



Special Issue: “Career Issues in Family Business: Understanding Career Ladders and Glass Ceilings” Call for papers

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Career issues have a considerable importance in the field of family business. The pervasive family influence on the firm has an impact on a wide range of situations related to individual careers and organizational career systems, such as: occupational choice and personal development of family members (e.g. Kidwell, Eddleston, Cater, & Kellermanns, 2013; Murphy & Lambrechts, 2015; Zellweger, Sieger, & Halter, 2011); career paths and mentoring of family and nonfamily employees (Boyd, Upton, & Wircenski, 1999); retirement, succession planning and succession mechanisms (e.g. Minichilli, Nordqvist, Corbetta, & Amore, 2014; Schleppehorst & Moog, 2014; Strike, Berrone, Sapp, & Congiu, 2015); intersection of work and family life (e.g. Eddleston & Powell, 2012; Olson et al., 2003; Jennings, Breitzkreuz, & James, 2013); assessment and promotion criteria (e.g. Barnett & Kellermanns, 2006; Hauswald, Hack, Kellermanns, & Patzelt, 2015), psychological contracts and career systems (e.g. Chrisman, Memili, & Misra, 2014; Salvato, Minichilli, & Piccarreta, 2011), gender and diversity (Baù et al., *forthcoming*; Eddleston & Powell, 2008).

Despite the relevance of these topics, however, few attempts have been made to develop a comprehensive and in-depth view of careers in family business or to understand the unique opportunities and challenges of career paths in family businesses. Careers are typically analysed at multiple levels (e.g. Lee, Felps, & Baruch, 2014), including: (1) the individual levels of career choice and development of the career profile and (2) the organizational level that deals with the way companies plan and manage the careers of employees. Careers can also be interpreted in relation to organizational boundaries, by highlighting the relevance and feasibility of internal, external and boundaryless professional paths (e.g. Arthur & Rousseau, 1996; Sullivan & Baruch, 2009). In light of their multifaceted focus, career studies may provide interesting and novel perspectives in addressing the key challenges of family business development. In turn, studying career topics in the family business setting should answer calls made by career scholars to increase the understanding of how the context impacts career development and career management processes (e.g. Cohen & Duberley, 2015; Duffy & Dik, 2009; Mayrhofer, Meyer, & Steyer, 2007) and how factors originating in the family domain impact career issues (Greenhaus & Powell, 2012).

This special issue aims to advance the understanding of career issues in family business at various levels of analysis embracing

individual career management choices, organizational career management systems as well as institutional and cultural influences. We will consider both quantitative and qualitative empirical research, as well as conceptual papers and reviews of extant theory and literature. We strongly encourage cross-disciplinary approaches and dialogues that advance the theoretical understanding of career issues in family business and contribute, through the family business context, to the general literature on careers.

Examples of relevant research topics that are encouraged for special issue include, but are not limited to the following:

- Family members' careers inside and outside the family business.
- How the family business encourages entrepreneurial career paths.
- Career path opportunities and challenges of nonfamily employees in family businesses.
- Selection, training, promotion and retention of family and nonfamily employees.
- Career path models of family business successors.
- Boundaryless and protean careers in family businesses.
- How family business success and failure affects the careers of family and nonfamily employees.
- Career development issues of non-successor family members.
- The nonfamily manager career path during a family business succession.
- How pruning the family tree affects family members' career choices and career paths in the family business.
- The training, development and mentoring of family members in managerial and executive roles.
- Dual or multiple ladder careers in family firms.
- Gender and diversity career issues that are unique to family firms.
- How changes and challenges in the family domain affect career issues in the family business including blended families, divorce, retirement, children with special needs, and the role of spouses.
- The executive labor market for family business executives.
- The internal labor markets of managers in family business groups.
- Career choices and work-family balance in the family business setting.

1. Additional information

The Special Issue collaborates with the Family Business Research Special Interest Group of EURAM and their annual conference in Glasgow (Scotland) from June 21–24, 2017. The authors are encouraged, but not required, to submit their manuscripts on careers in family business to this conference in order to receive developmental feedback prior to their final submission.

2. Timeline and Submissions

Submissions are due by **September 30, 2017**. All articles for this special issue must be submitted via the EVISE system at <https://www.evise.com/evise/jrnl/JFBS>. Full instructions for authors are available from this same link (see the 'Guide for Authors' link at the top of the page). Authors should clearly indicate in their cover letter that the manuscript is for the Special Issue 'Career Issues in Family Business' and choose 'SI: Career Issues in Family Business' as issue type upon submission. All articles will be subject to the standard *JFBS* double-blind review process. For questions regarding this special issue, please contact any of the guest editors: Massimo Baù (massimo.bau@ju.se), Daniel Pittino (daniel.pittino@ju.se), Philipp Sieger (philipp.sieger@imu.unibe.ch), or Kimberly Eddleston (k.eddleston@northeastern.edu).

3. About the Journal

The *Journal of Family Business Strategy (JFBS)* publishes research that contributes new knowledge and understanding to the field of family business. The Journal is interdisciplinary and international in scope and welcomes submissions that address all aspects of how family influences business and business influences family. *JFBS* publishes quantitative research as well as qualitative work and purely theoretical or conceptual papers. Further details on *JFBS* can be obtained from <http://www.elsevier.com/locate/jfbs> or by contacting the Co-Editor, Torsten Pieper, via tpieper@kennesaw.edu.

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