

# 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 64: Translating Professional-driven Change: Agency, Adaptation, and Impact across Contexts



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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This sub-theme is concerned with the way in which professions and occupational groups may contribute to change, and the variety of potential impacts on individuals, organizations and societies (e.g., Muzio et al., 2013; Huising & Pakarinen, 2025). Over the last few decades research has significantly advanced our understanding of professionals' role – either as part of professional service firms or as representatives of their wider profession – in shaping broader processes of change (e.g., Greenwood et al., 2002; Suddaby & Viale, 2011). Whilst professions have traditionally been associated with stability, theorists have connected the (institutional) work of dedicated professionals or professional service firms to field-level changes such as via the creation and institutionalization of 'new' practices (e.g., Smets et al., 2012). More recently, a growing number of studies have advanced our insight into how social movement-based occupations – such as related to sustainability, responsibility and equality – pursued their movement goals through advancing processes of professionalization together with advancing changes in organizations (e.g., Khamidullina & Brock, 2025). This is based on the premise that such occupational groups 'have the potential to change practices, standards



and policies across organizational fields' (Augustine et al., 2024).

Yet, how does professionals' pursuit of change come to vary in their impacts across different contexts? Whilst there has been an increase in attention to the possible changes in professionals' practices in relation to challenges such as emanating from sustainability (Howard-Grenville et al., 2017), inequality (e.g., Ashley et al., 2023), digital technologies (Pemer & Werr, 2025), including artificial Intelligence (Goto, 2022), research has not fully explored how and why these practices become adapted by different professionals and professional organizations and their wider implications for individuals, organizations and societies at large. At the same time, we know from literatures on innovation as well as organizational, strategic and technological change that new practices may vary significantly in the way they are put to use across time and space (Ansari et al., 2010; Trullen et al., 2020). Such an adaptive view on the pursuit of change highlights the significance of studying how and why, these practices become 'translated' when they are dis-embedded from their original context and become re-embedded in a variety of new contexts (Czarniawska & Sevòn, 1996; Wedlin & Sahlin, 2017).

Advancing our conceptualization of such processes of adaptation is of particular significance to develop a deeper understanding of the implications of professional-driven change for individuals, organizations and societies at large. In other words, whilst some professional-driven changes may be considered as generally institutionalized, their meaning may likely vary significantly across contexts. An emphasis on further examining the translation of professional-driven change is particularly apposite given the heterogeneity within and among professional service firms (Boussebaa et al., 2012), and the processes of contestation within and between distinct professional fields and professional organizations (Anteby et al., 2016).

This is also consistent with research that emphasize the need to better account for heterogeneity in studying peer-driven occupational change such as related to their pursuit in addressing grand challenges (Howard-Grenville et al., 2017). Through developing our insight into the role and possibilities of professions and professional organizations in pursuing changes, research also better allows to critically interrogate their assumed role as "key agents in the maintenance and change of institutions in contemporary society" (Ashley et al., 2023, p. 81), which is of particular relevance in the light of a context where professions and professionals are under increasing scrutiny regarding their role in grand challenges related to inequality, environmental impact and new (e.g., AI-based) technology.

In sum, if we want to better understand the "the societal impact of professions and the conditions under which society benefits or suffers from the interventions of professions" (Huisig & Pakarinen, 2025, p. 3), more research attention must focus on how new



professional practices become adapted across a variety of (professional) contexts. As such the aim of this sub-theme is to gather scholars from diverse theoretical perspectives whose work addresses professions and professional service firms, offering a forum to advance scholarly understanding of how professional-driven changes are translated across socio-temporal contexts.

We invite empirical, conceptual and methodological papers that advance our empirical and theoretical knowledge of what professional-driven change means for different professionals, professional organizations, and related stakeholders (clients, policy makers, impacted communities, etc.). Submissions can, for instance, address the following (non-exclusive) questions:

- How and why do professional firms vary in the way they translate new AI-based technology into practice?
- How and does the meaning of technology-driven professional change vary over time in different professional fields?
- How do professional groups translate climate change into practice and how do these translations shape broader societal discourses on environmental change?
- How and why do particular translations of sustainability-driven change come to dominate within professional fields or within professional service firms?
- How does an increased scrutiny from external actors (e.g., policymakers, the public, media) influence the ways professionals adapt institutional changes? And what are the consequences for their practices, legitimacy, and identity?
- How do professionals or professional service firms vary in the way they define themselves in relation to sustainability or technology-driven professional change?
- What are the methodological challenges associated with studying the translation of professionally-driven change?

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