

DR. JELENA ZIKIC

Room 270, School of Human Resource Management
Faculty of Liberal and Professional Arts
York University
4700 Keele St.
Toronto, Ontario, M3J 1P3
CANADA

Tel: (416) 736 2100 ext 22865

E-mail: jelenaz@yorku.ca

EDUCATION

- Ph.D. Joseph L. Rotman School of Management, University of Toronto, 2004
- M.Sc. London School of Economics and Political Science, 1999
- Honours B.Sc. University of Toronto, Victoria College, 1998

CURRENT POSITION

- Associate Professor of Human Resources, School of Human Resource Management
York University, Toronto

PROFESSIONAL ORGANIZATIONS (CURRENT & PAST)

- Academy of Management (Organizational Behaviour, HRM, Careers) (since 2001)
- European Group of Organizational Studies – (since 2002)
- Society for Industrial and Organizational Psychology – (since 2004)
- Canadian Psychological Association – (since 2002)
- Administrative Sciences Association of Canada (2006-2008)
- Human Resources Association of Canada – (since 2008)
- Reputation Institute (2000 – 2004)

EMPLOYMENT HISTORY

ACADEMIC

York University, Toronto July 2006 to current

- Associate Professor from July 2010
- Assistant Professor (Tenure-track position) July 2006 to July 2010

Instituto de Empresa (IE) Business School, Madrid (May 2004 - May 2006)

- Assistant Professor (Tenure-track position)
- Research Seminar Chair and Coordinator (organized over 35 speaker visits)

Joseph L. Rotman Business School, University of Toronto

- Teaching Assistant, Leadership Course (MGT 1262 – MBA), 2004 (Winter)
- Teaching Assistant, Organizational Behavior (WDW 260 – Undergraduate), 2001-2004

Ryerson University

- Instructor (part-time), Organizational Behavior (MHR 405 - Undergraduate), 2000 – 2003

OTHER RELEVANT EMPLOYMENT

KPMG Management Consulting

- Research Analyst, 1999 (Summer)

SCHOLARLY & PROFESSIONAL ACTIVITIES

EDITORSHIPS

Special Issue Editor (co-editing with Klehe U. and Van Vienen A., issue on ‘Coping with economic stressors: Job-insecurity, job-loss, unemployment, an underemployment’ in *Journal of Organizational Behavior*, 2012.

Special Issue Editor (co-editing with Lee M.D., Sargent, L, and Martin B.) Reinventing Retirement in *Human Relations*, published in 2013.

JOURNAL/CONFERENCE REVIEWER (ADHOC AND ONGOING BASIS)

- Journal of Vocational Behavior
- Journal of Occupational and Organizational Psychology
- Organizational Studies
- Human Relations
- Career Development International
- Journal of Managerial Psychology
- Reviewer for Careers Division, Academy of Management Conference
- Reviewer for the Social Sciences and Humanities Research Council of Canada (SSHRC)

INSTITUTIONAL/ACADEMIC SERVICE TO THE PROFESSION

- Member at Large (elected position), Careers Division Executive Committee of the Academy of Management 2008-2011.
- Organizer of the Careers Division Student Doctoral Consortium at the Academy of Management Conference in Montreal, 2010.
- Member of the International Committee, Careers Division of the Academy of Management 2008-2011.

- Member of the Awards Committee for the Career Development Journal, January 2009.
- Chair and Organizer of the Immigrant Professionals Symposium at the Academy of Management Conference in Anaheim, 2008.
- Chair and Organizer of the Career Exploration Symposium at the Academy of Management Conference in Seattle, 2003.
- Organizer of the New Student Doctoral Consortium at the Academy of Management Conference in Washington, 2002.

AREAS OF INTEREST

- Unemployment and Job Search
- Career Adaptability processes and Career development theory building
- Professional Identity and Coping
- Study of career Transitions of diverse populations (e.g., Immigrant Professionals, Expatriates, Entrepreneurs, Baby Boomers)
- Cross cultural studies
- Field research and combination of Quantitative and Qualitative research methods

RECOGNITION BY THE PRESS

- **Radio Interview CBC Radio International**, Careers of Immigrant Professionals
- *The Globe and Mail*, 'When getting the axe isn't so bad' (September 1st, 2007, p.C1)
- *The Vancouver Province*, Being bounced a blessing for boomers? Getting fired a chance for middle-agers to reinvent selves. (September 16th, 2007, p. E15)
- *HR Reporter*, *What can HR do about the unemployed?* (Oct. 2007 issue)
- *Radio Interview 89.5* as part of the Career Buzz
- *NOW Magazine Interview*, Job Loss and Coping
- *AboutKidsHealth* magazine 'What do I want to be when I grow up'? (Oct. 14, 2008)

RESEARCH FUNDING & HONOURS

- SSHRC Mentoring relationships between immigrant and local professionals, \$ 67,000 J. Zikic (sole principal investigator), 2012-2015.
- SSHRC Special Call in Business and Management, Immigrant Professionals: Organizational and Personal Employment Barriers, \$121,393.00, J. Zikic (sole principal investigator), 2008 – 2011.
- SSHRC Special Call in Business and Management, Re-invention of retirement: as study of Baby Boomers in two nations, \$146,000.00 Mary Dean Lee (principal investigator) and collaborators J. Zikic, B. Martin, and L. Sargent (co-applicants), 2008 – 2011.
- SSHRC Knowledge Mobilization grant, Recruitment, (Re) training, and Retention of

Immigrants in the Canadian Workforce \$300,000.00 (co-applicant role, multiple contributor grant), 2008 – 2011.

- SSHRC Small Research Grant awarded at York, What can job seekers do to improve their job search clarity and job search self-efficacy?, \$4.000, 2006 – 2007.

COMPETITIVE AWARDS

- Dean's Award for Excellence in Research, May 2009.
- Emerald Literati Award for Highly Commended Paper, 2008, for paper published in Career Development International, co-authored with Dr. Julia Richardson.
- Verity International Award for Overall Outstanding Paper in Management, 2008 (for paper published in the Canadian Journal of Administrative Sciences, co-authored with Dr. Julia Richardson)
- York University Merit Award, \$2000, December 2008
- Best Reviewer Award, Careers Division, The Academy of Management Conference, Seattle, 2003.
- Best Symposium Award by the Careers Division (entitled: Questions we ask about careers of the immigrant workforce) presented at the Academy of Management in August 2008.
- Best International Paper Award by the Careers Division for the paper entitled "Cracking the fortune cookies: Influencing factors in career success across 11 countries", given at the Academy of Management meeting in August 2008.

TEACHING

POSTGRADUATE

- Career Management, MHRM program, York University, 2006 -
- Strategic Human Resource Management, MHRM program, York University, 2006 –
- Organizational Communication, MHRM program, York University, 2006 –
- Strategic Human Resource Management, Instituto de Empresa, Spain, 2004 - 2006
- Career Management, Instituto de Empresa, Spain, 2004 - 2007
- Strategic Communication, Instituto de Empresa, Spain, 2004 – 2006
- Action Learning, Instituto de Empresa, Spain, 2004 - 2006

UNDERGRADUATE

- ADMS 4430, Career Management, School of Administrative Studies, Atkinson Faculty, York University, 2006 –
- HRM 4410, Strategic Human Resource Management, School of Human Resources, York University, 2008 –

- ADMS 4481, Organizational Communication, School of Administrative Studies, Atkinson Faculty, York University, 2007 –

SUPERVISION/EXAMINATION

YORK UNIVERSITY

- Turchick-Hakak, L. Shulich School of Business, 2010-
- Nadia De Gama, School of Human Resource Management 2011-

UNIVERSITY OF AMSTERDAM, THE NETHERLANDS

- Sih, S-L. Work and Organizational Psychology, University of Amsterdam, Co-supervision, 2005-2006.
- Koen, J. Work and Organizational Psychology, University of Amsterdam, Co-supervision, 2007-2012.

RESEARCH FOCUS

Current, 2011-2015: Mentoring relationships between local and immigrant professionals. SSHRC funded study (sole principal investigator). This study examines the process of mentoring and specific characteristics that may define high quality relationships. The role of professional identity in the mentoring dynamics will also be explored in interviews. Qualitative and quantitative portion of the study will be conducted.

Current, 2008-2013: Investigating labour market experiences of immigrant professionals (IPs) in Canada: the role of personal and organizational barriers to career success in the host country. The focus is on the underlying causes of underemployment for IPs as well as potential strategies for overcoming the barriers, both on the personal as well as organizational/structural side. This field study is also examined through quantitative and qualitative perspective. Cross-cultural aspect of this study has been published in *Journal of Organizational Behavior*.

Current, 2008 -2013: Reinvention of retirement a study of baby-boomer professionals in two nations, with Dr. Mary Dean Lee (McGill University), Dr. Leisa Sargent (University of Melbourne) and Dr. Bill Martin (Flinders University). Together with Dr. Lee I am part of part of the Canadian team of collaborators. We completed 100 individual interviews and 20 organizational interviews in each country (Canada and Australia). This project explores how baby-boomers in Canada and Australia are crafting their pathways out of firms and inventing their own models of retirement. Special issue in *Human Relations* journal has been published in January 2013 as part of this project. Several other papers are in progress and soon to be submitted.

Completed, 2008-2012: Knowledge mobilization initiative of 'Recruitment, (Re) training, and Retention of Immigrants in the Canadian Workforce'. This is a large team project (10 academics and several community partners) focusing on disseminating existing knowledge on immigrants from various Statistics Canada data sets. In this initiative the focus is on accreditation issues, settlement, language and human capital among others. A series of policy reports, summaries as well as workshops and events have been the outcomes of this collaboration.

Completed, 2009-2011: Motivations and transitions of entrepreneurs with Dr. Souha Ezzedeen. This qualitative study of 30 entrepreneurs in the technology sector examines career related motivations, challenges and decision making in becoming entrepreneurs. This study was published in the *International Journal of Gender and Entrepreneurship*.

Completed, 2010: The role of career adaptability during organizational restructuring, with Dr. Ute Klehe (University of Amsterdam). The goal of the this longitudinal study was to address the process by which long-tenured employees reduce their loyalty to their organization and start to consider, prepare, and actually commit organizational turnover. The study was published in the *Journal of Vocational Behavior*.

Completed, 2008: Job search and social cognitive theory: The role of career-relevant activities with Dr. Alan Saks. We investigated four career-relevant activities that job seekers can engage in prior to their job search that can improve two key mechanisms of job search self-regulation. Data for this study was obtained through Human Resources and Skills Development Canada (HRSDC). This study was published in the *Journal of Vocational Behavior*.

Completed, 2008: Career Success of Immigrant Professionals: Stock and Flow of their Career Capital with Dr. Tony Fang and Dr. Milorad M. Novicevic. This study examined the interplay between individual and organizational human capital investments and their impact on immigrant career success. The study has been published in the *International Journal of Manpower*.

PEER REVIEWED JOURNAL ARTICLES

Zikic, J., Kent, D., & Richardson, J. (in press) International Job Search. Handbook of Job Loss and Job Search, Oxford University Press.

Malik, A.R, Cooper-Thomas, H.D., & **Zikic, J.** (in press). The neglected role of cultural intelligence in recent immigrant newcomers' socialization. *International Journal of Cross Cultural Management*.

Novicevic, M.M., **Zikic, J.**, Martin, J., Humpreys, J.H., & Foster, R. (2013) Responsible executive leadership: A moral-identity analysis based on Barnard's conceptualization. *Journal of Management History*, 19 (4) 474-491.

Lee, M D., Sargent, L. D., Martin, B., & **Zikic, J.** (2013). Reinventing retirement: New pathways, new arrangements, new meanings. *Human Relations*, vol.66 (1)

Klehe, U.-C., Van Vianen, A.E.M., & **Zikic, J.** (2012). Coping with economic stress: Introduction to the Special Issue. *Journal of Organizational Behavior*, 33, 745-751

Ezzedeen, S., & **Zikic, J.** (2012). Entrepreneurial experiences of women in Canadian high technology. *International Journal of Gender and Entrepreneurship*.4 (1), 44-64.

Klehe, U.-C., **Zikic, J.**, VanVianen, A. E. M., & DePater, I. E. (2011). Career adaptability, turnover, and loyalty during organizational downsizing. *Journal of Vocational Behavior*, 79, 217-229.

Zikic, J. & Franklin, M. (2010) Enriching careers & lives: Introducing a positive, holistic, and narrative career counselling method that bridges theory and practice *Journal of Employment*

Counseling, 74, 180-189.

Zikic, J., Bonache, J., & Cerdin J-L. (2010). Crossing national boundaries: A typology of qualified immigrants' career orientations. *Journal of Organizational Behavior*, 31, 667-686.

Koen, J., Klehe, U.-C., Vianen, A. E. M. v., **Zikic, J.**, & Nauta, A. (2010). Job-search strategies and reemployment quality - the impact of career adaptability. *Journal of Vocational Behavior*, 77, 126-139.

Turchick-Hakak, L., Holzinger, I., & **Zikic, J.** (2010). Barriers and paths to success: Latin American MBAs' views of employment in Canada. *Journal of Managerial Psychology*, 25, 159-176.

Chudzikowski, K., Demel, B., Mayrhofer, W., Unite, J., Bogicevic, B., Briscoe, J., Hall, T, Las Heras, M., Yan, S., & **Zikic, J.** (2009). Career Transitions in Europe: A country comparative analysis of causes and triggers in three occupational groups. *Journal of Organizational and Occupational Psychology*, 82, 825-849.

Zikic, J., & Hall, D.T. (2009). Toward a more complex view of career exploration. *Career Development Quarterly*, 58, 181- 191, 2009

Fang, T., **Zikic, J.**, & Novicevic, M. N. (2009). Career Success of Immigrant Professionals: Stock and Flow of their Career Capital, *International Journal of Manpower*, 30 (5), 472-488.

Zikic J., & Saks, A. (2009). Job search and social cognitive theory: The role of career-relevant activities. *Journal of Vocational Behavior* 74, 117–127.

Zikic, J., Burke, R., & Fiksenbaum, L. (2008). Gender differences in involuntary job loss and the reemployment experience: Less there than meets the eye. *Gender in Management: An International Journal*, 23 (4), 247-261.

Zikic, J., & Richardson, J. (2007). Unlocking the careers of business professionals following job loss: Sensemaking and career exploration of older workers. *Canadian Journal of Administrative Sciences*, 24,(1), 58-73

Richardson, J., & **Zikic, J.** (2007). The darker side of an international academic career. *Career Development International*, 12, (2), 164-186.

WORK IN PROGRESS

Zikic, J., & Richardson, J. (2013). What happens when you can't be who you are: Responses to major career and professional identity threats (Under revision at *Human Relations*).

Zikic, J. & Klehe, U-C. (2013). Proactive Coping and the Brain Waste: the Role of Career Adaptability in Helping Immigrant Professionals to Find Quality Employment

Zikic, J. & Ezzedeen, S. (2013). Towards a more holistic view of entrepreneurial careers.

Sargent, L., Lee, MD., Chul, S., & **Zikic, J.** Grey eagles and wet blankets. How HR managers talk about older workers and retirement. (To be submitted to *Human Resource Management*)

PEER REVIEWED CHAPTERS IN BOOKS

Zikic, J., Richardson, J., & Kent, D. (in press) International Job Search. In Klehe, U-C., & Van Hooft (Ed.) *Handbook on Job Loss and Job Search*.

Klehe, U.-C., **Zikic, J.**, van Vianen, A. E. M. & Koen, J. (2013). Proactive coping with economic stress: the role of career adaptability. In P. Perrewe (Ed.) *Research in Occupational Stress and Well Being*.

Zikic, J. & Bogicevic, B. (2011). Careers in Serbia. In Briscoe, J. P., Hall, D. T. & Mayrhofer, W. (Eds.) *Careers Around the World*, Routledge.

Zikic, J. (2006). Career Exploration. In J. H. Greenhaus & G. Callanan (Eds.), *Encyclopedia of Career Development* 374 – 385. Sage.

CONFERENCE PRESENTATIONS & SYMPOSIA

Zikic, J. & Klehe, U.-C. (2012). Proactive Coping and the Brain Waste: the Role of Career Adaptability in Helping Immigrant Professionals to Find Quality Employment. Paper presented at the Academy of Management Conference, Boston, August, 2012.

Zikic, J. & Ezzedeen, S. (2012). Towards a more holistic view of entrepreneurial careers. Paper presented at the Academy of Management Conference, Boston, August, 2012.

Saks, A., Zikic, J. & Koen, J. (2012). Measurement of job search self-efficacy. Paper presented at the Academy of Management Conference, Boston, August, 2012.

Zikic, J., Richardson, J., & Kent, D. (2011). What happens when you can't do what you are? Identity crisis and (re)construction among international medical graduates in Canada. Presented at the 7th International Critical Management Studies Conference, Naples, Italy.

Zikic, J. (2010). Job Search and unemployment: Integrating Theories, Invited Discussant to the Symposium at the Academy of Management Conference, Montreal, August 2010.

Zikic, J. (2009). Positive organizational scholarship: Perspective from Canada. Paper presented at the Academy of Management Conference, Chicago, August 2009.

Zikic, J. (2008). How boundaryless are immigrant professionals? Evidence from Canada, Spain and France. Presented at the Expatriation Meeting organized by EIASM in October 2008 in Gran Canarias.

Zikic, J., (2008). Questions we ask about careers of the immigrant workforce. Symposium organized and presented at the *Academy of Management Conference*, Anaheim, August 2008.

Zikic, J., Bonache, J., & Cerdin, J.-L. (2008). Boundary Translation': Typology of Immigrant Career Adaptation & Boundarylessness. Evidence from Canada, France and Spain. Paper presented at the *Academy of Management Conference*, Anaheim, August 2008.

Fang, T., **Zikic, J.**, & Novicevic, M. N. Career Success of Immigrant Professionals: Stock and Flow of their Career Capital. Paper presented at the *Academy of Management Conference*, Anaheim, August 2008.

5C team including Zikic J. (multiple authors). Career Transitions in Shifting Economic, Political and Social Contexts: The Case of Four Countries. Paper presented at the *Academy of Management Conference*, Anaheim, August 2008.

5C team including Zikic, J. (multiple authors). Cracking the fortune cookies: Influencing factors in career success across 11 countries", Paper presented at the meeting of the *European Group for Organizational Studies (EGOS) in Amsterdam July 2008*.

Zikic, J., (2007). To feel successful in one's career by doing good: Career success in Spain. Symposium presented at the *Academy of Management Conference*, Philadelphia, August 2007.

Zikic, J. & Hall, D. T. (2007). Toward a more complex view of career exploration: Triggers and barriers to dancing alone. Paper presented at the meeting of the *European Group for Organizational Studies (EGOS)*, Vienna, Austria.

Zikic, J. (as part of the 5C team). (2007) Career Success Across Cultures: Dancing to the Beat of Their Own Drummers. Paper presented at the meeting of the *European Group for Organizational Studies (EGOS)*, Vienna, Austria.

CONDUCTED WORKSHOPS

Zikic, J., & Colleagues (2010). Teaching Careers: Community building.

Zikic J., & Colleagues (2010). Careers Division Doctoral Consortium Invited Presenter

Zikic, J., & Valcour, M. (2008). Questions we ask about work-life balance of academics. Learning from our colleagues. Workshop presented at the *Academy of Management Conference*, Anaheim.

Zikic, J. & Inkson, K. (2007). Career Case Study Workshop. To be presented at the *Academy of Management Conference*, Philadelphia.

CONFERENCE STREAM LEADERSHIP (ACCEPTANCE BASED ON PEER REVIEWED PROPOSAL)

Zikic, J., Kyoung-Hee, Y. & Al Ariss. Lead convenor for a stream on Migration at the European Group for Organization Studies conference in Athens, July 2014.

Khapova, S, **Zikic, J.** & Doherty, N. Convener for the Careers stream at the European Group for Organization Studies conference in Lisbon, July 2010.

Dickman, M., Khapova S. & **Zikic J.** Co-Convener for the Careers stream at the European Group for Organization Studies conference in Barcelona, July 2009.

Zikic, J., Parker, P. & Julia R. Lead convenor for the Careers stream at the European Group for Organization Studies conference in Ljubljana, July 2005.

INVITED PRESENTATIONS

Internationally Educated Professionals: Experiences of the Canadian Labour Market. Presented at the invitation of the Progress Career Planning Institute and the Internationally Educated Professionals Conference, February 20th, 2009.

Immigrant Professionals: Barriers and Strategies to Success, Presented as part of the invited speaker series at the University of Guelph, November 10th, 2008.

The role of networking in career transitions, Presented at the invitation of University Carlos III, in Madrid, May 19th 2008.

Career management and effective communication, Invited presentation at University Carlos III, in Madrid, May 23rd 2014