

Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

Submission deadline for short papers for the (main) 42nd EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted!**

Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

Do not use capital letters in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations*. Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!



Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.
If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click [here](#) and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area “MyEGOS”** and follow the instructions for uploading your short paper listed below.
- If you are an active (or former) EGOS member, **log in to “MyEGOS”** using your email [or your EGOS member number] and your password.

Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers!**

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.

Do not use ALL CAPS for your paper title.

As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).

Upload your paper as pdf or docx.

- If you want to re-upload your short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:

In MyEGOS, you will see Status: Edit your short paper

Click delete your short paper application.

Submit your short paper again.

If you have any further questions, please contact the [EGOS Executive Secretariat](#).



Sub-theme 18: Agency in Organization: The Human, More-than- and Other-than-Human



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Call for Papers

Although ubiquitous in organization research and an undercurrent in management theory and practice, agency remains largely under-theorized. As societies and organizations face complex changes and challenges, bringing agency into the foreground can help scholars develop new perspectives on dynamics of social change, power, and responses to challenges. At the crossroad in the world of organizations, agency allows us to assess paths to, from, and of the present. As organization scholars, we can leverage the diversity of organizational research streams to develop fresh perspectives and nuances on agency.

As societies and organizations face complex changes and challenges – e.g., the climate crisis, structural inequity, societal polarization – bringing agency into the foreground can help scholars develop new perspectives and conceptual insights about how actors can be creative agents, change and enact change, and respond to challenges (Emirbayer & Mische, 1998; Sewell, 1992).



Human agency plays a central role in creative work, organizational and institutional change, and dealing with challenges ranging from minor issues to societal grand challenges. How actors theorize change at organizational or field levels (Greenwood & Suddaby, 2006; Greenwood et al., 2002; Suddaby & Greenwood, 2005), develop entrepreneurial intentions, or strategize in the context of complex challenges (Hengst et al., 2020; Jarzabkowski et al., 2018), cope with novel or existing threats (i.e., military conflicts, pandemics) are all tightly connected to what it means to be an agent and act with intent.

Agency has been mostly described as a reflexive deviation by individuals from institutionally legitimated scripts (Steele, 2021) or as entrepreneurial intentions of acting in the face of adversity and low odds of success (Battilana et al., 2009). However, other approaches to agency exist. Groups and other collectivities may possess agency beyond any possessed by constituent members (List & Pettit, 2011). Actor Network Theory insists that humans and non-human entities such as technologies or nature have agency (Latour, 2005). Agential realism argues that how we measure and observe shapes our perception of agency (Barad, 2007). Systems psychodynamics regards individual and collective action as variously self- and/or other-authorized, enacted consciously and unconsciously, and interpreted meaningfully only when considered across levels of analysis (Wells, 1990). Each of these perspectives is underpinned by researchers' assumptions and their ontological, epistemological, and methodological orientations (Gioia, 2022). Moreover, related to the nature or ontology of agency are its causes and consequences.

While research has considered different natures of agency, it has also considered different modalities of agency such as distinctions between primacy and institutional agency (Maier & Simsa, 2021), or the importance of social, institutional, cultural or network embeddedness in constraining or enable agency (e.g., Battilana, 2006; Leca & Naccache, 2006; Mische, 2011), as well as how visions of desirable future can favor the emergence of agency (Reinecke, 2018, Schiller-Merkens, 2022).

The diversity of organizational research examining a wide range of phenomena of creativity, change, and challenges across different contexts and theoretical lenses can yield new insights about the nature, causes, and consequences of agency. As organization scholars, we can leverage the diversity of organizational research streams to develop fresh perspectives and nuances on agency.

In this sub-theme, we are looking for a broad range of research projects where scholars foreground the notion of agency and/or explicitly theorize what it means to be an agent – including, but not limited to, the sources, constraints, and possibilities of agency. We welcome



studies from various philosophical, theoretical, and empirical contexts. We encourage a broad range of submissions, including, but not limited to, processual (Deken et al., 2016; Hernes & Feuls, 2023) and critical accounts. We are also interested in perspectives that depart from the 'mainstream' approach to agency as intentional such as ANT, agential realism, and others.

The list below offers examples of a broad range of questions that the convenors considered in preparing this call for papers. Rather than aiming to fit within any explicit or implicit framework suggested by the questions (or the references following), authors of submissions to the sub-theme should offer their own approach to agency grounded in literature. Indeed, it is precisely because of the broad range of questions and potential approaches to agency, juxtaposed with its relative under-specification in organization and management studies, that we designed a broad call. Our hope for sub-theme participants is that greater understanding of agency will emerge through collective consideration and dialog across diversity. Whether offering depth into a narrower topic or breadth and synthesis across multiple perspectives, all submissions that foreground agency in organization are welcome.

- How do different and multiple levels of organization – micro, meso, macro – help us gain insight into agency?
- How do different categories of actors form intentions over time, and enact these?
- How do actors theorize change in the contexts characterized by contestation?
- How can we understand agency from Western, Eastern, “Global Southern”, decolonized or postcolonial, postmodern, reflexive, or other perspectives?
- How does our ontological, epistemological, and methodological orientation reveal or constrain how we understand agency?
- How do different ontological and epistemological perspectives on agency influence how we think about creativity, change, or addressing grand challenges?
- How can technological change, such as generative artificial intelligence (GenAI), influence, constrain, enhance, or shape agency?
- What, or who, has agency, can have agency, or can be an agent?
- What is the relationship between having agency and being an agent?
- What is revealed about agency through related concepts, such as action, authority/authorization, leadership, oppression, power, praxis, resistance, and structure?



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