

# 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) 42<sup>nd</sup> 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 36: Network Agency, Creativity, and Innovation: The Mutual Interdependence between Network Actors and Social Structures



42<sup>nd</sup> EGOS  
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## Call for Papers

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A prolific line of organizational research studies how, when, why, and to what extent social relationships enhance or undermine creativity and innovation in organizations (e.g., Perry-Smith & Mannucci, 2017; van den Born et al., 2023). Recently, network scholars have started exploring the tensions surrounding *network agency* (e.g., Quintane & Carnabuci; Soda et al., 2018; Tasselli & Kilduff, 2018). *Networks* and *agency* are the apparent poles of an oxymoron. A network consists of the set of nodes and ties that form a social structure, enabling and/or constraining network participants' (individuals, teams, organizations) choices and actions. Agency represents the extent to which actors forge, reproduce and shape macro-level (inter)organizational and social structures (Tasselli & Kilduff, 2021).

Despite the burgeoning interest in this topic, which is signalled by the increasing number of empirical (e.g., Quintane & Carnabuci; Soda et al., 2018; Tasselli & Kilduff, 2018) and review papers (e.g., Burt et al., 2013; Chen et al., 2022; Halevy et al., 2019; Ahuja et al., 2011),



symposia and special issues published by leading journals in the field, the connection between network action and network structure deserves deeper and richer attention. On the one hand, it is now universally accepted by organizational researchers that networks are social canvases which either favour or hamper network participants' action, but it is at the level of network actors, with their idiosyncratic attributes and behaviours, that social action originates and then diffuses in and throughout the network (e.g., Kleinbaum et al., 2015; Pallotti et al., 2023; Tasselli & Sancino, 2023). This is particularly evident when creative individual action introduces an unexpected change in the structure of the social canvas sustained by organizational social networks (Perry-Smith & Mannucci, 2017).

On the other hand, however, although the tension concerning agency has been prescient in social network theory and research since its very beginnings (e.g., Moreno, 1941), it has gained popularity (only) recently. Given the important influence of social relationships on creativity and innovation in organizations, it is crucial to understand how structure, agency, and innovation are related. The following research questions are both theoretically and empirically relevant and represent illustrative (although non-exhaustive) examples of the core topics that we expect to present and discuss in this sub-theme:

- How does networking happen? Namely, through which processes and behaviours do actors come to occupy those structural positions that explain personal and organizational creativity and innovation?
- How do actors change their current structural network position through innovation and creative action, and how does individual creativity diffuse, persist, and becomes a team or (inter)organizational feature?
- What are the coevolutionary patterns through which individual actors and social networks mutually define each other in a dynamic process of structuration and reciprocal influence? How do the patterns support or discourage creativity and innovation?
- How are network position & agency, knowledge integration, and innovative and creative performance related?
- How does a more-than-human perspective – a perspective that recognizes the role of non-human actors – enhance our understanding of the relationship between network structure and agency? What role does ethical agency play in a more-than-human view of organizations, and how does it shape key organizational outcomes such as creativity and innovation?

The aim of this sub-theme is to attract and involve a diverse and rich group of young and experienced researchers in an interactive set of presentations and discussions of these and other relevant questions and debates concerning network agency, creativity, and innovation.



The current questions and debates involve issues associated with network actors' characteristics, agency, cognition, behaviours, and with the dynamic interplay of individual choices and structural contingencies. These ideas make the study of organizational networks relevant at different levels of analysis and represent the basis from which the study of social interactions contributes to the articulation of new theory and to the identification of new organizationally relevant phenomena.

Given the broad spectrum of our research questions, we welcome submissions at both the micro-level (e.g., intraorganizational social networks) and at the macro-level of analysis (e.g., relationships between organizations or institutions). We are particularly interested in contributions that focus on how creativity originates from – and at the same time connects – multiple levels of organizational agency. We also welcome submissions exploring questions about the relationship between social networks and networking behaviours in more-than-human organizational contexts. We invite papers that follow a wide range of epistemological approaches and methodologies, ranging from quantitative submissions to qualitative and meta-analytical submissions. Review and theoretical papers are also welcomed.

Overall, this sub-theme calls for an investigation into how organizational actors, through their agentic or structured approaches to network patterning, model social reality, and how in turn these actor-based or structural models interact with individual action and organizational outcomes.

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