

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.

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



Sub-theme 41: Organizing with Earthly Entanglements: Engaging with the Absences of More-than-Human Worlds in/for Sustainable Organizing



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Call for Papers

In the light of the grand challenges of climate change, biodiversity extinction, growing socioeconomic inequalities, and societal polarization exacerbating under the neoliberal agenda, the question of how we, humans, organize our lives together with other living beings is an urgent matter. Critical and feminist scholars, within Management and Organization Studies (MOS), have long problematized the anthropocentric, androcentric, rationalistic and instrumental definitions of sustainability that fail to capture the multilayered complexities and relationalities sustaining all life forms on Earth (Banerjee, 2003; Irving & Helin, 2018; Ehrnström-Fuentes, 2022; Ergene & Calás, 2023). This body of work argues that rethinking organizations from within a new ecological paradigm must acknowledge that organization theory is far from neutral (Ergene et al., 2021; Ergene & Calás, 2023; Sayers et al., 2022). Scholarly discussions problematize how MOS' historical roots in power-laden onto-epistemological assumptions and strategies nurture and maintain particular kinds of subject(ivity)s, materialities, realities and worlds, while oppressing or excluding vulnerable others from the organizational spheres (Dotson, 2014; Chowdhury, 2023).



Recent posthumanist and decolonial critiques also highlight the lack of consideration of more-than-human agencies' central role in shaping organizations and the (un)sustainabilities they produce (Ehrnström- Fuentes & Böhm, 2023; Tallberg & Huopainen, 2024; Tallberg et al., 2024). What is central to this critique is how dualist thinking and economic rationalism prevalent in managerial approaches to sustainability persistently ignore and obscure the relational interdependences that sustain all life, and hence all organizational existences (Ehrnström-Fuentes & Böhm, 2022).

In the field of anthropology, Escobar (2020), and others (de la Cadena & Blaser, 2018) have for long argued that the dualist ontological assumptions that separate the human subject from the rest of nature and the rational mind from the affective body, create absences of other ways of knowing, sensing and being in the world. These absences are actively produced "as nonexistent or as non-credible alternative[s] to what exists" (Escobar, 2020, p. 69). The absences have serious consequences for all life on Earth as what cannot be seen, sensed or accounted for in organizational contexts is also not cared for (Puig de la Bellacasa, 2017), but neglected or even killed through unsustainable practices and strategies (de la Cadena and Blaser, 2018). In MOS, absences have mainly been discussed in relation to humans' embodied experiences, such as gender (Pullen et al., 2017; Pérezts & Mandalaki, 2024), race (e.g., Bell et al., 2021) ableness (e.g., Meldgaard Kjær & van Amsterdam, 2020). Feminist scholars also critic the traditional underrepresentation of women's and others' voices in MOS, calling for the need to engage with embodied and affective forms of writing that speak of/to the absent presences that shape our daily experiences in society and at work (Pullen, 2018; Kaasila-Pakanen & Mandalaki, 2023; Strauß, 2024).

We use the term 'absence' to denote the production of invisibility, othering, silencing, and erasing of nonhuman and more-than-human existences in organization theory, seeking to problematize the centrality of the human subject within MOS. Doing so, we aim at furthering an understanding of how nonhumans and more-than-humans are systemically (re)produced as absent and how this might be overturned. With this, we seek to converse with nascent sustainable organization theory that engages with more-than-human absences, such as multispecies existences (Davies & Riach 2019; Huopainen, 2022), earthly relations (Valtonen & Salmela, 2023), sociomaterial entanglements (Allen, 2022; Phillips & Jeanes, 2018), more-than-human care (Beacham, 2018; Ehrnström-Fuentes et al., 2025; Roquebert & Debucquet, 2024; Strauß, 2023; Tallberg et al., 2022), ecological imaginaries (Roux-Rousier et al., 2018), and indigenous Earth-based notions of reciprocity and care (Ehrnström-Fuentes, 2022; Jääskeläinen, 2020; Pavlovich & Roche, 2024).



This sub-theme, thus, seeks to explore how the dominant human-centric frame within MOS both actively and passively creates absences of more-than-human relationalities and interdependencies among different elements, materialities, beings, or species to enable an expanded view of organizing within a more-than-human world. We invite contributions that make present ways of understanding sustainable organizing as embedded within a web of life that is more-than-verbal, 'visible', sensuous, and affective, wishing to nurture scholarly dialogue and reflection around how to think, write, teach and organize with care for and with more-than-human existences. We ask: How do we, as researchers/writers of MOS, account for more-than-human existences whose ways of expression do not (necessarily) occur through human forms of communication, such as (human) language, and how do we (re)present/pre-sense their presence within different organizing contexts? How do we engage with questions of sustainability, responsibility and ethics in MOS research and teaching that contributes to organizing multispecies flourishing?

We are especially interested in contributions that engage with and combine feminist new materialism, indigenous epistemologies, ecofeminist approaches and decolonial politics, to both question western dominant perspectives and to critically engage with alternative forms of more-than-human potentialities and their responses to urgent social and organizational problematics at stake.

With this focus, we invite a variety of conceptual and empirical contributions exploring but not limited to the following:

- Conceptual or empirical studies exploring the potential of more-than-human materialities and coexistences for sustainability research and organizations
- Diverse methodological investigations (e.g., ethnographies, (post)qualitative research, participant observation etc.) surfacing human and more-than-human relationalities and inter-dependences and their relevance for invigorating organizational life
- Critical work problematizing the marginalization and underrepresentation of non-human and more-thanhuman forms of life in MOS
- Research surfacing the potentials of human and non-human entanglements to inspire more inclusive organizations
- Posthuman ethics and ethics of care approaches emphasizing human and more-than-human entanglements in organizations
- Feminist new materialist perspectives conceptualizing the intersections of humans, non-humans, and more-than-humans to invigorate organizational realities and futures



- Research engaging with decolonial and/or indigenous epistemologies to critic the under-representation and othering of nonhuman, more-than-human others in the MOS research
- Work developing the ethico-political potential/s of human, nonhuman, and more-than-human coexistences and relationalities.
- Alternative narratives and/or autoethnographic work dealing with experiences of marginalization of human and nonhuman others in society and at work
- Research focusing on the potentials of more-than-human MOS approaches to invigorate business school education and pedagogy

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