country, Canada. Impeccable manners and writing style, dry humor, witty comments and sharp thinking – and always willing to help and chip in. I will miss him sorely.

Wolfgang Mayrhofer

Hugh asked the tough questions; he made us think hard and constantly learn and improve-- but he did it in a way that left us feeling supported rather than challenged; excited rather than disappointed; not limited but rather loved.

Maury Peiperl

Hugh has left an enduring mark on careers scholarship and in the hearts of those who knew him. I met him as Hugh was a long-time member of the Academy of Management’s Career Division, in which he served with distinction as our program and division chair, and was the driving force behind the development of the Hughes Award. When I think of Hugh, I see him, with a smile on his face and a twinkle in his eye, as he shares a humorous anecdote or speaks proudly about his family. Godspeed, dear Hugh.

Sherry E. Sullivan

I was fortunate to have had Hugh as a mentor, advisor and a close friend. Hugh opened his house and his big heart, inviting me to become part of his beautiful family. He was a role model as family men, teacher and a friend. I hope to carry forward Hugh legacy by embracing kindness, compassion, and humor.

Daniel Tzabbar

Hugh was a mentor/supervisor that fueled my passion for careers studies, as early as a 2nd year doctoral student. His calm and thoughtful mentoring style inspired me and served as a role model for how to support and instill good scholarship in my own students.

Jelena Zikic
CarCon 2024 Wrap Up

A message from Jos Akkermans:

CarCon2024 is officially in the books!

In April, Vrije Universiteit Amsterdam (VU Amsterdam) hosted the second-ever AOM Careers Division community conference (CarCon). Over 40 sessions covering a wide range of topics, such as career success, meaningful work, career shocks, gender dynamics, sustainable careers, international careers, and many more were organized. The three keynotes offered much food for thought. Sharon Parker argued that work design and career research could learn a lot from each other. Mina Beigi emphasized the need to look at career impact beyond the individual. Frederick Morgeson argued that an event-based approach to career research is one of the most promising ways forward. Thanks to them for their great insights.

Conferences also come with awards! The Best Symposium Award runners-up were Tania Biswas, Acil Abdul Hadi, and Rodrigo Mello (global mobility in transition) and Nele De Cuyper, Anneleen Forrier, and Ilke Grosemans (labor market activation). The winner was Annabelle Hofer (platform work challenges). The Best Student Paper Award runners-up were Judith Langerak et al. (proactive coping among non-standard workers). The winners were Elaf Basri, MBA et al. (reciprocity and variability in meaningful work).
The Best Paper Award runners-up were Ariane Froidevaux, Ph.D. et al. (changes in perceived age discrimination) and Caitlin Porter et al. (navigating internal job markets). Michael Dunn et al. won the award (emergence of transactional careers).

Finally, a few thank you notes:
This conference would not have been possible without the support of Prof. dr. Svetlana Khapova and the Department of Management & Organisation, Vrije Universiteit Amsterdam. Thank you, AOM Careers Division and Denise Jepsen, for allowing us to host CarCon in Amsterdam. We had such an amazing volunteer team for this conference. Thank you, Marc Bolhoven, Lei Chen, Liubov Elivanova, Ludovica Greggio, Jana Hübner, Diana Kushnir, Jenny Isosaari, Jiang Lin, Karolína Lipusová, Iulia Munteanu, Giovanni Orlando, Ilias Minos Psyllakis, Sana S., and Rebekka Tavakoli. Thank you to the best co-organizers ever: Claire Schulze Schleithoff, Vedika Lal, Di Dong, Andra Iacob, Willemijn Dekkers, and Dr. Evgenia Lysova. It was fantastic to work with you during this process. We did it!

Thank you, everyone, for joining CarCon and making it such a meaningful and enjoyable experience. Jos Akkermans
Tell us about yourself:
I was born and raised in the Philippines where hospitality and resilience abound. I have a strong background in psychology, which I was able to apply in completing my dual PhDs—one in education from De La Salle University Manila and another in business from The Australian National University. I am particularly interested in studying the dark side of human behavior in organizations, specifically how control experiences such as micromanagement and work-related intimate partner aggression impact people’s careers. My dissertation on micromanagement won the 2023 Alvah Chapman Jr. Outstanding Dissertation award, which I consider as a personal career highlight.

What makes you interested in careers?
Growing up, my parents instilled in me an appreciation and value for good work. I believe that having a meaningful career is part of a person’s identity and contributes to overall quality of life. Coming from a developing country, I am keenly aware of the hard work and dedication of my countrymen in times of incredible challenges and multiple structural barriers including corruption. This inspires me to reflect and study the unique challenges faced by people who continue to pursue their careers despite many vocational barriers.

How did you become engaged with the CAR division?
My first active engagement with the CAR division was back in 2018 when my PhD supervisor advised me to attend the doctoral consortium at AOM. I learned so much and met incredible scholars who inspired me to continue engaging with the division. Since then, I have presented papers and chaired symposia for the division on topics such as work-related intimate partner aggression, victimization and work, and the plight of the vulnerable workforce.

What do you love most about the CAR division?
I love that CAR is a highly supportive division. I found that CAR members are very approachable and encouraging when engaging with early and middle career scholars. I also love the variety and depth of the division’s program offerings including the PDWs offered at AOM.
What’s the latest book or article you read related to careers?
A recent article I found incredibly interesting was written by Beth Livingston and colleagues (2023) entitled “Just role with it?: The impact of transition space harassment on work role engagement” published in the Academy of Management Review. It’s a theoretical paper introducing the construct of transition space harassment (e.g., experiences of harassment during the commute to work, etc.) and how this type of victimization impacts work engagement. I found this work fascinating since I experienced transition space harassment in the past. Indeed, this is common in many cities especially in the form of transition space sexual harassment. I feel this work is groundbreaking and can guide future research specially on how transition space sexual harassment impacts women’s careers.

Which one of your career-related works are you proudest of and why?
I am especially pleased with my team’s work published in the Journal of Organizational Behavior entitled “Intimate partner aggression and work: An interdisciplinary review and agenda for future research” (Deen et al., 2022). I am particularly happy with this work because we were able to follow up on the seminal review by Professor Anne O’Leary-Kelly and colleagues. In our update, we offered a definition of work-related intimate partner aggression (WIPA) alongside an emerged nomological network of the antecedents and consequences of IPA victimization and perpetuation in the context of work. It is our hope that the review is helpful in guiding interested scholars to further investigate the link between IPA and work experiences.

In how many languages can you say/write the word career?
I can say career in English, in Filipino (“karera,” “tungkulin”), and in Chinese (“zhíyè”). Interestingly, it is more common to use the word for work in Filipino (“trabaho”) when chatting about careers. In Chinese, work is “gōngzuò”.

What do you like to do for fun?
I enjoy spending time with my family and friends. I enjoy cooking, baking, reading books, watching movies, and listening to music. My most recent incredible read was a book by Anne Funder entitled “Wifedom”. It’s a unique and creative account of the life of George Orwell’s first wife Eileen O’Shaughnessy. Beautiful, beautiful writing!

What else would you like to tell us about yourself?
I am currently guest editing a special issue on “Careers of the Vulnerable Workforce” for the Journal of Vocational Behavior. I would like to invite CAR members to submit related works. The submission window is from July 1 to July 31, 2024. More information is available in this link: https://tinyurl.com/JVB-Special-Issue-Call
The Career Forum

Ariane Ollier-Malaterre

Management Professor and Canada Research Chair on Digital Regulation at Work and in Life, University of Quebec in Montreal

Tell us about yourself:
I was born and raised in France, in a family that loves travelling. After studying political science and economy at Sciences Po Paris, I worked as a management consultant and an entrepreneur for about 10 years. I then wrote a cross-cultural PhD thesis focused on work-life employer policies and their outcomes. I was a post-doc fellow at Boston College, taught for 4 years in Normandy, and have been in Montreal for 12 years now. I live in a green suburb of Montreal with my husband, who is a philosophy professor, our three daughters aged 14 to 20, and our cuddly rescue dog.

What makes you interested in careers?
I started my career at Accenture, in an “up or out” career ladder where I went from assistant consultant to manager. During this time, I observed how impressively efficient the career management practices were (e.g., frequent feedback, mentoring, short timeframes between promotions, retaining people on the verge of quitting with an ad hoc bonus, etc.), yet how detrimental they could be for one’s autonomy (staffing could send you to another country for more than a year with 24 hours’ notice, or assign you to a job you really had little qualification or motivation for). I witnessed first-hand how the culture created ideal worker and career norms that threatened work-life balance and health and pushed women away. I saw astute individuals navigate this terrain by growing strategic networks (e.g., talk to partners and get yourself staffed on the job you want before the scheduling department even knows you’re going to be available) and deciphering implicit codes (e.g., when and where you need to be seen, who you need to talk to). Then I became a start-up entrepreneur and had a completely different experience of managing my own business, raising funds and hiring a team, which gave me another perspective on career paths. Last, my own career has been very protean and entrepreneurial; being a Canada Research Chair now, I also manage my small venture, crafting a research program and associated projects, hiring doctoral students and post-doc fellows, and striving to conduct research that has both academic and societal impact.

How did you become engaged with the CAR division?
I signed up to the Careers division the first time I joined the Academy of Management, in 2007. I had met wonderful mentors at a work-family conference, and they had recommended the Careers division as the community of choice for work-family scholars.
What do you love most about the CAR division?
It is a super welcoming community for doctoral students, post-docs and early career scholars, with engaged mid-career and generous established colleagues. Being a smaller division than, say, the OB division, it is much easier to connect with people and build relationships. I also love that people in this community tend to be more open about life outside of work and interact as “whole persons”, and they understand that career paths can be diverse and careers decisions often originate in life outside of work.

What’s the latest book or article you read related to careers?
So many works come to mind! Of course, I read research on flexible work, remote and hybrid work, self-regulation and sustainable careers. One paper that stuck with me is Marijke Verbruggen’s and Ans de Vos’s paper on career inaction; I believe we need more research on what prevents people from proactively craft their careers and on the less than rational ways in which many of us navigate our lives. Having taken a turn towards studying how digital technologies change work and life, I’m also reading about careers and social media, gig work, algorithmic management, employee surveillance technologies (the infamous “bossware”!), human-AI interaction, robotic process automation, and other manifestations of the digitalization of our societies.

Which one of your career-related works are you proudest of and why?
My co-authors and I are proud of our two AMR, one on the collision of professional and personal identities on social media and the other on enabling vs. enclosing work-life policies (winner of the 2020 best published paper award of the Careers division). But my current pick would be my recent book, Living with Digital Surveillance in China. Citizens’ Narratives on Technology, Privacy, and Governance, on which I have been working for the past five years. This book explores how Chinese citizens make sense of digital surveillance and live with it, in a context where digital surveillance is a daily and all-encompassing reality of life. The book investigates people’s 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, I strive to ‘de-Westernize’ the internet and surveillance literature. I found that 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 of them 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 section of the book that Careers students and qualitative scholars may find particularly useful is the one where I reflect on conducting fieldwork in China as a foreign researcher. I discuss the choices I made to reduce my Eurocentric biases and what I have learned about interviewing in a context of political censorship.
Who inspires you?
Again, so many people! My mentors, my peers, and the young generation of PhD students and early career scholars whom I find very impressive.

In how many languages can you say/write the word career?
Career (in English), la carrière (in French), die Laufbahn (in German - oder sagt man der Beruf?), la carriera (in Italian), 职业 (zhíyè, in Mandarin).

What do you like to do for fun?
Travel, meet with friends, read Chinese science-fiction (I highly recommend The three-body problem by Liu Cixin!), embarrass my teenage daughters and my husband, play with my dog.


Beigi, M., Shirmohammadi, M., Au, W. C., & Tochia, C. (2024). We were all in it together: Managing work from home as dual-earner households with school-age children. *Journal of Organizational Behavior, 45*(4), 539-557. [https://doi.org/10.1002/job.2755](https://doi.org/10.1002/job.2755)


Le, H., Lee, J., Gopalan, N., & Van der Heijden, B.I.J.M. (2024). Proactive behaviors matter for my job! The roles of career decidedness and career stress in face of VUCA. *Career Development International, 29*(2), 251-266. [https://doi.org/10.1108/CDI-03-2023-0078](https://doi.org/10.1108/CDI-03-2023-0078)


sustainable work-life balance: AN interdisciplinary path to a better future (pp. 30-37). Edward Elgar.


The Careers Division has organized several sessions and events during the 2024 annual meeting in Chicago. Make sure to join some of the many available sessions and events, including the following, to meet our current and new members and to have an exchange with them!

- 10606: Are You Wondering How to Research Sustainable Careers? A Workshop About Crafting Sounds Design and Methods
- 11873: Careers Division Doctoral Consortium
- 10318: Careers in the Rough: Paper Development Workshop
- 10315: CAR Division Research Roundtable & Networking Forum
- 21737: Innovating Careers for the Future: Policy, Purpose, and Organizations
- 11991: Bridging the Practitioner-Researcher Gap for Effective Collaboration in Career Research
- 21648: Careers Division Business Meeting

**RESOURSE CORNER**

**DID YOU KNOW THAT?**

A 2020 report by the World Economic Forum predicted that millions of jobs would be lost in five years due to technological advancements such as Artificial Intelligence (AI). The most recent report, however, highlighted that the fraction of automated tasks had not increased as much as expected previously. While some jobs have been made redundant, this trend was not as widespread as predicted. It seems that humans cannot be replaced that easily after all! Moreover, the use of AI has augmented human performance and has led to the development or creation of many jobs... How do you think the future of jobs will look like? To read more, refer to the Future of Jobs Report by the World Economic Forum.
CALL FOR PAPERS

Journal of Organizational Behavior

Special Issue: Call for Papers

Challenging the Narrative of Unseemly Female Bodies: Centering Women’s Reproductive Health and Work

Guest Editors: Winny Shen (York University), Nitya Chawla (University of Minnesota), Allison Gabriel (Purdue University), Ivona Hideg (University of Oxford & York University), Kristen Jones (University of Memphis), Jamie Ladge (Northeastern University & University of Exeter Business School), Kristen Shockley (Auburn University), and Jennifer Wessel (University of Maryland)

Background and Rationale for the Special Issue
Feminist scholars have theorized that modern work organizations continue to remain as gendered spaces. Namely, organizational structures are designed based on ideal worker bodies and norms that are masculine. Thus, even though women now comprise half of the workforce in many developed nations, women continue to experience exclusion and marginalization, and their unique (bodily) experiences are still widely deemed as “irrelevant” or “inappropriate” workplace topics (Acker, 1990). Supporting these arguments, Grandey et al. (2020) highlighted that there is still a dearth of organizational research on the three M’s that represent distinctive and pervasive bodily experiences for women: menstruation, maternity, and menopause. Consequently, the overarching goal of this special issue is to begin overturning these masculine defaults and to normalize and amplify research on issues related to the intersection of women’s reproductive health and work.

Of the three M’s, maternity – particularly pregnancy – has received the most research attention to date (Arena et al., 2023), with a particular emphasis on the topics of discrimination, support, and disclosure. This is likely due to the presence of legislation prohibiting discrimination on the basis of (potential) pregnancy in many countries (Myors et al., 2008). Although this work is sorely needed, many aspects of the postpartum experience remain under examined, including how to best support women in their return to work from parental leave (Gatrell, 2013; Hideg et al., 2018; Ladge & Greenberg, 2015; Ladge et al., 2018), challenges associated with breastfeeding when working (Gabriel et al., 2020), and navigating work with unique postpartum experiences...
(e.g., postpartum depression; Gabriel et al., 2023). Moreover, some couples may struggle to become pregnant and need to balance working with fertility treatments (Sohrab & Basir, 2021). Others may experience pregnancy loss (Gilbert et al., 2023) or choose to terminate their pregnancy (Bergman et al., 2023). We particularly welcome research on the intersection of infertility, pregnancy loss, and abortion with work given their taboo and understudied nature.

Similarly, research on menstruation at work remains scarce (for an exception, see Motro et al., 2019). However, Grandey et al. (2020) argue that these experiences may be particularly impactful amongst younger women who are beginning their careers. Finally, research on menopause and work is also limited, and management and organizational scholars have been at the periphery, rather than leading, the existing body of research (Verdonk et al., 2022). Yet, Grandey et al. (2020) posit that understanding how menopause affects leadership may be particularly generative given the convergence of timing between these two events in many women’s lives. Research tackling these topics would be a strong fit for the current special issue.

In line with the scope of JOB, research focusing on these topics within and across individual, group, and organizational levels of analysis are all welcome. For example, this might include experience-sampling designs examining within-person associations between menopausal symptoms and leadership behaviors or investigating when organizational policies that specifically provide time off for menstruation affect the relationship between menstruation pain and presenteeism. Research that incorporates qualitative data, quantitative data, or are mixed-method are all appropriate for this special issue. We note that the special issue is open to research that explores either direction—that is, how women’s reproductive health and experiences affect workplace attitudes and behaviours, as well as how workplace experiences and policies influence women’s reproductive health or the three M’s.

Given evidence that women themselves can be affected by stereotypes surrounding the three M’s that can color their recollections (Grandey et al., 2020), research that incorporates other sources of data (i.e., physiological, other-reports who are blind to women’s three M experiences) that clarify whether effects are due solely to self-beliefs are seen as particularly powerful. Furthermore, we recognize that there is likely significant and meaningful variation across women’s experiences. Therefore, research that explores intersectionality is seen as especially valuable. For example, the workplace experiences of lower SES women, who may most struggle to access or afford menstrual hygiene products (i.e., “period poverty”), may differ significantly from higher SES women (Traylor et al., 2020). Finally, although these bodily experiences may create challenges for working women, we are open to the possibility that they may also generate opportunities and look forward to receiving submissions that take this perspective.

Submission Instructions
This call is open and competitive. We are interested in submissions that are original, cutting-edge, and must not be under consideration by another journal or outlet. Papers to be considered
The Career Forum

for this Special Issue should be submitted electronically via JOB’s online submission system. Manuscripts will be handled by the Special Issue guest editors and reviewed by at least two anonymous reviewers, who will be blind to the identity of the author(s). We encourage all submissions as long as authors believe their work fits with the objectives of the call for papers. This includes papers that have quantitative, qualitative, or mixed methods empirical orientations, meta-analyses or systematic reviews, and theory pieces. Questions regarding the special issue can be directed to wshen88@schulich.yorku.ca

Full manuscript submissions should be made electronically through the Submission System: https://submission.wiley.com/journal/job. Please refer to the Author Guidelines at https://onlinelibrary.wiley.com/page/journal/10991379/homepage/forauthors.html before submission. Please select the ‘Research Article’ as the article type on submission. On the Additional Information page during submission, select ‘Yes, this is for a Special Issue’ and the relevant Special Issue title from the dropdown list. For questions about the submission system please contact the Editorial Office at: JOBedoffice@wiley.com.

Submission Window: 1-15 February, 2025
The Role of Emerging Technologies in Shaping a Human-Centric Future of Work

Guest Editors: Nicky Dries, KU Leuven & BI Norwegian Business School; Timothy Hubbard, University of Notre Dame; Albert Jolink, SKEMA Business School; Jack McGuire, Northeastern University; Anand van Zelderen, University of Zurich

Focus and Purpose of the Special Issue
Over the past decade, considerable scholarly attention has been focused on examining the impact of emerging technology on employees in the future of work (e.g., Einola et al., 2023; Glikson & Woolley, 2020; Von Krogh, 2018), with extended reality (XR) and artificial intelligence (AI) standing out in terms of scholarly and practical interest. Recent reviews have extensively demonstrated the dual-edged nature of these state-of-the-art technologies to boost employee outcomes (e.g., improved productivity and performance; Parteka & Kordalska, 2023), as well as potential drawbacks (e.g., greater dependency on technology; Ivanov, 2023). Despite the widespread adoption of these technologies by employees and organizations (Anantrasirichai, 2022), as well as the extensive scholarly pursuit (Anthony et al., 2023; Magni et al., 2023), many scholars remain skeptical of these emerging technologies’ so-called ‘benevolent’ integration in the workplace (Dries et al., 2023; Faulconbridge et al., 2023; Neumann et al., 2022).

Historically, the scientific discourse surrounding emerging technologies has predominantly been framed from a pragmatic perspective, assessing the means through which they can be integrated into working routines to increase economic benefit (Bankins & Formosa, 2023; Noy & Zhang, 2023). Enhancing the value employees contribute to the organization, such as through increased creativity with the help of AI (Amabile, 2020), has been instrumental in this effort. Scholars have only recently begun to pivot towards a more human-centric approach to investigate the impact of recent technologies on employee attitudes, behaviors, and cognitions. For instance, Heilig & Scheer (2023) found that AI can boost decision-making processes, whereas Tang and colleagues (2023) revealed that employees increasingly feel lonelier at work the more they have to use AI. The same applies for XR research, which has yielded a mixture of benefits and pitfalls for employee functioning, with a focus on enhanced training (Kaplan et al., 2020), assessment (Sanchez et al., 2022), and well-being (Pretsch et al., 2020) through virtual reality simulations, alongside concerns regarding the dehumanization of workplace interactions (Farmer, 2023).

Given the inconclusive findings in the state-of-the-art literature and the ongoing debates regarding the integration of emerging technologies in the workplace, the purpose of this Special Issue of Group & Organization Management is to move beyond surface-level examinations that only yield mostly practical and technological insights. Instead, the objective is to develop a more
nuanced narrative that revisits and revitalizes theoretical frameworks and methodological approaches that have yet to adapt to the rapid pace of technological innovation. As outlined in the possible research questions below, technological advancements may challenge existing theoretical mechanisms (e.g., how do employees evaluate the distributive fairness of rewards allocated to AI-generated works?) or open new realms of investigation into employee behavior (e.g., how can XR simulations facilitate co-worker interactions?). Furthermore, while AI and XR are the leading emerging technologies steering the scholarly and practical discourse, we also welcome scientific insights on alternative emerging technologies (e.g., Blockchain, IoT, Quantum Computing, NLP, Digital Twins) that may also impact employee functioning in the future of work.

**Possible Research Questions**

For this special issue, our objective is to broaden our understanding of the impact of emerging technologies in the workplace, generate novel and unique theoretical insights due to the evolving landscape of work, and incorporate more state-of-the-art methodologies to assess employee attitudes and behaviors in the future of work. These possible research questions include but are not limited to the following:

* Critically re-examining established theories in light of recent technological developments and testing or proposing appropriate revisions or extensions.
* Proposing ways in which AI should be integrated within organizations to promote enhanced human experiences, focusing for instance on the improvement of employee well-being, productivity, and job satisfaction.
* Investigating how XR, such as virtual or augmented reality, can be applied to study complex leadership dynamics and team interactions.
* Integrating interpersonal OB theories to AI entities possessing human-like characteristics to assess the implications for employees.
* Suggesting novel applications of AI in streamlining HR processes, including for instance talent acquisition, employee development, performance management, and retention strategies.
* Exploring employee perceptions and expectations regarding the impact emerging technologies will have on their daily working lives.
* Utilizing XR technologies, such as virtual reality, to study employee attitudes and/or behaviors in simulated work contexts, offering more intricate findings on workplace dynamics.
* Bridging the gap between technological developments in adjacent domains (e.g., marketing, psychology) to the field of organizational behavior, organizational theory, management, or business strategy.
* Studying employee reactions to AI-powered assessments and recruiting practices, potentially with an emphasis on evaluations of fairness and transparency.
* Investigate the extent to which employees’ inclination to adopt novel technologies is driven by organizational culture, individual differences, and/or external pressures.
* Assessing the ethical implications of AI-automated decision-making processes within organi-
izations.
* Analyzing the impact of remote work using XR technology on team dynamics and employee collaboration, focusing for instance on how virtual work environments influence trust, cohesion, and conflict within teams.
* Examining the role of emotional AI in enhancing employee outcomes.
* Reflecting on the challenges and strategies for managing workforces in the face of rapid technological changes.

**Accepted Types of Papers and Methodologies**

We invite authors to submit manuscripts that highlight both supportive as well as critical insights on the emerging technology under discussion, grounded in robust scholarly evidence to advance the literature in a meaningful way. Both theoretical and empirical papers will be considered, aiming for a balanced volume that refines the conceptual, theoretical, and empirical knowledge we have of technology in the contemporary workplace. Authors are particularly encouraged to use new, or rarely used, methodologies to study these phenomena including—but not limited to—quasi-experimental designs, qualitative studies, experience sampling, diary studies, and immersive simulation techniques, to capture the multifaceted role of technology in shaping a human-centric future of work. Furthermore, we accept submissions for GOMusing and GOM Now; however, priority will be given to regular manuscript submissions.

**Deadlines, Submission, and Review Process**

Authors can submit their papers for review online via https://mc.manuscriptcentral.com/gom (select "Special Issue Paper" as the manuscript type) before December 2nd, 2024. Submissions will be evaluated by the Editorial Team based on the fit for this special issue, the methodology used (if an empirical paper), the theoretical contributions, and its overall quality. In the event of a favorable initial evaluation, the Editors will forward the manuscript to at least 2 suitable reviewers. Authors must adhere to a strict timeline. These dates are as follows:

- December 2, 2024: Initial submission due date.
- December 9, 2024: First evaluation due (desk rejects communicated).
- February 10, 2025: First round of reviews due.
- May 5, 2025: Revised manuscripts due.
- July 7, 2025: Second round of reviews due.
- October 6, 2025: Revised manuscripts due.
- October 13, 2025: Decisions due.
- March 1, 2026: Completed manuscripts due to publisher.

**Contact Information for Guest Editors**

Authors who have questions are encouraged to contact one of the Special Issue Editors: Nicky Dries: nicky.dries@kuleuven.be; Timothy Hubbard: thubbard@nd.edu; Albert Jolink: albert.jolink@skema.edu; Jack McGuire: jo.mcguire@northeastern.edu; Anand van Zelder: anand.vanzelderen@business.uzh.ch
The influence of work organizations on our lives can extend as far as our sense of self. The notion that organizations exert control over workers’ identities through social processes has been described as identity regulation (Alvesson and Willmott, 2002). The objective of this special issue is to foster new lines of inquiry that consider how organizations use and abuse identity regulation. We encourage studies from across the social sciences that adopt novel perspectives to address our insufficient understanding of the emergence and effects of identity regulation in and around organizations.

A variety of studies have examined organizations’ attempts to exert control by shaping workers’ reflexively organized self-narratives. Researchers have studied identity regulation across diverse populations, including professionals (Paring, Pezé, and Huault, 2017), creative workers (Gotsi, Andriopoulos, Lewis, and Ingram, 2010), disabled employees (Jammaers and Zanoni, 2021), refugees (Ortlieb, Glauninger, and Weiss, 2021) and the unemployed (Holmqvist, Maravelias, and Skålén, 2013). This broad empirical base has illuminated different aspects of identity regulation. For instance, some scholarship has explored the processes through which identity regulation unfolds (Bardon, Brown, and Pezé, 2017), spanning micro, meso, and macro levels of analysis (Boussebaa and Brown, 2017). Other studies have considered identity regulation within families (Essers, Doorewaard and Benschop, 2013) and outside the manager–employee relationship (Ainsworth and Hardy, 2009). Relatedly, considerable scholarly attention has been paid to workers’ sophisticated responses and resistance to identity regulation (Knights and Clarke, 2014; Meriläinen, Tienari, Thomas and Davies, 2004; Thomas and Davies, 2005; Wasserman and Frenkel, 2011). While the dynamics and operation of identity regulation have received attention, particularly in terms of the identity work associated with it, much less examined are the cognitive and emotional costs of this regulation for workers (Costas and Kärreman, 2016; Gill, 2015). Our understanding of the benefits of identity regulation, which can include fostering desired (Anteby, 2008) and aspirational (Thornborrow and Brown, 2009) identities, are also limited. More fundamentally, the emergence and development of systems of identity regulation and their implications for society has been a relatively neglected topic.

Objective of this special issue
This special issue seeks new perspectives to enrich identity regulation research. The special is-
sue will challenge existing scholarship by encouraging scholars to question the assumptions of how identity regulation operates as well as how we study this concept. We are particularly interested in research that critiques and reflects on the limits of identity regulation as a concept. Has, for example, identity regulation been stretched to become a ‘hembig’ (Alvesson and Blom, 2022) that covers everything and nothing? We are also interested in how identity regulation may operate in increasingly digital and virtual settings and particularly in non-western workplaces. We encourage a range of qualitative, quantitative, and mixed methods and especially thick descriptions that allow us to come closer to people being studied (as exemplified by Sennett, 1998). The special issue will enrich existing scholarship by encouraging theoretical and empirical studies that span scholarly disciplines to address important questions at both the macro and micro levels. Human Relations is uniquely placed to draw together a variety of scholars that employ different perspectives to advance our understanding of identity regulation in and around work organizations.

We believe that there are at least three opportunities to enrich identity regulation research: (a) to draw on untapped and diverse theoretical and philosophical traditions; (b) to explore the impact of identity regulation on organizations and their members; and (c) to understand the changing nature of work in different settings. We believe these different opportunities will appeal to a broad range of social science researchers across multiple disciplines. New perspectives are at the heart of this special issue, and we explicitly encourage the participation of researchers from around the world.

(a.) Different assumptions, philosophies, and theories
The first opportunity that motivates this special issue is to connect and combine new perspectives with the extant literature on identity regulation. The theoretical foundations of identity regulation have been drawn primarily on discursive approaches and the philosophy of Foucault (1975), which emphasizes that regulation is accomplished through the disciplinary power of discourse (Knights and Morgan, 1991; Knights and Willmott, 1989; Townley, 1993). Discipline is not just externally imposed but becomes a self-disciplinary process (Deetz, 1995) as people draw on discourses to perform their identity work and construct narrative accounts of who they are. While some studies have more explicitly integrated ideas of identity regulation with alternative theoretical frames, such as institutional theory (Lok, 2010), discursive and critical perspectives continue to dominate theorizations of identity regulation. The limits of discourses remain under-theorized and are likely to be illuminated by drawing on and integrating different philosophies and theories [Gill et al., forthcoming].

Potential research questions:
1. How can different philosophies and theories enrich our understanding of identity regulation? For example, how might philosophies of critical realism, phenomenology, pragmatism, or psychoanalysis among many others, provide a different perspective on identity regulation?
2. How might different theories and bodies of scholarship complement or challenge the assumption of existing identity regulation scholarship? For example, how might sensemaking, institutional theory, post-colonial theory, or gender scholarship build upon existing identity regulation studies or vice versa? How is meaningful work intertwined with identity regulation?
3. Given the dominance of an identity work perspective, can different theories of identity, such as role identity theory or social identity theory, enrich our understanding of identity regula-
tion? May theories of identification also offer new ways to think about identity regulation?

(b.) The impact of identity regulation on organizations and their members
The second opportunity that motivates this special issue reflects the growing calls to make management research more meaningful to people (Alvesson, Gabriel, and Paulsen, 2017). We believe that the concept of identity regulation has the potential to make significant contributions to our understanding of the challenges individuals face within organizations. For instance, there is evidence that identity prevents people from taking social actions to address the behaviors within their profession that are changing our climate (Gill, 2020). Similarly, seemingly intractable issues such as oppressive and paralyzing organizational deadlocks have also been shown to be sustained by people’s identities (Lok and Willmott, 2014). Yet identities are often precarious (Koning and Waistell, 2012), which suggests the potential for change. Nonetheless there is limited exploration of how organizations’ attempts to shape identities impacts individuals and their relationships over time and the implications of this for society.

Potential research questions:
1. How does identity regulation within an organization impede (or facilitate) members’ attempts to address social issues – broadly defined – that they care about?
2. How does identity regulation aggravate or ameliorate identity tensions? For example, how might social activists wrestle with being a corporate employee?
3. How is identity regulation in the workplace implicated in the creation and maintenance of social identities such as those linked to class, ethnicity, gender, nationality, and race?
4. How does identity regulation affect the subjective experiences of wellbeing of people working in or around organizations?

(c.) New settings: Beyond the West and the rise of virtual work
The third opportunity that motivates this special issue considers the changing nature of work and its role in our societies. The importance of culture and context for identity has long been emphasized (Willmott, 1993). Despite examining identity regulation across diverse populations (Lai, Morgan and Morris, 2020), the majority of scholarship has been confined to Western empirical settings (Boussebaa, 2020). Given that important insights have emerged from studying identities in, for example, the global south (Zulfiqar and Prasad, 2022), or the identities of immigrants (Fernando, Reveley, and Learmonth, 2020), we seek new insights into identity regulation in different parts of the world. Further, there is a need to consider newer settings, such as digital and virtual workplaces, that have become more prominent. We cannot assume earlier examinations of identity regulation account adequately for contemporary workplaces given the rise of virtual workplaces and modes of working that were accelerated during Covid.

A related opportunity is to consider the different ways in which identity regulation functions as one of many modes of control in contemporary workplaces. Although it is well-established that multiple forms of control operate simultaneously within organizations, it is less clear how identity regulation interacts with different arrays of control mechanisms. Integrating identity regulation with other modes of control would offer a more holistic theorization of control in organizations.

Potential research questions:
1. How are new forms of work (e.g., gig work, remote and virtual work, iterating between home
and workplaces) shaped through forms of identity regulation?

2. How do different settings inform the effectiveness of identity regulation? Are there different mechanisms or processes of identity regulation in different settings? We are particularly interested in studies that consider non-Western settings.

3. How do different societies and social systems influence identity regulation e.g., caste, class?

4. How do different levels e.g., group, organizational, professional, and social contexts, reinforce or undermine processes of identity regulation?

5. How can we theorize the relationship between identity regulation and other modes of control?

Potential contributors should note:
This Special Issue is aligned with the mission and focus of Human Relations. Potential contributors are strongly advised to familiarize themselves with the Journal’s scope and expectations. In line with Human Relations policy and the objectives of the Special Issue, please note:

1. We are committed to pluralism in terms of perspectives and theoretical grounding. We are particularly interested in receiving submissions from and about marginalized voices and contexts.

2. We are seeking papers which address the social relations in and around work and workplaces – across the levels of immediate personal relationships, organizations and their processes, and wider political and economic systems.

3. We are keen to receive submissions from a range of social science perspective which challenge orthodoxy, engage critically across disciplines where relevant, and consider practical and policy implications.

4. We invite papers which consider work across the 'micro' (immediate relationships between people), the 'meso' (organizations and workplaces and their rules, processes, and structures) and the 'macro' (the wider economy and society) levels.

5. Conceptual or empirical papers are equally welcome as long as in line with the Call for Papers’ focus. Rigorously executed research following any social science method is welcome in empirical papers. Conceptual or theoretical papers which make a novel contribution are encouraged.

6. The guest editors will select a number of papers to be included in the Special Issue, but other papers submitted in this process may be considered for publication in a regular issue of Human Relations if rejection is owing to fit with the Special Issue.

Deadlines
To be considered for this special issue, submissions must fit with the aim and scope of Human Relations. Papers should be prepared in accordance with the journal’s submission guidelines. Full-length papers should be submitted through the journal’s online submission system: https://mc.manuscriptcentral.com/hr between 1st May 2025 and 31st May 2025. Please make sure to tick the box “Special Issue” when submitted, and also to indicate in your cover letter that the submission is intended for this Special Issue. Please direct questions about the submission process, or any administrative matter, to the Editorial Office: humanrelationsjournal@tavinstitute.org. Questions about expectations, requirements, and the appropriateness of a topic should be directed to the corresponding guest editor of the special issue: Michael Gill (Michael.Gill@sbs.ox.ac.uk).
The Leadership Quarterly

Gender and Leadership: Taking Stock and Two Steps Forward

This special issue invites completed studies, critical reviews, or Registered Report proposals on gender and leadership from diverse scientific disciplines.

Guest Editors:
Fabiola H. Gerpott (WHU - Otto Beisheim School of Management)
Jamie L. Gloor (University of St.Gallen)
Brett H. Neely, Jr. (University of Nebraska-Lincoln)
Scott Tonidandel (UNC Charlotte)

Special Issue Information:
Society and organizations face a number of grand challenges (e.g., climate change, political instability, societal upheaval, and gender inequality; George et al., 2016). To confront these challenges and to more generally shape inclusive organizations, we need “all hands on deck.” That is, we must ensure that we identify and train all talents for working and leading effectively irrespective of their gender. After all, gender equality is a United Nations sustainable development goal (United Nations, 2023) and a cross-cutting topic that weaves through the other 16 goals, too (Gloor et al., 2022; United Nations Women, n.d.). Nevertheless, it still remains a puzzle of leadership science (Banks, 2023), with much work outlining the problem of female leader underrepresentation but inadequate attention being devoted to finding solutions (Lau et al., 2023). Scholarly debate on gender and leadership in The Leadership Quarterly gathered momentum three decades ago with a meta-analysis on “motivation to manage in hierarchic organizations” (Eagly et al., 1994). Further picking up speed, two decades ago, The Leadership Quarterly hosted an intense scholarly debate about a potential “female leadership advantage” (e.g., Eagly & Carli 2003a, 2003b; Vecchio, 2002, 2003). Since then, scientific studies on gender and leadership have surged, with 5,222 published journal articles since 1970—more than half (i.e., 55.2%) [1] of which have been published since The Leadership Quarterly’s special issue on the topic approximately one decade ago (Eagly & Heilman, 2016). This compilation of research, paired with more recent publications (e.g., Doldor et al., 2019; Page et al., 2023), offers crucial insights into the factors shaping gender bias discrimination as well as the group, organizational, and even policy contexts that may undermine women’s advancement into leadership roles.

But despite this momentum, questions about the robustness of existing evidence and effective interventions—beyond merely documenting bias—remain more relevant than ever. Such questions must be addressed for leadership scholars to accurately inform and extend existing theo-
ries on gender and leadership, as well as to make a positive impact on stakeholders across organizational contexts who crave such research. Here, we identify at least three challenges that deserve attention.

First, it is worth revisiting Veccio’s (2002, 2003) arguments concerning (a) a lack of scientific rigor against the backdrop of recent advancements in methodological approaches and (b) a potential bias in gender difference studies in light of the notion that publishing significant findings seems easier than publishing null results (cf. Banks, 2023). Recent scholarly work suggests new theories and methods to refresh the debate by approaching research questions with a counterfactual lens (e.g., McBride et al., 2024; McDermott, 2023) or by introducing unusual or innovative means to reduce bias by design (Bohnet, 2016), such as identifying (Cheryan & Markus, 2020) and changing the default in leader promotion processes (e.g., Erkal et al., 2022). Moreover, although there is growing recognition that perceptions of behavior should not be conflated with actual behavior (Fischer et al., 2023), the distinction between perceptions, behaviors, and their evaluations still warrants greater emphasis in the realms of leadership and gender. It is ill-advised to encourage women (or men) leaders to cultivate certain perceptions without clearly delineating the behaviors that can foster these perceptions (Banks et al., 2023; Hemshorn de Sanchez et al., 2022). Unpacking the “black box” of how actual behaviors relate to perceptions of these behaviors is still a nascent field, and several conceptual (e.g., an information processing or evolutionary lens) as well as empirical directions (e.g., evaluator or context characteristics) could profit from further exploration. Accordingly, we encourage rigorous research that delineates why and how perceptions of leadership behavior or effectiveness relate to the actual behavior of leaders with different demographic characteristics. When such work is empirically oriented, we expect consideration of endogeneity concerns such as unobserved heterogeneity or reverse causality (Güntner et al., 2020), albeit not to the exclusion of critical questions and methods for which endogeneity cannot be entirely eliminated (Dang et al., 2023).

Second, more nuance and complexity in the debates around gender and leadership are needed. Research should better account for the fact that simply comparing men and women is too narrow; instead, we challenge authors, editors, and reviewers to embrace more nuanced and gender-inclusive mindsets (e.g., see Gooty et al., 2023; Joshi et al., 2015). For example, there is merit in considering the interplay of multiple demographic characteristics (e.g., the experience of a younger woman leader may be different than that of an older female leader) by using an intersectional lens (Crenshaw, 1991). Similarly, there is also untapped value in considering the leadership challenges of sexual minorities (i.e., the experience of leaders with LGBTIQA+ backgrounds, that is, lesbian, gay, bisexual, transgender, intersex, queer, asexual, and other sexually or gender diverse orientations, cf., Fassinger et al., 2010). The Leadership Quarterly team is excited to welcome rigorously conducted paper submissions that add to the literature by drawing from intersectional and/or gender-inclusive research lenses to consider the complex interplay of various demographic categories. Replicable and transparently conducted studies are particularly promising when not only sampling on the dependent variable to maintain variance (Denrell,
but also using multiple contrasting or matched cases to overcome the challenge of inaccurate reconstruction often occurring when focusing on single cases (Eisenhardt & Graebner, 2007).

Third, we lack clear policy recommendations that challenge the status quo. Out-of-the-box-thinking may be required to “fix the game, not the dame” (Gloor et al., 2020), which entails rethinking regarding systems and structures—rather than merely “leveling” the playing field (Gooty et al, 2023). That is, we see great potential in moving from individual-focused solutions targeted at women leaders to how system-based solutions (e.g., changing structures and processes) can be combined to facilitate women’s successful leadership (Banks, 2023; Ryan & Morgenroth, 2024). In doing so, we aim to focus on practices, contexts, and policies to overcome individual barriers, thus answering recent calls from scholars across management and psychology (e.g., Chater & Loewenstein, 2023; Ryan & Morgenroth, 2024) to replace individual-level with system-level interventions for more successful, sustainable reductions of inequality. Additionally, we call for scholarship that is multi-level—specifically, research that empirically tests how individual, interactional, dyadic, organizational, and structural components of gender inequality are intertwined and potentially interacting to create barriers (or pathways) to practicing and pursuing leadership for women. Much of the existing empirical research on gender and leadership focuses on one level of analysis without considering their surrounding, interpersonal actors that shape gender (in)equalities in leadership.

Going forward, we broadly invite submissions to a Special Issue on gender and leadership that contribute to the previously described themes, using quantitative, qualitative, or mixed methods approaches or exploring new conceptual grounds.

Exemplary topics that we will consider include (but are not limited to):

1. Papers that employ a counterfactual lens to the topic of gender and leadership such as how organizational inequality changes if leadership is more evenly dispersed between women and men in organizations or how organizational outcomes change if barriers are removed for women in leadership
2. Studies that help us understand the connection between gender (potentially in combination with other demographic characteristics), behavior, and perceptions in the context of leadership, thereby addressing endogeneity issues
3. Research exploring asymmetrical impacts of crises and societal challenges on (non-male) leaders (e.g., recovery from COVID19-related career setbacks that could affect leaders with care responsibilities more than those without, work-related experiences or behaviors of leaders dealing with personal crises such as relatives in warzones, severe symptoms related to the “three Ms”—i.e., menstruation, maternity, and menopause; Grandey et al., 2020; or a potential fourth “M:” the maybe baby effect; Gloor et al., 2018, 2021)
4. Intervention studies that examine organizational practices, contexts, and systems, which may improve the efficiency and/or equity of leaders of different genders
5. Studies that use Artificial Intelligence (AI) or Machine Learning to study gender and leader-
ship (e.g., to overcome small samples in studies of intersectional categories, to inform the “black box” of executive micro-foundations of behavioral strategy)

6. Studies that consider the interplay between gender, leadership, and grand challenges (e.g., climate change, rising class inequality) at various levels of leadership (e.g., senior leaders, top management teams and/or CEOs, mid-level managers, frontline leaders)

7. Papers that explore the connection between family structure, divisions of labor in the home domain, and organizational leadership (e.g., the impact of marriage and family life on leaders’ behaviors at work, thereby potentially also considering the role of gender equality norms in organizations)

8. Research investigating the interplay of characteristics of occupations or different levels of leadership and organizational context in shaping men’s and women’s access to leadership, the rewards associated with leadership, individual leader behaviors, and evaluations of those behaviors

9. Studies that consider how gender equality—in leadership and/or in the organizational context—might benefit a wide range of employees on different outcomes

10. Studies adding nuance to the understanding of gender, such as studying the interplay with leader identity formation or studies testing effective strategies to promote LGBTQIA+ employees to leadership roles

Manuscript submission information:
The Leadership Quarterly’s submission system will be open for submissions to our Special Issue from April 29th, 2024. When submitting your manuscript to Editorial Manager, please select the article type “VSI: Gender and Leadership”. Please submit your manuscript before May 4th, 2025. Consistent with the journal’s policy, submissions may be completed studies or full papers, registered report proposals (i.e., an Introduction and Methods section for review prior to data collection), or a results blind review submission (i.e., an Introduction and Methods section for review after data collection). Regardless of the type of submission, the editorial and review teams strive to evaluate the intellectual merit of the submission as well as the methodological rigor independent of the results. All submissions deemed suitable to be sent for peer review will be reviewed by at least two independent reviewers. Once your manuscript is accepted, it will go into production, and will be simultaneously published in the current regular issue and pulled into the online Special Issue. Articles from this Special Issue will appear in different regular issues of the journal, though they will be clearly marked and branded as Special Issue articles.

Please ensure you read the Guide for Authors before writing your manuscript. The Guide for Authors and link to submit your manuscript is available on the Journal’s homepage at: The Leadership Quarterly | Journal | ScienceDirect.com by Elsevier

Questions regarding the appropriateness of a manuscript topic or idea are welcome; please contact Fabiola Gerpott (Fabiola.Gerpott@whu.edu).
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 social and professional development events. Financial support (typically $500 to $2,000) for these events have been core to ensuing high quality professional events reflecting our membership.

$2,000 Level Sponsor
Elsevier – Journal of Vocational Behavior

$1,500 & $1,000 Level Sponsors
Macquarie Business School
University of Memphis – Department of Management
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 (Issue 1 in July and 2 in December)
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

Past Division Chairs

<table>
<thead>
<tr>
<th>Year</th>
<th>Chair</th>
<th>Year</th>
<th>Chair</th>
<th>Year</th>
<th>Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>Rick Cotton</td>
<td>2008</td>
<td>Barbara A. Ribbens</td>
<td>1993</td>
<td>Daniel Feldman</td>
</tr>
<tr>
<td>2021</td>
<td>Gina Dokko</td>
<td>2006</td>
<td>Kerr Inkson</td>
<td>1991</td>
<td>Joe Raelin</td>
</tr>
<tr>
<td>2020</td>
<td>Jamie Ladge</td>
<td>2005</td>
<td>Yehuda Baruch</td>
<td>1990</td>
<td>James Werbel</td>
</tr>
<tr>
<td>2019</td>
<td>Scott Seibert</td>
<td>2004</td>
<td>Allan Bird</td>
<td>1989</td>
<td>Barbara Lawrence</td>
</tr>
<tr>
<td>2017</td>
<td>Corinne Post</td>
<td>2002</td>
<td>Maury A. Peiperl</td>
<td>1987</td>
<td>James Portwood</td>
</tr>
<tr>
<td>2016</td>
<td>Tania Casado</td>
<td>2001</td>
<td>Jay Mahoney</td>
<td>1986</td>
<td>Donald Bowen</td>
</tr>
<tr>
<td>2015</td>
<td>Kimberly Eddleston</td>
<td>2000</td>
<td>Hugh Gunz</td>
<td>1985</td>
<td>Jeffrey Sonnenfeld</td>
</tr>
<tr>
<td>2014</td>
<td>Peter Heslin</td>
<td>1999</td>
<td>Martin Greller</td>
<td>1984</td>
<td>Michael Arthur</td>
</tr>
<tr>
<td>2011</td>
<td>Suzanne de Janasz</td>
<td>1996</td>
<td>Nanette Fondas</td>
<td>1981</td>
<td>Mike Driver</td>
</tr>
<tr>
<td>2010</td>
<td>Hetty van Emmerik</td>
<td>1995</td>
<td>Lynn Isabella</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>Jon Briscoe</td>
<td>1994</td>
<td>Suzyn Ornstein</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>