



Call for Reviewers & Call for Submissions

**Advancing Management Research in
Latin America**

Mexico City, Mexico | 15-17 April 2020

Hosted By: IPADE Business School

IPADE



UNIVERSIDAD
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THEME

Advancing Management Research in Latin America

Hosted by:

IPADE Business School

Organized by:

Alberto Ibarra, *IPADE Business School*

German Céspedes, *IPADE Business School*

Latin America (LATAM) is a unique and under explored region in terms of research. It is unique since its countries form part of four different regions: North America, Central America, Caribbean and South America; and through its rich history, culture, and various socioeconomic and political conditions, provide a relevant setting for management research and its application.

The purpose of the conference is to: 1) foster the development of research from Latin American scholars and institutions, 2) create opportunities for leading scholars to learn more about how their work relates to relevant issues that are embedded within the Latin America context, and 3) establish connections between management educators and scholars from Latin America with those from other parts of the world. The participation of international scholars and practitioners and the availability of academic activities that will take place in English, Spanish and Portuguese, provide an immersive experience that will foster the development of lasting research networks.

Conference attendees will have the opportunity to meet with colleagues that share interests in learning more about LATAM and have access to sessions and activities that will provide great cultural insights. Attendees will also experience Mexico City, the biggest metropolis in the region and with an exciting cultural, gastronomic and artistic scenery. IPADE Business School, a leading business school in the region, will host the event in a beautiful colonial-style building inserted in the middle of the city.

KEY DATES AND DEADLINES

Note: Dates are subject to change.

Early August	Call for Reviewers and Submissions Available Online
Late August	Submission and Reviewer Sign-up System Opens
30 October	DEADLINE for ALL Submissions
Mid-November	Reviewer Period Begins
Late November	Reviewer Period Ends
Mid-January	Decision Notifications Sent to Submitters
Mid-January	Conference Registration Opens to Session Participants ONLY
Mid-March	Online Program is Available
15-17 April	Advancing Management Research in Latin America

SUBMISSION INFORMATION

Important Information Before You Submit

If your proposal is accepted for presentation, the participant(s) attending to present the research or participate on a panel or in a workshop MUST be registered to attend the conference. The Academy is a voluntary association whose existence and operations are dependent on cooperation, involvement, and leadership from its members. Conference attendees should honor all professional commitments, including presentation of accepted papers and participation in scheduled roles, such as chair, discussant, or panelist. Program participants are required to personally present their submission. If absence from a scheduled meeting is unavoidable, presenters 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. Program participants are NOT required to be AOM members.

Submission Tracks and Topics

Presentation and Early Stage Paper Proposals

Paper submitters will be asked to focus their proposal on, and select, one of the following tracks for the Mexico City conference:

TRACK 1: The Embeddedness of Latin American Firms and Entrepreneurs

Track Chair: **Patricio Duran**, *Saint Louis University*

Track Chair: **Maribel Guerrero**, *Newcastle Business School & Universidad del Desarrollo (Chile)*

This track focuses on exploring the socio-economic and political embeddedness of Latin American firms and entrepreneurship. Latin American countries are characterized by different levels of economic development and institutional quality. Also, countries in the region differ with respect to typical firms' size, global integration, and complexity (from small and medium to global corporations and large business groups), ownership structure (e.g., family firms or state-owned firms), and legal status (formal or informal businesses). Thus, the Latin American landscape provides rich opportunities for theoretical innovations and novel questions. We encourage submissions that further the understanding of how Latin American firms and entrepreneurs interact and respond to specific conditions to pursue their business initiatives. The following questions are examples of topics of great interest: What are the conditions that make an entrepreneur decide between the formal or informal economy? How do entrepreneurs and firms deal with significant political and economic uncertainty? How does policy, governmental programs and financial instruments affect entrepreneurial endeavors? This track welcomes work on topics like interactions among different key actors and institutions that shape the business activities and the creation of entrepreneurs ecosystems, among others.

TRACK 2: Tackling Sustainability Challenges in Latin America

Track Chair: **Mary Conway Dato-on**, Crummer Graduate School of Business at Rollins College

Track Chair: **Maria Jose Murcia**, *IAE Business School*

Track Chair: **Andrea Prado**, *INCAE Business School*

This track explores how Latin-American organizations, while aiming to achieve long-term success and prosperity, confront grand societal challenges such as macroeconomic volatility, environmental degradation, increasing poverty and social inequality, deficient education, migration of talent, and shortage of qualified talent. Examples of relevant research questions are: How can Latin American managers make their organizations recession-proof, and even thrive in the midst of turbulent economies? How do global firms (MNCs) managers deal with / organize for macroeconomic volatility, poverty, social inequality, and other sustainability-related challenges in the Latin American operating environment? How do firms integrate societal and environmental concerns in the development of their long-term strategies? How do local and global companies in the natural resource sector organize for sustainability? How does social inequality shape the business environment? How can companies help reduce inequality or foster community development? This track encompasses research on topics such as public-private collaborations, social innovation, social entrepreneurship, corporate social responsibility, social impact, natural resources management, UN Sustainable Development Goals, business-community development, nonprofit organizations, inclusive growth, among others.

TRACK 3: Latin American Management

Track Chair: **Olivia Hernandez-Pozas**, *ITESM*

Track Chair: **Miguel R. Olivas-Lujan**, *Clarion University of Pennsylvania*

Latin America has characteristics that distinguish it in a global context, but, within the region, there are important differences among countries. Geographic location, history, culture, politics, and society are shaping the way in which organizations and managerial practice evolve in the area. This track focuses on exploring how Latin American firms manage talent in their countries of origin and also as they expand to other geographies. Understanding how international firms deal with their experiences in Latin America at all levels of analysis is also essential. We welcome research questions that include (but are not limited to): What are the Cross-Cultural or the Diversity and Inclusion challenges in the region? How do firms deal with Human Resources, Labor Relations and related challenges? How do employees perceive Self-Initiated Expatriates? How do Latin American practices differ from those in other geographies? What are the similarities and differences among Latin Americans on their land or abroad (e.g., Migrant Employees)? What is expatriate experience from and in the region like? What differentiates Multi-Latinas from other trans-national organizations? How are the evolving types of political economy affecting organizations and employees in Latin America? Management research that includes Latin America from micro to meso to macro levels of analysis is of high relevance to this track.

TRACK 4: From Research to Action

Track Chair: **José Ernesto Amorós**, *EGADE Business School, Tecnológico de Monterrey*

Track Chair: **Antonio Carlos Gastaud Macada**, *UFRGS, Escola de Administracao*

Track Chair: **Valmir Emil Hoffmann**, *University of Brasilia*

This track explores the impact that management research has on its practice. We welcome phenomenon-driven research that has promising short term connections to management. Among many potential research questions, we seek submissions that consider: How do firms get access to research output? How connected is our research with actionable priorities of the firms? What are the mechanisms to transfer this knowledge from academia to organizations? What is the impact of scholarly activities on local economic development? How do firms develop their own research capabilities for implementing an evidence-based management philosophy? How can research be responsive to the different needs of both firms and scholars? We invite scholars whose work is practitioner-oriented to share their findings.

Symposium Proposals and Professional Development Workshop (PDW) Proposals

Symposium and PDW submitters will be asked to focus their proposal on one of the four tracks **OR** on a topic relevant to LATAM management.

[**TRACK 1: The Embeddedness of Latin American Firms and Entrepreneurs**](#)

[**TRACK 2: Tackling Sustainability Challenges in Latin America**](#)

[**TRACK 3: Latin American Management**](#)

[**TRACK 4: From Research to Action**](#)

We welcome submissions that are relevant to the LATAM context but that are not aligned with one of the four tracks (e.g. development of research skills or publication strategies). The portal will provide instructions on how to submit your valuable proposal.

Policies, Rules, and Ethics

NOTE: It is the responsibility of each participant to read and follow these Rules.

Rule of One for Papers, Symposia, and Professional Development Workshops

A proposal can only be submitted once; whether to one of the four tracks, the conference theme, or along LATAM management topics. Submitters must select the track or topic that best fits their submission.

Rule of Three for Papers, Symposia, and Professional Development Workshops

Each submitter is allowed to enter a maximum of three total submissions in any combination, regardless of submission type. Examples: Two papers and one symposium; one paper, one symposium, and one workshop; two workshops and one paper, etc. This process both enables a smooth scheduling process and ensures broad program participation.

Submissions must be completed and finalized by the submission deadline (30 October 2019). Incomplete submissions will not be reviewed. Changes to the submissions are not allowed after the submission deadline. Late submissions will not be accepted.

AOM Code of Ethics

Conference participants should notify appropriate Track Chair or conference organizers 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 relevant to participation in the AOM Specialized Conference are summarized below. The AOM Code of Ethics applies to members and nonmembers participating in Academy activities including conferences. More information about the AOM's professional norms on conference presentations can also be found on the Ethics Video Series on the [AOM's YouTube channel](#).

- ❖ **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 conference attendees.
- ❖ **Original Work and Unpublished Work.** At the time of submission, submitted papers must not have been previously presented or scheduled for presentation at the AOM. Submitted papers must not have been published or accepted for publication. If a paper is under review, it must NOT appear in print before the conference.
- ❖ **Attendance and Commitments.** If your proposal is accepted for presentation, the participant(s) attending to present the research or participate on a panel or in a workshop MUST be registered to attend the conference. The Academy is a voluntary association whose existence and operations are dependent on cooperation, involvement, and leadership from its members. Conference attendees should honor all professional commitments, including presentation of accepted papers and participation in scheduled roles, such as chair, discussant, or panelist. Program participants are required to personally present their submission. If absence from a scheduled meeting is unavoidable, presenters 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. Program participants are NOT required to be AOM members.
- ❖ **Rigorous Scholarship.** It is the duty of Academy members and presenters 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. *Italic for emphasis added*).

Submission Guidelines & Formatting Requirements

The formatting guidelines vary based upon the submission type. To assist with ensuring your proposal complies with the guidelines, please consider using the checklist. It is the submitter's responsibility to ensure the uploaded proposal complies with all submission guidelines, style formatting, policies, and rules prior to finalizing the submission.

Paper Proposal (Presentation)

A **Presentation Paper proposal** refers to a paper on a scholarly topic. The paper proposal topic must fit within the context of the conference theme and be aligned with one of the conference [tracks](#). Paper proposals (Presentation) must be submitted in English.

Guidelines for the Uploaded Presentation Paper Proposal

	Formatting Guidelines	Your Checklist
Maximum Page Length:	40 PAGES MAXIMUM	
Document Must Include	<p>Title (250 Character Maximum): Entered in Title Case</p> <p>Method: Conceptual / Qualitative / Quantitative / Mixed Methods</p> <p>Requested Paper Type: Presentation</p> <p>Abstract: 125-word Maximum</p> <p>Tables, Graphs, Figures, and References all count toward the 40-page maximum</p> <p>Page Numbers: Bottom Right of the Page</p>	
Author Name and Affiliation:	DO NOT INCLUDE any Author Information (Names, Affiliations, E-mails, etc.) Uploaded papers containing any author information will NOT be sent for review.	
Font Style:	Times New Roman	
Font Size:	11-Point Font	
Spacing:	Double-spaced	
Paper Size	U.S. Letter 8.5 x 11 inches (21.6 x 27.9 cm) OR A4 8.3 x 11.17 inches (21.0 x 29.7 cm)	
Margins:	1-inch (2.5cm) margin all around	
Document Type	Adobe PDF	
Additional Notes	<ul style="list-style-type: none"> • Tables, graphs, figures, and references all count toward the maximum page limit and can be single-spaced. • Papers will be double-blind reviewed. • Papers will be grouped into paper sessions of 3-5 papers per session. • Presentation Paper sessions will be scheduled in a 120-minute block of time during the 3-day conference. • Please ensure your proposal meets the guidelines, or it may not be sent for review. 	

An **Early Stage Paper proposal** refers to a developmental or unfinished paper on a scholarly topic that has the potential to become a full paper. The paper proposal topic must fit within the context of the conference theme and be aligned with one of the conference [tracks](#). Early stage paper proposals may be submitted in English, Spanish, or Portuguese.

Guidelines for the Uploaded Early Stage Paper Proposal

	Formatting Guidelines	Your Checklist
Maximum Page Length:	4 PAGES MAXIMUM	
Document Must Include	<p>Title (250 Character Maximum): Entered in Title Case</p> <p>Method: Conceptual / Qualitative / Quantitative / Mixed Methods</p> <p>Requested Paper Type: Early Stage</p> <p>Abstract: 125-word Maximum</p> <p>Tables, Graphs, Figures, and References all count toward the 4-page maximum</p> <p>Page Numbers: Bottom Right of the Page</p>	
Author Name and Affiliation:	DO NOT INCLUDE any Author Information (Names, Affiliations, E-mails, etc.) Uploaded papers containing any author information will NOT be sent for review.	
Font Style:	Times New Roman	
Font Size:	11-Point Font	
Spacing:	Double-spaced	
Paper Size	U.S. Letter 8.5 x 11 inches (21.6 x 27.9 cm) OR A4 8.3 x 11.17 inches (21.0 x 29.7 cm)	
Margins:	1-inch (2.5cm) margin all around	
Document Type	Adobe PDF	
Additional Notes	<ul style="list-style-type: none"> • Tables, graphs, figures, and references all count toward the maximum page limit and can be single-spaced. • Papers will be double-blind reviewed. • Papers will be grouped into either English, Spanish, or Portuguese early stage paper sessions. • Early Stage Paper sessions will be scheduled in a 120-minute block of time during the 3-day conference. • Please ensure your proposal meets the guidelines, or it may not be sent for review. 	

Panel Symposium Proposal

A **panel symposium proposal** refers to a number of speakers discussing a common topic or theme in a manner that brings new insights to the subject. Your symposium should engage a group of panelists in an interactive discussion and the proposal 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. There are no formal paper presentations within a panel symposium. Panel symposium proposals must be submitted in English.

Guidelines for the Uploaded Panel Symposium Proposal

Formatting Guidelines		Your Checklist
Maximum Page Length:	6 PAGES MAXIMUM	
Document Must Include	<p>Title (250 Character Maximum): Entered in Title Case</p> <p>Abstract: 125-word Maximum</p> <p>Panelists: Complete formal names and affiliations of all participants</p> <p>Body: A 1-2 page overview of the proposed format of the panel symposium designed to fit a 90-minute session, as well as an explanation of why the panelists and discussion will be of interest to an audience.</p> <p>A 2-4 page summary of the panelists' discussion. There may be no formal paper presentations within a panel symposium.</p> <p>Tables, Graphs, Figures, and References all count toward the 6-page maximum</p> <p>Page Numbers: Bottom Right of the Page</p>	
Author Name and Affiliation:	YES – complete formal names and affiliations of all participants	
Font Style:	Times New Roman	
Font Size:	11-Point Font	
Spacing:	Double-spaced	
Paper Size	U.S. Letter 8.5 x 11 inches (21.6 x 27.9 cm) OR A4 8.3 x 11.17 inches (21.0 x 29.7 cm)	
Margins:	1-inch (2.5cm) margin all around	
Document Type	Adobe PDF	
Additional Notes	<ul style="list-style-type: none"> • Tables, Graphs, Figures, and References all count toward the 5-page maximum and can be single-spaced. • Panel Symposia will be single-blind reviewed. • Symposia will be scheduled in a 90-minute block of time during the 3-day conference. • Please ensure your proposal meets the guidelines, or it may not be sent for review. 	

Professional Development Workshop (PDW) Proposal

A **PDW proposal** refers to a high-quality and high-level learning experience that has a significant positive impact on the professional development of the participants. The workshop should provide participants with clear take-aways (e.g. learn a new skill; develop a new research plan). The theme of the workshops should draw a strong audience regardless of competing sessions or scheduling restrictions and should encourage multi-way conversation and interaction among participants from multiple divisions, disciplines, regions, career stages, or demographic backgrounds. The proposal should be creative and innovative in all its elements. Professional Development Workshop proposals must be submitted in English.

Guidelines for the Uploaded PDW Proposal

	Formatting Guidelines	Your Checklist
Maximum Page Length:	6 PAGES MAXIMUM	
Document Must Include	<p>Title (250 Character Maximum): Entered in Title Case</p> <p>Abstract: 125-word Maximum</p> <p>Facilitators: Complete formal names and affiliations of all facilitators or organizers</p> <p>Body: A 2-6 page overview of the workshop explaining the intended take-aways and learning experience of attendees and the proposed format of the workshop designed to fit a 60-minute session.</p> <p>Tables, Graphs, Figures, and References all count toward the 6-page maximum</p> <p>Page Numbers: Bottom Right of the Page</p>	
Author Name and Affiliation:	YES – complete formal names and affiliations of all participants	
Font Style:	Times New Roman	
Font Size:	11-Point Font	
Spacing:	Double-spaced	
Paper Size	U.S. Letter 8.5 x 11 inches (21.6 x 27.9 cm) OR A4 8.3 x 11.17 inches (21.0 x 29.7 cm)	
Margins:	1-inch (2.5cm) margin all around	
Document Type	Adobe PDF	
Additional Notes	<ul style="list-style-type: none"> • PDWs will be reviewed by the Track Chairs. • PDWs will be scheduled in a 60-minute block of time during the 3-day conference. • Please ensure your proposal meets the guidelines, or it may not be sent for review. 	

REVIEWER INFORMATION

Call for Reviewers

The AOM Specialized Conference on Management in Latin America is recruiting English-, Spanish-, and Portuguese-speaking reviewers (Spanish and Portuguese submissions apply only for early stage papers). If you plan to submit your proposal, you are strongly encouraged to sign up as a volunteer reviewer. Sign up will become available when the submission and reviewer system opens. At that time, you will have the opportunity to indicate your ability and willingness to review in a different language.

We recommend reading the reviewer guidelines to familiarize yourself with the process and review expectations. Thank you in advance for the service you are willing to offer as a reviewer and we hope to see you in Mexico City, Mexico in April 2020.

Reviewer Topics

Volunteer reviewers will be asked to select, from the conference tracks below, all topics that apply to their area(s) of expertise when signing up to review for the Advancing Management Research in Latin America Conference:

- ❖ [TRACK 1: The Embeddedness of Latin American Firms and Entrepreneurs](#)
- ❖ [TRACK 2: Tackling Sustainability Challenges in Latin America](#)
- ❖ [TRACK 3: Latin American Management](#)
- ❖ [TRACK 4: From Research to Action](#)

Benefits of Reviewing for the AOM Specialized Conference

- ❖ Reviewing is a way to learn about what constitutes excellent, innovative, and interesting work.
- ❖ Reviewers gain visibility for themselves and their institutions.
- ❖ Reviewing gives you an opportunity to contribute to the program planning process.
- ❖ Reviewing is a way to give back to your professional community.

We encourage you to volunteer to review for the topics for which you have the most expertise. Each proposal that you review will be a maximum of 40 pages in length (4 pages for early stage papers and 6 pages for PDW and Symposia submissions). The number of proposals you receive to review will be limited to help ensure high-quality reviews. The reviewer period begins in mid-November and you will be required to complete your assigned reviews by the end of November 2019, so please plan your time accordingly. Please submit your review(s) by the deadline.

Sign up to review for the AOM Specialized Conference in Mexico City today!

Reviewer Guidelines

We offer these reviewing guidelines to provide guidance on the type of feedback to provide to submitters in your review comments. Your constructive feedback is essential to support submitters as well as your colleagues attending the AOM Specialized Conference on Advancing Management Research in Latin America. The quality of the program is strongly influenced by your reviews.

General Areas to Cover

In addition to commenting on the theoretical development of a proposal and the technical correctness of the methodology, you should also consider the overall value-added contribution the proposal offers. Does the proposal pass the “so what” test? Consider if the proposal has practical value, and comment on its implications for the practice community.

- ❖ Does the proposal reflect the overall level of quality an audience would expect?
- ❖ Is the proposal of interest to a sufficient number of conference attendees?
- ❖ Does the proposal offer sufficient innovation and contribution?

Setting the Tone of the Review

- ❖ Authors must be treated with respect, regardless of your evaluation of their work.
- ❖ Keep your comments constructive. Provide the authors with constructive ideas to improve their proposal as they develop their research.
- ❖ Identify the strengths of a proposal.
- ❖ Help authors further develop their research by identifying areas of weakness in a proposal but also provide specific guidance on how the authors might address the limitations you have noted. The more specificity you provide in your review, the more likely it is that the authors will benefit from your efforts.
- ❖ Be open-minded to different authors using different theoretical frameworks. Judge proposals based on how well they stimulate thinking and discussion. Also, keep in mind that submitters come from varying disciplinary backgrounds and research traditions with diverse theoretical and methodological orientations.

Review Format

- ❖ To protect the integrity of the “double-blind” review process, do NOT provide information in your review that reveals your identity and do NOT seek to discover the identity of the authors.
- ❖ Provide a structured review by separating and numbering comments. Where appropriate, cite specific page numbers, passages, tables, and figures in your review.
- ❖ If you are uncertain about your comments in terms of some aspects of your review, please do your best to determine the accuracy of your position. Remember the quality of your review will help determine if the proposal is accepted or rejected for the program.

SESSION CHAIR INFORMATION

Call for Paper Session Chair

The AOM Specialized Conference on Advancing Management Research in Latin America is also recruiting English-, Spanish-, and Portuguese-speaking session leaders. If you are submitting a proposal or would like an opportunity to participate at the conference without submitting, you are invited to sign up to serve as a Session Chair. Sign up will become available when the submission and reviewer system opens.

Role of Session Chair

Session Chairs play an important role in tying papers together, engaging the audience in discussion, managing time and questions, and ensuring that each presenter receives valuable feedback. We ask Session Chairs to prepare feedback and allow time in the session to discuss the papers at the end.

Both Presentation and Early Stage Paper Sessions are designed to last 120 minutes and include 3 to 5 papers. You will also act as a timekeeper and make sure that everyone gets equal time to discuss or present their proposal. Your role is not to dominate the discussion, but to maximize the available time for Q&As and general discussion and to involve the participating authors and audience as much as possible.

As a Session Chair, you will highlight each study's main ideas, strengths and weaknesses, and overall contribution with the aim for paper sessions to be as interesting, stimulating, and engaging as possible.

ACADEMY OF MANAGEMENT GLOBAL PROCEEDINGS

The Academy of Management Global Proceedings, published online, will include abstracts of all papers and symposia presented at the Academy of Management's Specialized Conference on Advancing Management Research in Latin America. Only abstracts are published in the Global Proceedings because presenting papers at their full length would preclude subsequent journal publication.

ABOUT THE ACADEMY

The Academy of Management is the world's oldest and largest professional association for management and organization scholars. Our worldwide members are professors and Ph.D. students in business schools at universities, academics in related social science and other fields, and practitioners who value knowledge creation and application. Founded in 1936, our global community today is nearly 20,000 strong, spanning more than 120 countries.



ACADEMY OF
Management

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