# The 85th Annual Meeting of the Academy of Management



85TH ANNUAL MEETING
ACADEMY OF Management
25-29 JULY 2025 | COPENHAGEN, DENMARK

# Call for Submissions

Deadline for ALL Submissions:
Tuesday, 7 January 2025 at 17:00 ET (UTC-5/GMT-5)

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



ACADEMY OF Management

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# Message from the 2025 AOM Program Chairs

The Academy of Management and its Divisions and Interest Groups (DIGs), Affiliates, Teaching & Learning Conference Committee (TLC@AOM), and Caucus Committee are excited to invite submissions and seek reviewers to evaluate conference submissions for the 85th Annual Meeting of the Academy of Management to be held in Copenhagen, Denmark, from 25 to 29 July 2025.

The DIG Program Chairs and PDW Chairs are enthusiastically anticipating the development of an intellectually vibrant program for 2025. The "Call for Submissions" is available online and the Submission Center opens in early December 2024.

We listened to your feedback and are excited to introduce a new submission type: poster submissions! Posters will be presented in high-visibility sessions that will provide an interactive visual format for sharing your research and ideas, as well as for networking with multiple attendees and presenters at AOM. We look forward to your participation in our scholarly sessions, professional development workshops, Teaching and Learning Conference (TLC@AOM), and caucus sessions. The complete conference program will be available online in May for you to browse sessions, events, and activities as well as create a custom program.

We invite you to submit your proposals and papers by the submission deadline—Tuesday, 07 January 2025 at 17:00 (5 pm) EST (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 late February 2025. Register early to attend and take advantage of reduced conference rates as you won't want to miss this opportunity to attend all sessions and network with all attendees—under one roof!

Join us as a participant, presenter, discussant, and/or attendee as we explore new possibilities and ground-breaking strategies for our rapidly evolving environment. AOM 2025 will continue to include additional PDW and scholarly sessions on Sunday, as well as the Teaching and Learning Conference (TLC@AOM).  Building on AOM 2024, we plan to continue expanding AOM's content library with conference content such as papers, slides, and author pre-recorded videos, as well as offer Networking Hubs for our conference attendees. We look forward to once again meeting face-to-face, in-person "under one roof" in Copenhagen, Denmark!

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

**Deanne N. Den Hartog**
*University of Amsterdam*
Academy of Management
Vice President Elect and Program Chair Elect

# Meet the AOM Program Planning Team

| Name | Affiliation | Role | Email |
|---|---|---|---|
| Chris Tucci | Imperial College Business School | AOM Program Chair | c.tucci@imperial.ac.uk |
| Deanne Den Hartog | U. of Amsterdam | AOM PDW Chair | d.n.denhartog@uva.nl |
| Kip Kiefer | Rollins College | Caucus Committee Chair | kkiefer@rollins.edu |
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| AOM Program Department | AOM Program Support | Contact |
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| Taryn Fiore | Director of Meetings and Conferences | |
| Megan Johnson | Assistant Director, Annual Meeting and Conference Services | |
| Brianna Giampia | Meetings and Conferences Program Manager | |
| Sarah Girma | Meetings and Conferences Program Coordinator | AOM Support Center (https://support.aom.org/) |
| Julia Moran | Annual Meeting and Conference Services Specialist | |
| 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.**

# Review for the AOM Annual Meeting

The Academy of Management and its Divisions and Interest Groups are recruiting reviewers for the 85th 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 **16 January 2025 and 13 February 2025**, 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 authors on submitted **poster** submissions must be available to participate Friday 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 (1) 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 Posters*
"A poster can only be submitted to one (1) division or interest group."

*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 (3) PDW submissions to an Academy Meeting. No one may appear in more than three (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.
- Poster submission authors.
- 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) and Poster Submissions 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* Rule of Three + Three. *If you have committed to participating 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, 27 July 2025 through Tuesday, 29 July 2025.

*Paper Submissions*
A paper refers to a fully developed manuscript on a scholarly topic. A paper can only be submitted to one (1) 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 **13 December 2024** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 7 January 2025 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

*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 one (1) 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.
- NO changes in the paper title, abstract, authorship, nor uploaded document can occur AFTER 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,** including acknowledgments**,** from the uploaded document. *Note: 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 ONE 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 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 after it has been converted by using 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:** *Symposium proposals that do not follow these formatting instructions will NOT be reviewed.*

# Poster Submission Information

*What is a poster submission?*

Poster sessions encourage open dialogue and are a great way for researchers to share their work in a less formal setting compared to traditional presentations while still being an official part of the program. A poster submission includes an extended abstract manuscript that will be reviewed by the selected Division or Interest Group (DIG). If accepted, submitters will be expected to create a poster presentation to be displayed visually that summarizes their research findings, methods, and conclusions. Poster presentations often include graphs, images, and text to make the information clear and engaging, and provide a platform for networking. In this format, presenters will have an opportunity to receive immediate feedback on their work. A poster submission (extended abstract) can only be submitted to one DIG. Poster presentations will be scheduled in one-hour in-person poster sessions taking place in a highly visible location at the Annual Meeting Friday, 25 July 2025 through Tuesday, 29 July 2025.

*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 **13 December 2024** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 7 January 2025 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

*More Information*

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

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

*Submission Rules for Posters*
- Each poster can be submitted to only one (1) division or interest group.
- At the time of submission:
  - Submitted posters must not have been previously presented at an AOM Annual Meeting (unless there are significant changes from the original presented proposal).
  - Submitted posters must not have been published or accepted for publication by AOM or non-AOM publications.
- If a poster is under review, it must NOT appear in print or online at AOM or non-AOM publications before the AOM Annual Meeting.
- Posters presented at AOM journal workshops do NOT count as prepublication and ARE allowed to be submitted to the AOM Annual Meeting.
- NO changes in the poster title, abstract, authorship, nor uploaded document can occur AFTER the submission deadline.
- Poster submissions are exempt from the rule-of-3.

*Formatting your poster submission:* Please follow these guidelines to ensure your poster submission is reviewed. Poster submissions that are not prepared according to these formatting instructions will NOT be reviewed.
- **Poster submission extended abstracts are limited to 1750 words**, including all text, references, and tables, but excluding figures. Use 8.5" × 11"-page setting but otherwise if you stay within the word count limit, you can format the document how you like in terms of margins, spacing, font, font size, etc.
- Poster submission extended abstracts must be organized in the following order:
  - Page 1: Title page that contains:
    - the Academy submission system-assigned 5-digit submission number
    - title of the submission (in Title Case)
    - the division or interest group being submitted to
    - up to 250-word abstract
  - Page 2 and subsequent pages up to the word count limit is the main body of the manuscript, including all references, tables, and figures.
- The entire poster submission extended abstract must be in ONE document using one of the following formats:
  - Portable Document Format (.pdf)
  - Microsoft Word (.doc, .docx)
  - Rich Text Format (.rtf)
- 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 after it has been converted by using the "view" button.

**NOTE**: *Poster proposals that do not follow these formatting instructions 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, 25 July 2025 through Sunday, 27 July 2025.

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 **13 December 2024** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 7 January 2025 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

*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.

**Professional Development Workshop (PDW) Submission Guidelines for Uploaded Manuscript**

1. PDW proposals can be submitted to only one (1) sponsor (that is, one (1) 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**: *PDW proposals that do not follow these formatting instructions will NOT be reviewed.*

# Teaching and Learning Conference (TLC@AOM) Submission Information

Program Co-chair: **Nancy Lam**, Saint Mary's College, tlcprogram@aom.org
Program Co-chair: **Ayesha Malhotra**, University of Calgary, tlcprogram@aom.org

The Academy of Management Teaching and Learning Conference (TLC@AOM) takes place during the 85th Annual Meeting of the Academy of Management on Sunday, 27 July 2025. 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.

*TLC poster sessions*
While most accepted proposals will be assigned to the 45-minute interactive session format that matches prior versions of TLC, an exciting addition to this year's AOM conference is the poster session format. Poster sessions encourage open dialogue and are a great way for presenters to share their work in a less formal setting than traditional sessions, while still being an official part of the program. Accepted posters will be displayed visually and should summarize innovative teaching techniques, resources, and/or curriculum innovation. Posters provide an interactive platform for networking and a venue for presenters to receive immediate feedback on their work. Poster presentations will be scheduled in one-hour in-person sessions during the TLC on Sunday, 27 July 2025. In-person attendance is required for all poster sessions.

You are welcome to indicate your presentation mode (symposium vs. poster) in your TLC submission uploaded manuscript, but it is not necessary to indicate your preferred mode. If your submission is accepted, you will be notified in April 2025 whether your presentation is slated for a 45-minute interactive session or a poster session.

*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.
- Program participants are highly encouraged to personally present their submissions.
- All participants on submitted TLC@AOM proposals must be available to participate on Sunday, 27 July 2025.
- All TLC@AOM sessions will be delivered in person on-site for a duration of 45 minutes.

*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
- AI in teaching and student usage

*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

**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 45 minutes in duration. (Optional) Indicate if you prefer to submit your proposal as a poster session.
        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 **13 December 2024**. Please review the TLC Submission Guidelines prior to submitting a proposal. **The deadline for all submissions is Tuesday, 7 January 2025 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: **Kip Kiefer**, Rollins College; kkiefer@rollins.edu

The Caucus Committee invites proposals for caucus sessions to be held at the 85th Annual Meeting of the Academy of Management, 25 July – 29 July 2025. Caucus sessions will be held in-person from Sunday, 27 July 2025 through Tuesday, 29 July 2025. 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 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, 7 January 2025 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, Kip Kiefer at kkiefer@rollins.edu. 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

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

**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 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 <u>ONE</u> 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 using the "view" button.

## Appendix 1: Submission Process Overview

1. Go to the <u>Submission Center</u> 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 on-screen 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 <u>guidelines and formatting instructions</u>, or your submission may NOT be reviewed.

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 <u>AOM Support Center</u>. 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 23 December 2024 – 1 January 2025.

# 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 and Biology (NEUB) | Organizational Neuroscience and Biology (NEUB) |
| 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, 7 January 2025 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
Poster
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.

**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.
*Poster*: Your poster 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.

**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 receiving their review assignments on **16 January 2025 and will have until 13 February 2025 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 13 February 2025.

**When will the conference Proceedings be available?**
The AOM Annual Meeting Proceedings will be available in late June.

**Will my submission be included in the Proceedings?**
The AOM Annual Meeting Proceedings includes the on-screen *titles* and *abstracts* of all accepted papers, posters, 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.