The 84th Annual Meeting of the Academy of Management

AOM 2024 CHICAGO
INNOVATING FOR THE FUTURE
POLICY, PURPOSE, AND ORGANIZATIONS

Call for Submissions

Deadline for ALL Submissions:
Tuesday, 9 January 2024 at 17:00 ET (UTC-5/GMT-5)

https://aom.org/annualmeeting/callforsubmissions/

ACADEMY OF
Management

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Message from the 2024 AOM Program Chairs

It is with great excitement that the Academy of Management and its Divisions and Interest Groups, Affiliates, Teaching & Learning Conference Committee (TLC@AOM), and Caucus Committee are inviting submissions and seeking reviewers to evaluate conference submissions for the 84th Annual Meeting of the Academy of Management, "Innovating for the Future: Policy, Purpose, & Organizations."

The Division and Interest Group Program Chairs and PDW Chairs are enthusiastically anticipating the development of an intellectually vibrant program for 2024. The "Call for Submissions" is available online and the Submission Center opens in early December 2023. We invite you to submit your proposals and papers by the submission deadline—Tuesday, 9 January 2024 at 17:00 ET (UTC-5 / GMT-5). We recommend you submit early to give yourself time to identify and resolve any problems before the system closes to new submissions. If you wait until the last minute, you are more vulnerable to errors. Any submission that is not finalized or does not follow all the guidelines will automatically NOT be reviewed.

Conference registration opens in March 2024. Register early to attend and take advantage of reduced conference rates as you won't want to miss the sessions focused on the theme "Innovating for the Future," the Teaching and Learning Conference (TLC@AOM), theory- and method-oriented PDWs, paper presentations, and innovative symposia. The complete conference program will be available online in late May / early June for you to browse sessions, events, and activities as well as create a custom program.

Join us as a participant, presenter, discussant, and/or attendee as we explore new possibilities and ground-breaking strategies for our rapidly evolving environment. Based on your feedback, AOM 2024 will include additional PDW and scholarly sessions on Sunday. Building on AOM 2023, we plan to continue expanding the AOM's content library with conference content (papers, slides, author pre-recorded videos, etc.). We look forward to once again meeting face-to-face, in-person in Chicago!

Tammy L. Madsen
Santa Clara University
Academy of Management
Vice President and Program Chair
All-Academy Theme Chair

Chris Tucci
Imperial College Business School
Academy of Management
Vice President Elect and Program Chair Elect

Meet the AOM Program Planning Team

Name	Affiliation	Role	Email
Tammy L. Madsen	Santa Clara University	AOM Program Chair	tmadsen@scu.edu
Chris Tucci	Imperial College Business School	AOM PDW Chair	c.tucci@imperial.ac.uk
Michal Wilczewski	U. of Warsaw	Caucus Committee Chair	m.wilczewski@uw.edu.pl
Sonia Taneja	Texas A&M U. at Commerce	AOM Proceedings Editor	sonia.taneja@tamuc.edu

AOM Program Department	AOM Program Support	Contact
Taryn Fiore	Director of Meetings and Conferences	
Megan Johnson	Assistant Director, Annual Meeting and Conference Services	
Brianna Giampia	Meetings and Conferences Program Manager	AOM Support Center (https://support.aom.org/)
Julia Moran	Meetings and Conferences Program Coordinator	
Tiff Vasquez	Meetings and Conferences Registration Coordinator	
Gabe Bramson Greg Gerosa Marco Spadaro	AOM System and Technical Support	

Full contact information for the Division and Interest Group Program Chairs and PDW Chairs, Affiliate PDW Chairs, and the Teaching and Learning Conference Chairs is available on the "Contact Us" page.

Theme: "[Innovating for the Future]("

Vice President and Program Chair: Tammy L. Madsen, *Santa Clara University*

Innovating for the Future invites members to examine the interplay of innovation, policy, and purpose as a lens for rethinking conventional ways of leading, managing, and organizing.

The future state of the organization is of perennial concern to management scholars and managers themselves. Political unrest, economic volatility, inequality, rapid technological change, environmental erosion, health crises, and pronounced societal issues across the globe continue to challenge traditional approaches to governing the organization.

What are the implications for the organization of the future? The unprecedented complexity underscores the importance of innovation and policy-making (at macro, meta, and micro levels) in shaping organizations in pursuit of sustainable growth. Developing novel managerial and organizational purpose driven solutions to address this complexity requires collaboration and co-innovation with and among multiple stakeholders. Yet, orchestrating an evolving and diverse set of independent actors to solve untamed problems requires working in unfamiliar ways. Empirical research also reveals the tradeoffs and difficulties organizations encounter when responding to the multi-faceted, concurrent challenges.

In today's world, the intricacies of effectively leading and managing an organization demand a fresh perspective. And who better to continue to lead the charge than management scholars. We are uniquely positioned to question the status quo and reimagine how value is orchestrated, created, and distributed with and among diverse and loosely connected stakeholders. An example of a challenge at the intersection of multiple stakeholders is the nature and accelerated pace of digital technology development and adoption. ChatGPT had 1 million users within 5 days of its first release and reached 100M users in its first 2 months, faster than TikTok or Instagram. However, seven countries were quick to ban the product over concerns about privacy or the spread of misinformation and a large number of tech luminaries have signed an open letter that calls for pausing the development and testing of AI technologies. In a step to encourage responsible practices, the leading tech firms developing AI have committed to a set of basic safeguards for the fast-moving technology. Meanwhile, hundreds of artificial intelligence apps have emerged with promises to enhance automation, performance management, worker creativity and productivity; and workers, managers, and organizational leaders seek guidance on how AI will change the nature of work.

Such dramatic technological shifts coupled with amplifying environmental and public concerns serve as the backdrop for the 2024 theme. Instead of focusing on organizational reactions to the ever-changing complexities of our world, Innovating for the Future urges scholars to delve deep within organizations. By reimagining the organization from the inside out and considering the interplay of innovation, policy, and purpose, the theme seeks to unlock a wave of innovative insights and evidence-based contributions that pave the way for a brighter future for workers, managers, organizations, and society at large. Several questions emerge*:

- What is the relationship between policy, purpose, and innovation in organizations and how does it affect value creation and distribution?
- What organizational processes enable (constrain) decision making that integrates all three elements?

- What innovations in organizational policies, processes, and practices can help employees and managers cope with intractable problems while staying true to their purpose?
- How might managers navigate the tensions that arise between their internal sense of purpose and the expectations of external stakeholders?
- What innovations in organizational forms, systems, and micro-processes can help leaders, managers and workers embed concerns about societal issues in day-to-day activities for enduring impact?
- How might organizations and managers create policies (at macro, meta, and micro levels) that strike a balance between regulating the use of emerging technologies and incentivizing innovation that aligns with responsible, purpose-oriented growth?
- Under what conditions will government intervention, such as regulation or deregulation, help or hinder an organization's ability to mobilize collective action aimed at addressing complex grand challenges? How might regulatory heterogeneity and institutional conflicts across and within countries affect the pace of solution development?
- What can leaders do to ensure that governing policies related to the use of emerging technologies and the organizational practices associated with their implementation promote inclusion rather than exacerbate inequalities?
- What actions might leaders take to infuse a responsible business mindset into an organization's culture, practices, policy-making, and innovation activities?
- In what ways can managers and loosely connected stakeholders align incentives and cultivate productive relational arrangements to ensure that co-innovated solutions are developed and utilized in a manner that remains true to purpose-driven objectives?
- How might organizations leverage advancements in digital technology to shape stakeholder interactions and to rethink their value creation and distribution processes?

  Interested in discovering research questions tailored to each Division and Interest Group (DIG)? [Explore the Theme-related Research Questions](#) offered by the Program Chairs and PDW Chairs of each DIG.

Innovating for the future beckons scholars to broaden their thinking and creativity about what needs to change within organizations to address the persistent problems and opportunities of our time. The unparalleled level of complexity in today's environment provides an opportunity for us, AOM's ecosystem of scholars, educators and practitioners, to come together to make a compelling difference.

Tammy L. Madsen
Santa Clara University
Academy of Management
Vice President and Program Chair
All-Academy Theme Chair

Call for Reviewers

The Academy of Management and its [Divisions and Interest Groups](#) are recruiting reviewers for the [84th Annual Meeting of the Academy of Management](#). If you plan to submit your work for review, the Academy strongly urges you to sign up as a volunteer reviewer for the [divisions and interest groups](#) that you submit to and/or whose [domains](#) you are knowledgeable in.

Benefits of Reviewing for the Annual Meeting
- Reviewers gain visibility for themselves and their institutions.
- Reviewing gives you an opportunity to be pro-active in the Academy's program planning process.
- Reviewing is a way to give back to your professional community.
- Reviewing is a way to learn about what constitutes excellent and interesting work.

To sign up as a reviewer, please start by visiting the [information for reviewers](#). During the signup process you will be asked to select up to 2 divisions or interest groups that you feel qualified to review for. Please note that you may be asked to review up to 3 submissions for each division or interest group you select. Therefore, the maximum number of review assignments that you could potentially receive is 6. You will also be asked to select keywords/subject areas for each division or interest group you select. Keywords will be used to assign papers and symposia that most closely match your interests and expertise.

As a reviewer, you will be required to complete your review assignments between **18 January 2024 and 15 February 2024**, so please plan your time accordingly. The Academy and its Divisions and Interest Groups thank you in advance for the service you are willing to offer as a reviewer.

Please note that Artificial Intelligence (AI) tools may ***NOT*** be used as a resource in reviewing submissions.

AOM Code of Ethics and AOM Annual Meeting Policies

AOM Code of Ethics

Members should notify appropriate Academy Division or Interest Group (DIG) Chairs or Affiliation Chairs regarding the practices or actions of members they believe may violate Academy policies, rules, or general standards of ethical conduct. Standards of conduct that are particularly relevant to participation in the annual conference are summarized below. More information about the AOM's professional norms on conference presentations can also be found on the Ethics Video Series on the AOM YouTube channel.

1. _Participation._ To encourage meaningful exchange, Academy members should foster a climate of free interchange and constructive criticism within the Academy and be willing to share research findings and insights fully with other members.

2. _Original Work and New Work._ At the time of submission, submitted papers must not have been previously presented at an AOM Annual Meeting (unless there are significant changes from the original presented proposal). Submitted papers must not have been published or accepted for publication by AOM or non-AOM publications. If a paper is under review, it must NOT appear in print or online at AOM or non-AOM publications before the AOM Annual Meeting.

3. _Attendance and Commitments._ ALL program participants must be AOM members AND registered (separate costs) for the conference to attend. The Academy is a voluntary association whose existence and operations are dependent on cooperation, involvement, and leadership from its members. Members should honor all professional commitments, including presentation of accepted papers and participation in scheduled roles, such as chair, discussant, or panelist. Program participants are highly encouraged to personally present their submission. If absence from a scheduled meeting is unavoidable, members must contact appropriate individuals and pursue suitable alternative arrangements. Leaders have the same responsibilities and should perform their obligations and responsibilities in a timely, diligent, and sensitive manner, without regard to friendships or personal gain.

4. _Rigorous Scholarship._ It is the duty of Academy members conducting research to design, implement, analyze, report, and present their findings rigorously. Research rigor includes careful design, execution, analysis, interpretation of results, and retention of data. Presentation of research should include treatment of the data that is honest and that reveals both strengths and weaknesses of findings.

   Authorship and credit should be shared in correct proportion to the various parties' contributions. Whether published or not, ideas or concepts derived from others should be acknowledged, as should advice and assistance received. Authors should also guard against plagiarizing the work of others. Plagiarism is defined as:

   > _The failure to give sufficient attribution to the words, ideas, or data of others that have been incorporated into a work, which an author submits for academic credit or other benefit. Attribution is sufficient if it adequately informs and, therefore, does not materially mislead a reasonable reader as to the source of the words, ideas, or data. Attribution (or the lack thereof) is materially misleading if it could cause a reasonable reader to be mistaken as to the source of the words, ideas, or data in a way that could benefit the author submitting the work. (Worthen, 2004: 444. Italics for emphasis added)._

AOM Annual Meeting Policies

Participation and Attendance
To attend the Annual Meeting, a program participant must be an AOM member <u>and</u> must register for the conference. Membership and conference registration entail separate costs. Program participants are highly encouraged to personally present their submissions.
- All **PDW** participants listed on a submission must be available to participate from Friday through Sunday.
- All participants on submitted **papers and symposia** must be available to participate from Sunday through Tuesday.
- All participants on submitted **Caucuses** must be available to participate from Sunday through Tuesday.
- All participants on submitted **TLC** sessions must be additionally registered for TLC to attend and be available to participate on Sunday.

The Rule of One for Papers
"A paper can only be submitted to one division or interest group."

Scholarly Program Rule of Three
"No one may submit or be associated with more than three scholarly submissions (papers and/or symposia) to an Academy Meeting. No one may appear on more than three sessions during the refereed scholarly program."

Scholarly Program appearances include all roles that are listed on the scholarly program such as session moderators, organizers, special guests, discussants, speakers, presenters, authors, etc.

The Rule of One for PDWs
PDW Proposals can be submitted to only ONE Division or Interest Group (DIG), or Affiliate. It is recommended that submitters contact the preferred sponsoring DIG or Affiliate to discuss the proposal prior to submitting. During the submission process the submitter will have the opportunity to suggest other DIGs or Affiliates that would also be interested in the proposal as a co-sponsor. Submissions cannot be transferred or recommended to different DIGs or Affiliates after the submission deadline.

PDW Rule of Three
"No one may submit or be associated with more than three PDW submissions to an Academy Meeting. No one may appear in more than 3 PDW sessions during the PDW program from Friday to Sunday, regardless of whether the sessions are held onsite or offsite."

The Rule of 3+3

The Rule of Three + Three (no more than three scholarly submissions + three PDW submissions) serves to ensure broad participation of members. It reduces the likelihood of the program being dominated by a small handful of people, and it helps ensure that no one is committed to appear at more than one place at a time. When people make too many commitments to participate in the conference program, scheduling conflicts often arise. Consequently, participants may find it difficult to honor their commitments, and the program and the experiences of the attendees suffer. People who agree to participate in an all-day consortium, for example, are expected to participate for the entire day. They should not leave after an hour to attend another session. No presenter should have to arrive late to one session or leave early to present in another one. Organizers, other participants, and especially the attendees are all frustrated by such behavior. The Rule of Three + Three helps reduce these problems. Participants are better able to fully honor their commitments, and attendees can attend sessions knowing that the featured speakers will actually be there throughout.

Who is exempt from the Rule of Three + Three?
- Academy, Division or Interest Group (DIG), and Affiliate Officer Roles. (Note: AOM Program Chairs may not be listed as an author for proposals submitted to the DIG in which they serve as Chair.)
- Academy and Division General Sessions (Meetings, Social Events, Plenary Session)
- AOM publication editors (current and incoming editors-in-chief) when participating in sessions devoted exclusively to publishing and other AOM journal activities.
- Caucus organizers (maximum of two organizers per caucus are exempt).
- Presenters in a Teaching and Learning Conference (TLC) session.

Clarifications for the Rule of Three + Three:
- If a person appears in more than one role in a single session (e.g., moderator and speaker), it counts as one for purposes of the Rule of Three + Three.
- Submissions to the Teaching and Learning Conference (TLC) are exempt from the Rule of Three + Three.

How is the Rule of Three + Three enforced?

The online PDW and scholarly program submission systems will automatically block submissions that violate the rule. The system will inform the submitter of the rule violation and indicate which participant has already been associated with three other submissions. The submitter will have to revise the proposal by removing the violation. The proposal can be revised and resubmitted by the deadline without penalty. A person who agrees to be listed on more than three PDW proposals or three scholarly submissions puts all of those submissions at risk of being dropped from the program. Therefore, it is in the interest of submitters to ensure that everyone understands and follows the rule. Clearly, the implications of including a violator of the Rule of Three + Three on a submission are far-reaching.

NOTE: *It is the responsibility of each participant to understand and follow the* <u>*Rule of Three + Three*</u>*. If you have committed to participate in three workshops and three scholarly submissions, you should decline further requests.*

Paper and Symposium (Scholarly) Submission Information

What is a scholarly submission?
Scholarly submissions include paper and symposium submissions. Scholarly submissions will be held in-person from Sunday, 11 August 2024 through Tuesday, 13 August 2024.

Paper Submissions
A paper refers to a fully developed manuscript on a scholarly topic. A paper can only be submitted to one division or interest group (DIG). Papers represent most submissions and comprise most scholarly sessions on the program. Accepted papers are grouped into paper sessions by the DIG Program Chairs based upon common themes reflecting the interests and domains of their DIGs. In a paper session, each author has a set amount of time to present their work. Group discussion including Q&A follows the presentations of all the papers in a paper session.

Paper Review Process
The blind review process exists to help protect the integrity of the submission and review process. Papers are double-blind reviewed, and are evaluated on clarity, analysis, methodological rigor, and overall quality. Double-blind review means that author and submitter information is NOT known to the reviewers, and reviewer information is NOT known to the authors or submitter.

Symposium Submissions
In symposium sessions several speakers discuss a common topic or theme in a manner that brings new insights to the subject. Symposia can be submitted to up to three divisions or interest groups (DIGs). Regardless of the number of DIGs submitted to, each DIG makes a separate and independent assessment of the symposium; a symposium may be accepted by some DIG(s) and rejected by others.

Symposium Types
There are two types of symposia: Panel Symposia engage a group of panelists in a formal interactive discussion while Presenter Symposia involve a series of authored presentations on a preset theme.

1. *Panel Symposia:* The purpose of a Panel Symposium is to engage a group of panelists in an interactive discussion. There are no titles associated with the panelists' presentations. Proposals for panel discussions should include clear descriptions of the topics to be discussed and the procedures that will be used to manage the discussion among panelists and with the audience.

2. *Presenter Symposia:* Presenter Symposia involve a series of authored presentations on a preset theme. Symposia can be singly sponsored by a division / interest group, or jointly sponsored by up to 3 DIGs. In a Presenter Symposium, titles are associated with each presentation. Presenter Symposia can involve co-authored presentations. Co-authors will be listed on the program.

Symposium Review Process
Symposia are single-blind reviewed, and are judged on overall quality, interest to Academy members, relevance to the DIG(s) to which they are submitted, and innovation and contribution. Single-blind review means that author and submitter information IS known to the reviewers, but reviewer information is NOT known to the authors or submitter.

Important Submission Notes

Submitters do NOT need to be AOM members to submit a proposal to the Annual Meeting. However, if a proposal is accepted, participants must register to attend the Annual Meeting. All participants attending the Annual Meeting must be AOM Members and registered for the Annual Meeting.

It is recommended that you contact the preferred sponsoring [division, interest group, or affiliate](#) to discuss your proposal prior to submitting. Please contact the preferred sponsor by **15 December 2023** so you have enough time to finalize your proposal / submission and submit it by Tuesday, **9 January 2024 at 17:00 ET (UTC-5/GMT-5)**.

Session Orientations

As a submitter, you may indicate the general orientation of your proposal. The AOM Annual Meeting program includes these orientations to help attendees identify sessions of interest. The types of orientations are:

- Diversity
- International
- Practice
- Research
- Teaching
- Theme, "*Innovating for the Future*"

Annual Meeting Program Awards

- ***William H. Newman Award*** for single-authored paper based on a dissertation completed in the past three years; and
- ***Carolyn B. Dexter Award*** for Best International Paper.
  Please visit the [Annual Meeting website](#) for more information about the [Newman and Dexter Awards](#).

More Information

See [Appendix 1: Submission Process Overview](#) for a general submission process overview.

See [Appendix 2: "Call for Submissions" Specific to Sponsors](#) to view the "Call for Submissions" links to more details specific to each Division, Interest Group, and Affiliate, as well as for Caucus, and Teaching and Learning Conference (TLC) submissions.

See [Appendix 3: Frequently Asked Submission and Reviewer Questions](#) for frequently asked submission and reviewer questions.

Paper and Symposium Submission Guidelines

Paper Submission Guidelines

Submission Rules for Papers
- Each paper can be submitted to only <u>ONE</u> division or interest group.
- At the time of submission:
  - Submitted papers must not have been previously presented at an AOM Annual Meeting (unless there are significant changes from the original presented proposal).
  - Submitted papers must not have been published or accepted for publication by AOM or non-AOM publications.
- If a paper is under review, it must NOT appear in print or online at AOM or non-AOM publications before the AOM Annual Meeting.
- Papers presented at AOM journal workshops do NOT count as prepublication and ARE allowed to be submitted to the AOM Annual Meeting.
- <u>NO</u> changes in the paper title, abstract, authorship, nor uploaded document can occur <u>AFTER</u> the submission deadline.

Formatting your paper (🔖 SAMPLE) Please follow these guidelines to ensure your paper is reviewed. Papers that are not prepared according to these formatting instructions will NOT be reviewed.
- The maximum length of the submission is 40 pages (including title page and all figures, graphs, tables, appendices, and references.)
- Use Times New Roman 12-point font, **double spaced**, 1-inch (2.5 cm) margin all around, and 8.5" × 11"-page setting. *References* may be single spaced.
- To facilitate the blind review process, **remove ALL author-identifying information,** <u>including acknowledgments</u>**,** from the uploaded document. <u>*Note*</u>*: You will still include ALL authors associated with your submission during the submission process, but not in your uploaded paper. The author information provided will appear in the printed and online program.*
- The entire paper submission (*title page in Title Case, abstract, main text, figures, graphs, tables, references, etc.*) must be in <u>ONE</u> document using one of the following formats:
  - Portable Document Format (.pdf)
  - Microsoft Word (.doc, .docx)
  - Rich Text Format (.rtf)
- Figures, graphs, tables, appendices, and references, and appendices should follow the *Academy of Management's Style Guide*.
- The 5-digit Academy-assigned electronic submission ID number should appear in the header (upper right) on the first page of the uploaded document.
- Number the pages of the document.
- Make sure that the file or document uploaded is virus-free before submitting.
- After uploading the document, it will be automatically converted to Adobe PDF format. Please make sure that the content of the submission appears and prints correctly as you intended <u>after</u> it has been converted by clicking on the "view" button.

NOTE: *Paper proposals that do not follow these formatting instructions will NOT be reviewed*

A symposium session is organized as either a *Panel symposium* or a *Presenter symposium*.
- A. A Panel Symposium (SAMPLE) engages a group of panelists in a formal interactive discussion around a theme or question relevant to the field.
- B. A Presenter Symposium (SAMPLE) involves a series of authored presentations on a preset theme.

Symposium Sponsors
A symposium that is designed for a specific audience can be submitted to as many as THREE (3) divisions or interest groups that will each review the symposium independently. A symposium that relates to a specific division or interest group should be submitted to that division or interest group. When you submit a symposium, the electronic system will ask you to select potential sponsors.

Formatting Your Symposium Proposal
1. A symposium submission must be contained in one document, include the following, and be organized in the following order:
   a. A title page that includes:
      i. The Academy-assigned submission number.
      ii. An explicit designation if it is a presenter or a panel symposium.
      iii. Title of the symposium (in Title Case).
      iv. Complete formal names and affiliations of all participants.
      v. List of potential division and/or interest group sponsors.
   b. A three to six (3-6) page overview of the symposium that includes:
      i. An explanation of why the symposium should be of interest to EACH of the specified sponsors.
      ii. Proposed format of the symposium designed to fit a 90-minute session.
   c. For **presenter** symposia: An additional two to five (2-5) page synopsis of EACH presentation (not including references). Each presentation may include a maximum of two (2) additional pages of tables and figures. Tables and figures must be clear, legible, and no smaller than 10-point font.
      For **panel** symposia: An additional up to five (5) page summary of the panelists' discussion. There may be no formal presentations separate from the panel within a panel symposium.
   d. Use Times New Roman 12-point font, **double spaced**, 1-inch (2.5 cm) margin all around, and 8.5" × 11"-page setting.
   e. References may be single-spaced.
2. The entire submission must be in **ONE** document, in one of the following formats:
   - Adobe Portable Document Format (.pdf)
   - Microsoft Word (.doc, .docx)
   - Rich Text Format (.rtf)
3. Number the pages of the document.
4. Make sure that the file or document uploaded is virus-free before submitting.
5. After uploading the document, it will be automatically converted to Adobe PDF format. Please make sure that the content of the submission appears and prints correctly as you intended *after* it has been converted by using the "view" button.

NOTE: *If any of the above guidelines and formatting instructions are not met, the submission will NOT be reviewed.*

Professional Development Workshop (PDW) Submission Information

What is a PDW?
Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and foster the professional development of workshop participants. It is an opportunity to develop innovative and creative workshops that will benefit Academy members. The PDW program is coordinated by the Academy's many divisions, interest groups, and affiliates. In contrast to the refereed scholarly program that has a double-blind review process and standardized time blocks and formats, the PDWs include a wide variety of session formats, are a minimum of 1-hour in duration, and are reviewed by the corresponding PDW Chairs. These workshops include Doctoral Consortia and Junior Faculty Consortia. PDWs including consortia will be held in-person from Friday, 9 August 2024 through Sunday, 11 August 2024.

NOTE: Each PDW Chair can adjust the session duration of *any* submitted Professional Development Workshop if they feel it would better serve the group's member experience.

Important Submission Notes
Submitters do NOT need to be AOM members to submit a proposal to the Annual Meeting. However, if a proposal is accepted, participants must register to attend the Annual Meeting. All participants attending the Annual Meeting must be AOM Members and registered for the Annual Meeting.

It is recommended that you contact the preferred sponsoring division, interest group, or affiliate to discuss your proposal prior to submitting. Please contact the preferred sponsor by **15 December 2023** so you have enough time to finalize your proposal / submission and submit it by Tuesday, **9 January 2024 at 17:00 ET (UTC-5/GMT-5)**.

Session Orientations
As a submitter, you may indicate the general orientation of your proposal. The AOM Annual Meeting program includes these orientations to help attendees identify sessions of interest. The types of orientations are:
- Diversity
- International
- Practice
- Research
- Teaching
- Theme, "*Innovating for the Future*"

Professional Development Workshop (PDW) Submission Guidelines for Uploaded Manuscript

1. PDW proposals can be submitted to only ONE sponsor (that is, ONE division, interest group, or affiliate).
2. PDW proposals must be a minimum of four (4) pages and must include and be organized in the following order:
   a. Page 1: Title page which contains:
      i. the Academy submission system-assigned 5-digit submission number
      ii. title of the workshop (in Title Case)
      iii. name of primary sponsor, and a list of other sponsors who might be interested in the workshop
      iv. up to 250-word abstract of the workshop
   b. Page 2: One (1) page explanation as to why the workshop should be of interest to the specified sponsor(s)
   c. Page 3: One (1) page description of the workshop's format
   d. Page(s) 4-6: 1 to 3 (1-3) page overview of the workshop
3. PDW proposals should use the following page format:
   a. Times New Roman 12-point font
   b. Double spaced
   c. 1-inch (2.5 cm) margin all around
   d. 8.5" × 11" page setting
4. The entire submission must be in <u>ONE</u> document created in:
   - Microsoft Word (.doc, .docx)
   - Adobe Portable Document Format (.pdf)
   - Rich Text Format (.rtf)
5. Make sure that the file or document uploaded is virus-free prior to submitting.
6. After uploading the document, it will be automatically converted to Adobe PDF format. Please make sure that the content of the submission appears and prints correctly as you intended after it has been converted by using the "view" button.

NOTE: *If any of the above guidelines and formatting instructions are not met, the submission will NOT be reviewed.*

See Appendix 1: Submission Process Overview for a general submission process overview.

See Appendix 2: "Call for Submissions" Specific to Sponsors to view the "Call for Submissions" links to more details specific to each Division, Interest Group, and Affiliate, as well as for Caucus, and Teaching and Learning Conference (TLC) submissions.

Teaching and Learning Conference (TLC@AOM) Submission Information

Program Co-chair: **R. Scott Livengood**, University of Colorado, tlcprogram@aom.org
Program Co-chair: **Sandrine Le Pontois**, Jean Monnet Saint-Etienne University, tlcprogram@aom.org

The Academy of Management Teaching and Learning Conference (TLC@AOM) takes place during the 84th Annual Meeting of the Academy of Management on Sunday, 11 August 2024. TLC@AOM is a "conference within a conference" designed to help Academy members who have a passion for teaching discuss and learn new teaching practices in an open forum of shared experience.

All participants attending the Annual Meeting including TLC@AOM participants must be AOM members and registered for the Annual Meeting. Furthermore, to attend TLC@AOM sessions, a program participant must also be registered for the TLC@AOM conference for an additional fee.

Important TLC@AOM Submission Notes
- Submitters do NOT need to be AOM members to submit a proposal to the Annual Meeting. However, if a proposal is accepted, participants must register to attend the Annual Meeting. All participants attending the Annual Meeting including TLC@AOM participants must be AOM members and registered for the Annual Meeting. Furthermore, to attend TLC@AOM sessions, a program participant must also be registered for the TLC@AOM conference for an additional fee.
- Program participants are highly encouraged to personally present their submissions.
- All participants on submitted TLC@AOM proposals must be available to participate on Sunday, 11 August 2024.
- All TLC@AOM sessions will be delivered in person on-site for a duration of 60 minutes in symposium format.

TLC@AOM Submission Topics
Proposals should identify one or more of the following categories that apply:
- Technology in the classroom
- Measurement of learning
- Experiential/Active/Problem-based learning
- Equity, diversity, and inclusion in education
- Connecting teaching and learning to community and practice
- Remote/hybrid teaching and learning
- Curricular design/redesign
- Teaching resources

TLC@AOM Criteria for Acceptance
TLC@AOM submissions should describe an innovative teaching technique or curriculum innovation. Proposals should explain how the session will promote a high level of interactivity and engagement amongst TLC@AOM participants. In addition, takeaways for participants should be clearly outlined. We ask that all TLC@AOM submitters volunteer as TLC reviewers. Be sure to check out the reviewer guidelines for additional information.
Note: Any proposal that appears to market a product or service is not suitable and will be rejected.

Session Orientations
As a submitter, you may indicate the general orientation of your proposal. The AOM Annual Meeting program includes these orientations to help attendees identify sessions of interest. The types of orientations are:
- Diversity
- International
- Practice
- Research
- Teaching
- Theme, "*Innovating for the Future*"

Teaching and Learning Conference (TLC@AOM) Submission Guidelines for Uploaded Manuscript

<u>Important</u>: *Please follow the guidelines and formatting instructions below to draft your proposal. Please note that proposals will NOT be reviewed if these guidelines and instructions are not met.*

1. TLC@AOM proposals must NOT exceed five (5) pages and must include and be organized in the following order:
    a) Cover page includes:
        i. The title of the presentation (in Title Case).
        ii. The Academy-assigned 5-digit submission number.
        iii. Abstract (limit 250 words)
        iv. Identification of one or more categories that apply to the proposal (see "TLC@AOM Submission Topics" listed above).
        v. A statement indicating that at least one presenter on the proposal agrees to register for and attend TLC@AOM in person should the proposal be accepted.
    b) Main body includes the following headings:
        i. <u>Topic / Introduction</u>: Describe the topic of your presentation and its purpose. Identify targeted discipline(s) and potential course/program applications.
        ii. <u>Interest</u>: Explain why your topic would be of interest to conference participants.
        iii. <u>Session Description</u>: Explain what you are planning to do during the session. Include a description of the presentation, interaction methods to be employed, and the resources required. Provide a detailed breakdown of how the time will be utilized particularly around engagement and interaction. All sessions should be structured as 60 minutes in duration.
        iv. <u>Takeaways</u>: Be explicit about what the audience will be able to take away from your presentation (including any teaching resources or handouts to be distributed). Describe how attendees might apply the session information to improve their teaching, if applicable.
    c) Use Times New Roman 12-point font, double spaced, 1-inch (2.5 cm) margin all around, and 8.5" x 11"-page setting.
2. The entire submission must be in ONE document created in Microsoft Word (.doc, .docx), Adobe Portable Document Format (.pdf), or Rich Text Format (.rtf).
3. To facilitate the blind review process, **REMOVE ALL AUTHOR-IDENTIFYING INFORMATION**, including acknowledgements, from the uploaded document.
4. Make sure that the file or document uploaded is virus-free before submitting.
5. After uploading the document, it will be automatically converted to Adobe PDF format. Please make sure that the content of the submission appears and prints correctly as you intended after it has been converted by using the "view" button.

NOTE: <u>*Any proposal that appears to market a product or service is not suitable for the AOM Teaching and Learning Conference and will be rejected.*</u>

If you prefer to discuss your ideas prior to submitting a proposal, please contact tlcprogram@aom.org by **15 December 2023**. Please review the TLC Submission Guidelines prior to submitting a proposal. **The deadline for all submissions is Tuesday, 9 January 2024 at 17:00 ET (UTC-5/GMT-5).** All proposals must be submitted through the [AOM Submission Center](#).

See [Appendix 1: Submission Process Overview](#) for a general submission process overview.

Caucus (CAU) Submission Information

Caucus Committee Chair: **Michal Wilczewski**, U. of Warsaw; m.wilczewski@uw.edu.pl

The Caucus Committee invites proposals for caucus sessions to be held at the 84th Annual Meeting of the Academy of Management, 9 August – 13 August 2024. Caucus sessions will be held in-person from Sunday, 11 August 2024 through Tuesday, 13 August 2024. Caucuses encompass a wide variety of topics, and we encourage proposals that feature nascent ideas or ongoing themes that would be interesting to the AOM community. Innovative proposals that provide conference participants with opportunities to network, collaborate and develop new ideas that include, but are not limited to, the conference theme "Innovating for the Future" should be submitted.

What is a Caucus?
The premise of a caucus is primarily to provide an opportunity for scholars to innovate, share, and discuss emergent ideas that are still in the incubatory stage. Caucuses are designed to provide a convenient, informal way for AOM members with shared interests to find one another and to develop a sense of community within the larger AOM structure as well as to explore potential collaborations in a forum open to all interested AOM members. Caucus submissions are reviewed and evaluated by the Caucus Committee.

Caucus Proposal Submission Instructions
All Caucus submissions must be made via the AOM Submission Center. The deadline for all submissions is Tuesday, **9 January 2024 at 17:00 ET (UTC-5/GMT-5)**.

Important: *Caucus proposals that do not follow the guidelines may not be reviewed.*

Important Submission Notes
Submitters do NOT need to be AOM members to submit a proposal to the Annual Meeting. However, if a proposal is accepted, participants must register to attend the Annual Meeting. All participants attending the Annual Meeting must be AOM Members and registered for the Annual Meeting.

If you have any questions about Caucus submissions, please contact the Caucus Committee Chair, Michal Wilczewski at m.wilczewski@uw.edu.pl. We look forward to receiving interesting and innovative caucus proposals.

Session Orientations
As a submitter, you may indicate the general orientation of your proposal. The AOM Annual Meeting program includes these orientations to help attendees identify sessions of interest. The types of orientations are:
- Diversity
- International
- Practice
- Research
- Teaching
- Theme, "*Innovating for the Future*"

Caucus Submission Guidelines for Uploaded Manuscript

Important: *Please follow the guidelines and formatting instructions below to draft your proposal. Please note that proposals will NOT be reviewed if these guidelines and instructions are not met.*

I.   *Questions to guide you as you prepare your caucus proposal:*
- Does the proposal encourage development of new ideas or address emerging topics?
- Does the proposal appeal to and interest a broad audience of AOM members?
- Does the proposal encourage collaboration and the free exchange of ideas?
- Does the proposal address the conference theme?
- Does the proposal clearly express goals and desired outcomes?

II.   *Formatting your Caucus Proposal:* Please follow these guidelines to ensure your Caucus proposal is reviewed.

   a. The entire Caucus submission must be in *ONE* document using one of the following formats:
- Adobe Portable Document Format (.pdf)
- Microsoft Word (.doc, .docx)
- Rich Text Format (.rtf)

   b. The Caucus submission includes the following:
   1. Title of the caucus (in Title Case).
   2. Name, affiliation, email address, and phone number of up to 2 (TWO) Caucus organizer(s).
   3. Abstract or short program description of 50 words.
   4. Short description (up to 500 words) of the topical content and delivery plan, including two bold-font keywords. Figures, graphs, tables, references, etc. should be included as needed.
   5. Names, affiliations, and contact information of 5 (FIVE) AOM members, in addition to the organizer(s), who support the submission. Note that these five names will NOT be listed in the program and will NOT be counted in the Rule of Three + Three. We ask that you include them as a way to verify that the topic is one that is likely to appeal to at least several AOM members.
   6. The 5-digit Academy-assigned electronic submission ID number should appear in the header (upper right) on the first page of the uploaded document.

   c. Make sure that the file or document uploaded is virus-free prior to submitting.

   d. After uploading the document, it will be automatically converted to Adobe PDF format. Please make sure that the content of the submission appears and prints correctly as you intended after it has been converted by clicking on the "view" button.

See Appendix 1: Submission Process Overview for a general submission process overview.

Appendix 1: Submission Process Overview

1. Go to the [Submission Center](#) and use the "Sign In" button. Use the "Sign In" button even if you do not yet have an account or if you forgot your username and/or password.

2. Use the following guidelines when entering the title and abstract of your submission.

   - Use Title Case for the submission title. Only the first letter of each major title word should be in uppercase (capital letter). Do NOT submit the title or abstract in all uppercase (capital letters). Prepositions and conjunctions should **not** be in uppercase (capitalized) in the title. Example: "Conceptual and Methodological Issues Associated with Cross-Cultural Research."
   - The abstract should not exceed 250 words.
   - Enter or copy and paste the submission title and abstract into their respective fields as is. Do **not** use the "enter" or "return" keys.

3. Your 5-digit AOM submission ID number is generated and displayed after you save your entries on the "Title" entry screen. Please reference this number whenever you contact the program volunteers or technical support.

4. You may submit to up to three divisions or interest groups (DIGs) for symposium submissions. You will need to select three keywords for EACH DIG that you submit to.

5. Upload your submission to the Submission Center. Your uploaded submission (for papers ONLY) must **not** include any author identifying information. Your submission must comply with the [guidelines and formatting instructions](#), or your submission may not be checked in for review. Please make sure you have read all the scholarly and professional development workshop (PDW) [guidelines and formatting instructions](#) before uploading.

6. Finalize your submission by acknowledging several statements on a checklist. If your submission is not finalized, it will NOT be reviewed. Please proofread your entry carefully since this is what will appear in the final program. If any information is entered incorrectly, it will be incorrectly listed in the program.

Help is available at the [AOM Support Center](#). The support team will attempt to respond within 1 business day. Please recognize that the support team and submission system will be busy processing a high volume of requests just before the submission deadline. **Please do not wait until the last minute to submit!** If the support team response does not resolve your problem or is not clear, you can call +1-914-326-1800, Monday-Friday from 09:00 to 17:00 (9am – 5pm) ET (NY time). The support team is **not** available 22 December 2023 – 1 January 2024.

Appendix 2: "Call for Submissions" Specific to Sponsors

From the Divisions and Interest Groups (DIG) list, click on either PDW for the Professional Development Workshop "Call" for that DIG, or Scholarly for the paper and symposium "Call" for that DIG. Click on the name of the Academy-wide "Call", or Affiliate group to view their specific "Call".

Divisions and Interest Groups	
PDW	**Scholarly**
Careers (CAR)	Careers (CAR)
Communication, Digital Technology, and Organization (CTO)	Communication, Digital Technology, and Organization (CTO)
Conflict Management (CM)	Conflict Management (CM)
Critical Management Studies (CMS)	Critical Management Studies (CMS)
Diversity, Equity, and Inclusion (DEI)	Diversity, Equity, and Inclusion (DEI)
Entrepreneurship (ENT)	Entrepreneurship (ENT)
Health Care Management (HCM)	Health Care Management (HCM)
Human Resources (HR)	Human Resources (HR)
International Management (IM)	International Management (IM)
Management Consulting (MC)	Management Consulting (MC)
Management Education and Development (MED)	Management Education and Development (MED)
Management History (MH)	Management History (MH)
Management, Spirituality and Religion (MSR)	Management, Spirituality and Religion (MSR)
Managerial and Organizational Cognition (MOC)	Managerial and Organizational Cognition (MOC)
Operations and Supply Chain Management (OSCM)	Operations and Supply Chain Management (OSCM)
Organization and Management Theory (OMT)	Organization and Management Theory (OMT)
Organization Development & Change (ODC)	Organization Development & Change (ODC)
Organizational Behavior (OB)	Organizational Behavior (OB)
Organizational Neuroscience (NEU)	Organizational Neuroscience (NEU)
Organizations and the Natural Environment (ONE)	Organizations and the Natural Environment (ONE)
Public and Nonprofit (PNP)	Public and Nonprofit (PNP)
Research Methods (RM)	Research Methods (RM)
Social Issues in Management (SIM)	Social Issues in Management (SIM)
Strategic Management (STR)	Strategic Management (STR)
Strategizing Activities and Practices (SAP)	Strategizing Activities and Practices (SAP)
Technology and Innovation Management (TIM)	Technology and Innovation Management (TIM)

Affiliates (PDW)
Africa Academy of Management (AFAM)
Asia Academy of Management (AAM)
Iberoamerican Academy of Management (IAM)
Indian Academy of Management (INDAM)

Academy-wide Calls
Caucus (CAU)
Teaching and Learning Conference (TLC)

Appendix 3: Frequently Asked Submission and Reviewer Questions

When is the deadline to submit a proposal for the AOM Annual Meeting?
The deadline for ALL submissions is **Tuesday, 9 January 2024 at 17:00 ET (UTC-5/GMT-5)**. All submissions must be entered in the [Submission Center](#) by this time, i.e., a 5-digit submission ID is assigned to your proposal. No exceptions! This deadline applies to the following submission types:
Caucus
Paper
Professional Development Workshop (PDW)
Symposium (Panel and Presenter)
Teaching and Learning Conference (TLC@AOM)

Do I have to be a member to submit a proposal?
You do not need to be a member to submit a proposal for the Academy of Management's Annual Meeting. If you are not an Academy member, you must still [create an account](#) with basic contact information which will be linked to your submission(s). If your submission is accepted, and you attend the conference to participate in a session, you will need to [join the Academy](#) and [register for the conference](#).

Where can I find more information about the theme for the Academy of Management's Annual Meeting?
A full description of the conference theme can be found on our [website](#).

Does my submission have to relate to the theme?
Your submission does not have to relate to the [conference theme](#) to be considered for acceptance onto the Program. The Divisions, Interest Groups, and Affiliates do seek proposals on the theme, as they relate to their groups. Please see the [Call for Submissions](#) for each Division, Interest Group, and Affiliate for more information.

What are the guidelines for submissions?
The [submission guidelines can be found online](#) for professional development workshop proposals, paper submissions, symposium submissions, caucus proposals, and the Teaching and Learning Conference submissions.

Can I submit a paper previously presented at a conference?
At the time of submission, submitted papers must not have been previously presented at an AOM Annual Meeting. Submitted papers must not have been published or accepted for publication by AOM or non-AOM publications. If a paper is under review, it must NOT appear in print or online at AOM or non-AOM publications before the AOM Annual Meeting. No changes in the paper title, abstract, authorship, and actual paper can occur after the submission deadline. If your paper was previously presented at the AOM, you must be able to show significant changes from your original presented proposal.

Does my paper submission need to be the full paper, or can it be an abstract?
A paper submission must be a fully developed manuscript, which includes an abstract, but not only the abstract. We require the full proposal be uploaded with your completed, finalized submission, or your submission may not be sent for review. For more specific details regarding the guidelines for paper submissions, please see the paper submission guidelines.

Can I submit to more than one Division, Interest Group, or Affiliate?
Professional Development Workshop (PDW): You must submit your PDW to one primary sponsoring group, with an option to suggest additional, potential co-sponsoring groups.
Paper: Your paper proposal can only be submitted to one sponsoring group.
Symposium: You may submit your symposium proposal to up to three sponsoring groups.
Caucus: Your caucus proposal can only be submitted to the Caucus Committee.
Teaching & Learning Conference (TLC): Your TLC proposal can only be submitted to the TLC Committee.

Will I be able to edit my submission?
You will be able to edit your submission and upload revisions, *UNTIL* you finalize your submission. Once the submission is finalized, you will not be able to edit any part of the submission, upload a revised proposal, nor add participants. Please ensure you have completed every item on the finalization checklist before finalizing your submission.

How do I update my submission profile?
To review or edit your profile, please sign in to your AOM account on the aom.org website. After signing in, click on the avatar icon at the top right and select your name. Click on the gray pencil to edit your Primary Information or Address or use the blue "Update My Annual Meeting Affiliation" button to change your affiliation on the Program.

I couldn't add complete contact information for my co-author or other participants.
If the co-author or participant on your submission does not already have an Academy account, you will be able to add them to your submission by providing their full name and email address. A participant who has an account created on their behalf will receive an email to the email address provided alerting them that an account was created but needs to be activated and details updated.

I created an account for a coauthor/participant associated with my submission, but my submission says the information is not confirmed. Can I finalize my submission?
It is OK to continue and finalize your submission even if information details for your colleagues are incomplete or inaccurate. Your colleagues can update their information at any time and those updates will automatically be included in your submission. A participant / author who has an account created on their behalf, will receive an email to the email address provided alerting them that an account was created but needs to be activated and details updated. Only the added participant / author will be able to confirm and activate their account.

If necessary, you may contact the participant separately and ask them to check their inbox and junk mail folders for an email from the Academy of Management with subject: "Participation in a 2024 Academy of Management Submission" with instructions on how to activate their account.

Someone created an account on my behalf. Do I need to do anything else?
If you were added to a submission for the upcoming conference, and an account was created on your behalf, please check your inbox and junk mail folders for an email from the Academy of Management with subject: "Participation in a 2024 Academy of Management Submission" with instructions on how to activate your account. If you cannot locate this email, activate your account here. Enter your email address and follow the prompts to activate your account. If this does not work, please use the AOM Support Center for assistance.

I uploaded a revised file, but I still see the original version.

If you do not see the revised proposal after it has been re-uploaded, it is likely that your browser had the original document cached so you did not immediately see the revised version even though the upload was successful. Please try to clear your browser's cache, or quit all your browser sessions, or try another browser, or even use another computer if necessary and try again to see if the version you see in the [Submission Center](#) is correct.

I missed the deadline. Can I get an extension?
The "Call for Submissions", including the submission deadline, is posted on the AOM website in November. We encourage all submitters to enter their proposals in the [Submission Center](#) as early as possible to have sufficient time to start a submission, review the submission guidelines, resolve issues, and ask questions. Due to the schedule for program volunteers who devote their time to reviewing and accepting thousands of submissions, we cannot extend the submission deadline.

Do I have to register for the AOM Annual Meeting if my submission is accepted?
If your submission is accepted, and you attend the conference to participate in a session, you will need to [join the Academy](#) and [register for the conference](#). If a colleague or co-author attends the conference to present your accepted proposal, then you will not need to register, but your colleague will.

When is the review period?
Reviewers will begin to receive their review assignments on **18 January 2024 and will have until 15 February 2024 to complete reviews.** Please note that Artificial Intelligence (AI) tools may _**NOT**_ be used as a resource in reviewing submissions.

How many submissions will I be asked to review?
Volunteer reviewers can sign up for no more than two Divisions or Interest Groups and will receive no more than three (3) assignments per division or interest group.

What is the deadline to submit my review?
The deadline to submit your review(s) is 15 February 2024.

When will the conference Proceedings be available?
The conference Proceedings will be available in late June.

Will my full paper or symposium submission be included in the Proceedings?
The Proceedings includes the _abstracts_ of all accepted papers and symposia as well as abridged versions of the program's "Best Papers" (top 10%) as designated by the division and interest group Program Chairs. The abridged (6-page) format is used because publication of papers at their full length would preclude subsequent journal publication. The abridged papers are available only to conference registrants of the Academy of Management Annual Meeting.

When will I know if my proposal has been accepted?
Decision notifications are sent at the end of March.