

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 51: Remaining Human: The Challenges and Necessity of Rethinking Humanism in a 'More-than-Human' Society



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Call for Papers

Management and Organization sciences face today unprecedented challenges questioning and threatening humanization at work – i.e., the ability to respect and promote human dignity at work, such as climate change (Nyberg & Wright, 2022), advancements in artificial intelligence (Charlwood & Guenole, 2022), and the organizational transformations induced by the COVID-19 pandemic (Taskin et al., 2024). These developments call into question the fundamental assumptions underpinning management theories.

Responses so far have involved reimagining management and organization theory by integrating perspectives from both living and non-living entities. (Re-)emerging frameworks, such as posthumanist thought (de Vaujany et al., 2024) and sociomateriality (Orlikowski, 2010) perspectives, which extend seminal work proposed by Anthony Giddens (1984), Michel Callon (1984), Bruno Latour (1993) or Henri Lefebvre (1992), have gained prominence in addressing these issues.



One of the core premises of such theories is that traditional humanism has become obsolete, criticized for its anthropocentrism, exceptionalism, and masculinism (Gherardi & Laasch, 2022). Indeed, a 'more-than-human' society necessitates rethinking the roles and definitions of humanism and humanity itself.

However, many of the promises of humanism – such as fostering emancipation and dignity (Dierksmeier, 2016; Melé, 2003) – remain unfulfilled in organizations. To abandon humanism altogether is to deprive ourselves of potential emancipatory prospects and to risk unwittingly drifting towards dehumanizing logics. Instead, humanism should be rethought in ways that integrate its critiques, allowing it to coexist with and enhance posthumanist perspectives. Rethinking humanism in this way enables a deeper appreciation of non-human perspectives while preventing the potential dehumanizing effects of 'more-than-human' organizational practices (Al-Amoudi, 2022).

This sub-theme identifies two central avenues for exploration:

1. Rethinking humanism as a foundation for posthumanist practices: it is impossible to fully transcend our human condition and understand the experiences of other beings from an external perspective. Therefore, rethinking the human condition is essential for developing practices and reframing organizations in ways that are ethically and practically sustainable. The proposals for paradigms based on dignity to align organizations with the SDGs (Pirson, 2023), as well as for a renewed anthropology underpinning humane management (Taskin, 2022) are a first step towards such a reflection.
2. Rethinking humanism to incorporate posthumanist critiques: considerable progress has been made in management studies by recognizing the dignity of all living beings (Melé, 2016) and fostering environmental care (Laszlo, 2019). However, these efforts to develop more effective 'more-than-human' practices can be further enriched by engaging with feminist and ecological approaches, among others.

The primary objective of this sub-theme is to explore how humanism can contribute to understanding and advancing 'more-than-human' organizations and management practices. We invite theoretical and empirical contributions addressing, but not limited to, the following questions:

- How can humanism and humanization be defined within management and organization studies?
- How can contemporary organizations humanize their policies and practices? What specific initiatives can they undertake to implement humanist ideals?



- What risks of dehumanization might emerge when management processes are reconfigured around 'more-than-human' perspectives?
- How can they integrate critiques from posthumanist, ecological, and feminist theories? What implications would such integration have for workplace environments?
- What ethical challenges arise at the intersection of humanism and posthumanism in organizations?

We welcome diverse contributions that critically engage with these themes, aiming to advance theoretical, empirical, and practical insights into the role of humanism in reframing organizations for a 'more-than-human' society.

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