

# 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 61: The New Frontiers of Co-Presence: Navigating Human Connection in Hybrid and AI-enhanced Organizational Settings



42<sup>nd</sup> EGOS  
Colloquium  
University of Bergamo  
July 9–11, 2026  
**EGOS**

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## Call for Papers

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The world of work and organizing stands at a critical juncture. Organizations face an unprecedented wave of hybridization (Petani & Mengis, 2024) and AI integration (Anthony et al., 2024) where human interactions are increasingly mediated by, entangled with or even replaced by artificial agents. These technologies not only enable new forms of collaboration, but also fundamentally reshape how we experience presence and absence, belonging and alienation, connection and disconnection in organizational settings. Exploring these dynamics seems crucial for maintaining organizational cohesion and solidarity, fostering creativity, and supporting well-being in increasingly hybrid work environments (Aroles & Küpers, 2022; Hafermalz & Riemer, 2020; Hondros et al., 2024). This sub-theme aims to investigate how the concept of co-presence can help organization scholars understand – and potentially enhance – human connections in modern organizational contexts.

The conceptualization of co-presence has undergone significant transformation, challenging traditional assumptions about physical proximity and social interaction. Early perspectives,



grounded in the micro-sociologies of Durkheim (1912) and Goffman (1959), privileged physical co-location and face-to-face interactions as fundamental prerequisites for creating collective effervescence and social bonds (Collins, 2020; Vine, 2023). However, this view has been increasingly problematized by contemporary organizational realities (Bancou, 2024; Gibson, 2020; Grabher et al., 2018; Taskin et al., 2024; Schiemer et al., 2022; Vidolov, 2022). For instance, Knorr-Cetina's (2009, p. 63) concept of 'synthetic situations' demonstrated that purely physical co-presence can no longer serve as the "basic working unit" for studying social situations in our interconnected world. This theoretical shift has opened new avenues for approaching co-presence, with scholars extending the concept beyond spatial proximity to encompass various forms of technologically mediated connection (Campos-Castillo & Hitlin, 2013; Zhao, 2003). These developments raise fundamental questions about how we experience and organize being together in settings where the boundaries between physical, virtual, and AI-mediated interactions become increasingly porous.

The lack of informal interactions and spontaneous encounters can foster sentiments of social isolation and invisibility, potentially making the social fabric of organizations more fragile (Endrissat & Islam, 2022). Even when co-workers stay connected through digital technologies, new phenomena like 'present-but-online' behaviors emerge (Christensen & Foss, 2021), affecting attention patterns and social dynamics. Recent work highlights how the individualizing tendency of hybrid work arrangements creates 'new vulnerabilities' within organizational collectives, suggesting the need to reframe co-presence and its link with vulnerability (Bancou, 2024). Research has also shown that platforms in otherwise alienating online work environments can serve as safe 'spaces of appearance', enabling the emergence of personal meaning and identity (Hondros, 2023) based on mutual awareness. Furthermore, research has emphasized the need to organize co-presence in both physical and virtual environments, arguing that an oscillation between 'converging' and 'diverging' co-presence – taken as "individuals' active and mutual orientation towards one another" – facilitates creative collaboration (Schiemer et al., 2022, p. 2).

In light of these developments, we face a critical paradox: while human connection remains essential to organizational life, our increasingly hybrid and AI-enhanced work environments may fundamentally transform– or even challenge – how we experience and organize co-presence. How can we sustain authentic connections and collective engagement in settings where the boundaries between physical, virtual, and AI-mediated interactions become increasingly blurred? What new theoretical frameworks and methodological approaches do we need to understand and support co-presence in these emerging organizational contexts?

To address these questions, this sub-theme aims to invite scholarship that seeks to integrate



and extend our understanding of co-presence in novel ways. While recent developments in phenomenology, social psychology, economic geography or communication studies have provided valuable insights into presence and connection, these have been only partially integrated into organizational research. At the same time, organizational scholars have developed rich insights about hybrid work and human-AI collaboration that could significantly inform broader theoretical discussions about co-presence (e.g., Chamakiotis et al., 2024; de Vaujany et al., 2021; Justesen & Plesner, 2023; Moser et al., 2022; Vesala, 2023).

Furthermore, organizational research has intensified its interest in organizational spaces and places as socially constructed (e.g. Cnossen & Bencherki, 2019; Dacin et al., 2024; De Vaujany et al., 2019; Yacoub & Haeflinger, 2024) or atmospheric (Jørgensen & Holt, 2019; Leclair, 2023), and the concept of co-presence as a sense of 'being aware' (Grabher et al., 2018) or 'becoming together' (Bancou, 2024) can meaningfully contribute to these debates. The purpose of this sub-theme is thus to help update our understanding of co-presence in ways that bridge different theoretical traditions and methodological approaches, while addressing the practical challenges that modern organizations face.

Some potential directions which are interesting from the perspective of the proposed sub-theme:

***Empirical avenues:***

- Examining co-presence across diverse organizational configurations (platform organizations, virtual teams, immersive environments, AI-enhanced workplaces)
- Understanding temporal presence and absence patterns in technology-mediated work settings
- Studying co-presence dynamics in creative and knowledge-intensive work
- Analyzing the transformation of organizational culture and social bonds in hybrid environments
- Investigating emergent forms of human-AI interaction and collaboration

***Theoretical avenues:***

- Developing frameworks that capture the complexity of co-presence in AI-enhanced settings
- Building integrative perspectives that bridge phenomenology, process philosophy, sociomateriality, and practice theories
- Conceptualizing collective presence in contemporary hybrid environments



- Understanding the interplay between human and artificial presence
- Theorizing embodiment and affect in technology-mediated work contexts

### **Methodological avenues:**

- Crafting innovative approaches for studying co-presence across multiple spaces and modalities
- Developing methods suited to capture hybrid interactions and experiences
- Designing techniques for investigating human-AI relationships through co-presence
- Adapting research tools for contemporary forms of presence
- Advancing ethnographic approaches for complex organizational settings

This sub-theme's focus on co-presence aligns particularly well with the 42nd EGOS Colloquium's innovative hybrid organizing model. As the first EGOS Colloquium to adopt a primarily online format complemented by localized face-to-face interactions, the Colloquium itself becomes a living laboratory for examining how academic communities can maintain connections and collective engagement across physical and virtual spaces. This format offers an unprecedented opportunity to reflect on and experiment with new forms of scholarly co-presence and community building.

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