The 87th Annual Meeting of the Academy of Management

Call for Submissions

DEADLINE FOR ALL SUBMISSIONS:
TUESDAY, 12 JANUARY 2027 17:00 EST (UTC-5/GMT-5)



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Message from the 2027 AOM Program Chairs

Dear Academy of Management Community,

The Academy of Management, together with its Divisions and Interest Groups (DIGs), Affiliates, and Caucus Committee, warmly invites submissions and seeks reviewers for its **87th Annual Meeting, to be held in Vienna, Austria, from 30 July to 3 August 2027**. Building on the success of our historic 2025 Annual Meeting in Copenhagen – the first held outside North America – we look forward to convening our global members in Vienna, a city rich in history and culture, to explore ideas that advance management research, teaching, and practice. We extend a particularly warm welcome to new members and colleagues from our Community Acceleration Program affiliates.

The conference **starts with YOU: your submissions, your participation, and your engagement.** The DIG Program Chairs and PDW Chairs are enthusiastically anticipating the development of an intellectually vibrant program for 2027. The "Call for Submissions" is available online and the Submission Center opens in early December 2026.

Our **ambition for AOM 2027** is simple: more interaction, more developmental feedback, and more meaningful scholarly connections.

Together with the DIG Program Chairs and PDW Chairs, we aspire to make AOM 2027 a more engaging and interactive conference, experimenting with new approaches that **strengthen scholarly exchange, particularly in paper sessions.** For authors and presenters, we seek to provide more developmental feedback with our new submission and review platform, create more thematically coherent sessions, and coordinate scheduling to facilitate participation across related sessions. For reviewers, the platform will offer optional AI-assisted tools to support the development of reviewing skills and enhance the quality of feedback provided to authors, while keeping reviewers' judgement at the core.

For presenters and audience members in the sessions, we will experiment with more interactive session formats, including shorter, more focused presentations that leave more room for discussion, and more active roles for session chairs and facilitators in encouraging audience participation.

Our goal is to foster richer **developmental conversations**, and for every participant at the conference – whether presenting or attending – to leave sessions with new insights, constructive feedback, and meaningful scholarly connections. This emphasis on engagement extends to paper and panel symposia, and we encourage organizers to experiment with creative formats that actively engage their audiences.

In terms of formats, we will maintain two recent innovations: poster submissions and on-demand sessions. Posters will be presented in high-visibility sessions that will provide an interactive visual format to share your research and ideas, get feedback, and make scholarly connections. On-Demand sessions allow authors of accepted papers or posters who cannot attend in person to share prerecorded presentations and obtain feedback through our secure online platform. The sessions are available in the conference program, and the recordings can be viewed by attendees before, during, and after the Annual Meeting.

The **Professional Development Workshops (PDWs)** have long been a cornerstone of the AOM Annual Meeting, offering opportunities for active engagement in career development, paper development, training in teaching and research methods, and community exploration of emerging topics and ideas. We expect all PDWs to continue incorporating substantial audience participation via roundtable discussions, interactive workshops, hands-on exercises, or other participatory activities.
Building on the success of AOM 2026, the 2027 program will again feature expanded Sunday PDW and scholarly sessions, enhanced Networking Hubs, and a growing digital library of papers, slides, and pre-recorded videos.

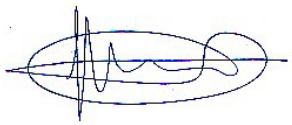
Please mark your calendars for the submission deadline—**Tuesday, 12 January 2027 at 17:00 (5 pm) ET (UTC-5 / GMT-5)**. We strongly encourage you to submit early to give yourself ample time to resolve any problems before the submission system closes. Please keep in mind that any submission that is incomplete or does not follow all submission guidelines will automatically be excluded from review.

Conference registration will open in **early 2027**, and we encourage you to register early to take advantage of reduced conference rates. **Dedicated paper presenters who are not registered by the communicated deadline, will have their submissions removed from the final official program. More information will be provided at the time of acceptance in late March.**

The complete online program will be available online in June 2027 for you to browse sessions, events, and activities, as well as create a custom program. We will encourage authors to share additional materials -- including papers, slides, and prerecorded presentations – through the conference platform, and participants to use these resources to provide feedback and continue scholarly conversations beyond the sessions themselves.

AOM 2027 starts with YOU! We look forward to the ideas, conversations, and connections that we will create together.

See you in Vienna!



Javier Gimeno
INSEAD
Academy of Management
Vice President and Program Chair



Irene Henriques
York University
Academy of Management
Vice President-Elect and Program Chair Elect

Meet the AOM Program Planning Team

Name	Affiliation	Role	Email
Javier Gimeno	INSEAD	AOM Program Chair	javier.gimeno@insead.edu
Irene Henriques	York University	AOM PDW Chair	henriques@schulich.yorku.ca
Juana Du	Royal Roads University	Caucus Committee Chair	juana.1du@royalroads.ca
Valerie Sy	Arizona State University	AOM *Proceedings* Editor	valerie.sy@thunderbird.asu.edu

AOM Program Department	AOM Program Support	Contact
Taryn Fiore	Director of Meetings and Conferences	AOM Support Center (https://support.aom.org/)
Megan Johnson	Assistant Director, Annual Meeting and Conference Services	
Brianna Giampia	Meetings and Conferences Program Manager	
Sarah Girma	Meetings and Conferences Program Coordinator	
Julia Moran	Annual Meeting and Conference Services Specialist	
Tiff Vasquez	Meetings and Conferences Registration Coordinator	
Arpan Shah	AOM System and Technical Support	

Full contact information for the Division and Interest Group Program Chairs and PDW Chairs, Affiliate PDW Chairs is available here.

Review for the AOM Annual Meeting

Help shape the conversation at the 87th Annual Meeting of the Academy of Management by serving as a reviewer. Each year, the Academy of Management (AOM) and its Divisions and Interest Groups rely on dedicated volunteers to evaluate submissions and help build a high-quality, impactful program.

If you plan to submit your own work, we strongly encourage you to give back to the scholarly community by volunteering to review for the divisions or interest groups where you have expertise. Reviewing is one of the most meaningful ways to contribute to the success of the Annual Meeting while supporting the development of new ideas and emerging research.

Why Volunteer as a Reviewer?

As a reviewer, you'll have the opportunity to:

- **Influence the Annual Meeting program** by helping identify innovative, relevant, and high-quality scholarship.
- **Give back to the AOM community** and support fellow scholars and practitioners.
- **Enhance your professional visibility** among colleagues within your field and division.
- **Strengthen your research and writing skills** by evaluating a diverse range of submissions.
- **Gain valuable insight into what makes a successful conference submission**, helping you refine your own work for future conferences and publications.

To volunteer, start by reviewing the **Information for Reviewers** and completing the reviewer sign-up process. During sign-up, you may select up to **two (2) Divisions or Interest Groups** aligned with your expertise.

Reviewers may be assigned up to **three (3) submissions per selected group**, for a maximum potential workload of **six (6) reviews**. Assignments are matched based on your expertise profile to ensure the best possible fit. As a reviewer, you will be required to complete your review assignments between **21 January 2027 and 11 February 2027**, so please plan your time accordingly.

The Annual Meeting is built by the contributions of scholars and practitioners who generously share their expertise. By volunteering as a reviewer, you play a vital role in maintaining the quality, rigor, and relevance of the AOM program while helping colleagues receive constructive feedback on their work.

Thank you for considering this important service opportunity.

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 and 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 on-demand sessions must upload a pre-recorded presentation by the deadline provided at the time of acceptance.
- The OB Division is experimenting with scattering all session types across all five days. Please note this when you're submitting to OB.

The Rule of One for Papers
"A paper can only be submitted to one (1) primary division or interest group and one (1) secondary division or interest group." It is not mandatory to select a secondary DIG.

Scholarly Program Rule of Three
"No one may 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 and one (1) secondary division or interest group." It is not mandatory to select a secondary DIG.

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 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."

Posters Rule of Three

"No one may be associated with more than three (3) Poster submissions to the Annual meeting program, regardless of whether the sessions are held on-site or on-demand."

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).

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.
- 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, 1 August 2027 through Tuesday, 3 August 2027.

Paper Submissions
A paper refers to a fully developed manuscript on a scholarly topic. A paper can only be submitted to one (1) primary division or interest group (DIG) and one (1) secondary 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 **11 December 2026** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 12 January 2026 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:

- **Research:** This track showcases research that advances theory, evidence, and understanding in the management field. We welcome submissions offering novel theoretical insights, empirical findings, methodological contributions, or interdisciplinary perspectives. The intended audience is members looking to understand and expand the frontier of academic knowledge in management.
- **Research Impact on Practice:** This track showcases work that strengthens the connection between management knowledge and policy, organizations, and practice. We welcome submissions that bridge academic and practitioner perspectives, address consequential organizational and societal challenges, foster collaboration among academics, practitioners, and policymakers, and demonstrate how engagement with practice can both inform and benefit from management knowledge. The intended audience is members looking to strengthen the relevance and impact of management knowledge in policy, organizations, and practice.
- **Teaching:** This track explores innovative and practical approaches to teaching and learning in management education. We welcome submissions that address classroom challenges, promote inclusive and integrative learning, support faculty development, and showcase effective teaching across disciplines, modalities, learner populations, and global contexts. The intended audience is members looking to enhance their teaching and pedagogical development to improve students' learning and engagement.

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 oriented sessions.

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 may be submitted to only one (1) primary Division or Interest Group and, optionally, one (1) secondary 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 or Calibri 12-point font, **double spaced**, 1-inch (2.5 cm) margin all around, and 8.5" × 11"- or A4 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 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.*

Symposium Submission Guidelines

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 or Calibri 12-point font, **double spaced**, 1-inch (2.5 cm) margin all around, and 8.5" × 11"- or A4 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, 30 July 2027 through Tuesday, 3 August 2027. Poster sessions will also be eligible as an on-demand submission.

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 **11 December 2026** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 12 January 2027 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:

- Research
- Research impact on practice
- 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.

Poster Submission Guidelines

Submission Rules for Posters

- Each poster may be submitted to only one (1) primary Division or Interest Group and, optionally, one (1) secondary 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"- or A4 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 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, 30 July 2027 through Sunday, 1 August 2027.

If you are planning a consortium or PDW that requires participants to complete an application process or pre-registration, please be mindful that the program will be available in June. To maximize potential session registration, and to be as inclusive as possible, we recommend setting application/pre-registration deadlines for after June 15.

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 **11 December 2026** so you have enough time to finalize your proposal / submission and submit it by **Tuesday, 15 January 2027 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:

- Research
- Research Impact on Practice
- 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.

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 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 or Calibri 12-point font
    b. Double spaced
    c. 1-inch (2.5 cm) margin all around
    d. 8.5" × 11" page or A4 setting
4. The entire submission must be in ONE 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.*

Call for On-Demand Sessions

Pre-Recorded Presentation Participation (On-Demand Sessions)

We recognize that not everyone can attend the Academy of Management Annual Meeting in person each year. To ensure that all scholars have the opportunity to **share their work, contribute to discussions, and engage with our community**, we're introducing a new **Pre-Recorded Presentation Option**.

This option allows accepted presenters who are **unable to attend in person** to prerecord their presentation and share it with others through our secure online platform. These recordings can be viewed by attendees before, during, or after the Annual Meeting.

Paper Submissions and Poster Submissions are eligible for the On-Demand format.

How It Works

1. **Prepare and Record**
   - Presenters record a concise version of their presentation (typically 10–15 minutes) following the same content guidelines used for in-person sessions.
   - You may use any recording tool you prefer (e.g., Zoom, PowerPoint, or screen-capture software).
2. **Upload to the Platform**
   - After acceptance, you'll receive upload instructions and a link to our submission platform.
   - Files must be uploaded by the posted deadline to ensure inclusion in the session program.
3. **Engage with Viewers**
   - Registered attendees will be able to view your presentation and post comments or questions.
4. **Review and Evaluation**
   - The submission, review, and program placement processes remain unchanged. This is simply an **alternate participation format** for those who cannot be onsite.

Key Points

- This is **not a virtual session** or a separate online conference.
- It is a **presentation participation option** designed to include scholars who cannot travel.
- Your work remains part of the official Annual Meeting program and archive.
- You must register for on-demand registration.
- The quality, visibility, and engagement opportunities are consistent with our in-person experience.

Call for Teaching-Oriented Submissions

AOM 2027 Annual Meeting

As part of AOM's Vision 2030 strategy and our commitment to elevating the visibility, accessibility, and impact of teaching, we are innovating how teaching-related sessions are delivered at the Annual Meeting.

For the 2027 Annual Meeting, we encourage submissions that highlight practical teaching innovations, evidence-informed pedagogy, and professional development for educators across career stages and institutional roles. Submitters should **select the "Teaching" orientation option** when submitting proposals through the Annual Meeting submission system.

Divisions and Interest Groups (DIGs) will review the submissions, and accepted sessions with a strong teaching focus will be **curated into a featured teaching track** that will also include keynote addresses and a social event for educators. This track is designed to showcase instructional excellence across domains, promote greater visibility for teaching-related content within the main program, and build community among educators. These sessions will be clearly identified in the Annual Meeting program and supported by additional teaching-focused content and networking opportunities.

This approach is part of a pilot effort as AOM explores new models for delivering teaching-related programming at the Annual Meeting and throughout the year, such as monthly teaching webinars and teaching workshops around the world. For more information on AOM's Teaching Community, please visit: aom.org/teaching

We look forward to your contributions and to showcasing the vibrant teaching innovations taking place across our global community.

Call for Practice Impact Track Submissions

Consonant with a broader effort within the Academy of Management and beyond, for the 2027 Annual Meeting we encourage **submissions that provide evidence-based solutions to important organizational problems that managers and policy makers can implement, as well as symposia and professional development workshops that identify how to improve the impact of management research on practice and policy**. Submitters should **select the "Practice Impact" orientation option** when submitting proposals through the Annual Meeting submission system.

Divisions and Interest Groups (DIGs) will review the submissions through their regular processes. Among the accepted sessions, those with a particularly strong focus on practice impact will be **curated into a featured practice impact track** that will also include keynote addresses and a social event. This track is designed to showcase how management research can be of relevance to management practice and policy and to build community between traditional research scholars, clinical faculty & professors of practice, DBAs, practitioners, policy makers, and all others who see merit in aiming rigorous research at real-world organizational problems. These sessions will be clearly identified in the Annual Meeting program and supported by additional practice impact-focused content and networking opportunities.

This approach is part of a pilot effort as AOM explores ways to improve the practical relevance of management scholarship at the Annual Meeting, as well as throughout the year and across the globe in coordination with the Community Accelerator Program. For more information on AOM's Practice Impact Community, please visit: https://aom.org/practiceimpact.

We look forward to your contributions and to showcasing content that directly improves the practice of management.

Caucus (CAU) Submission Information

Caucus Committee Chair: **Juana Du**, Royal Roads University; juana.1du@royalroads.ca

The Caucus Committee invites proposals for caucus sessions to be held at the 87th Annual Meeting of the Academy of Management, 30 July – 3 August 2027. Caucus sessions will be held from Sunday, 1 Augst 2027 through Tuesday, 3 August 2027. 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, 12 January 2027 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, Juana Du at juana.1du@royalroads.ca. 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:

- Research
- Research Impact on Practice
- 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 the development of new ideas or address emerging topics?
- Does the proposal appeal to and interest a broad audience of AOM members?
- Does the proposal foster collaboration and the free exchange of ideas?
- Does the proposal address the conference theme?
- Does the proposal clearly articulate goals and desired outcomes?
- Does the proposal provide a detailed delivery plan and outline its impact on research and the scholarly community?

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 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 **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 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."
    - It is recommended that you upload your manuscript first, before filling in the fields, to A) be able to use the AI tool to fill in the fields and B) to start the compliance check.
    - Enter or copy and paste the submission title and abstract into their respective fields as is. The AI tool is copying the title and abstract that is present in your abstract.
3. Your 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 enter three keywords for EACH DIG that you submit to.
5. The compliance check is there to check your uploaded manuscript. An automatic check-in will be done on all submissions, following the deadline. If your submission is not compliant, it will be desk rejected and not move forward to the review process.
6. 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 reviewed.
7. 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 24 December 2025 – 1 January 2026.

Appendix 2: "Call for Submissions" Specific to Sponsors

Please visit the Call for Submissions page to view the individual calls from the Divisions and Interest Groups (DIGs) and Affiliates listed below.

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)

Academy-wide Calls
Caucus (CAU)
Teaching Track
Practice Impact Track

Affiliates (PDW)
Administrative Sciences Association of Canada (ASAC) Track
Africa Academy of Management (AFAM)
Asia Academy of Management (AAM)
Iberoamerican Academy of Management (IAM)
Indian Academy of Management (INDAM)
National Association of Postgraduation and Research in Administration (ANPAD) Track
NLS Track
Space Economy (SE) Track
Sports Management (SPM) Track
Turkish Academy of Management (TAOM) Track

Appendix 3: Frequently Asked Submission and Reviewer Questions

For a full list of frequently asked questions related to the Annual Meeting, please visit the Annual Meeting FAQs page on the AOM website.