

# 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 39: Organizing Animals: The Dynamics of Interspecies Power, Privilege, and Possibility



42<sup>nd</sup> EGOS  
Colloquium  
University of Bergamo  
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EGOS

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## Call for Papers

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The EGOS Colloquium 2026 highlights the urgent need to reframe organizational theories, practices, and methods to recognize the interdependence of humans and other species. This sub-theme directly supports this vision by addressing the ethical, ontological, and epistemological dimensions of human-animal relationships in organizational contexts. Specifically, it asks: How do animals participate in and shape organizational dynamics? What are the ethical and practical implications of incorporating animals as organizational actors? How can organizations reimagine their structures and practices to create more equitable, multispecies futures?

By foregrounding animals, this sub-theme extends perspectives with other species, highlighting issues like interspecies solidarity, biopolitics, and the environmental impacts of human-centric organizing. In particular, it aligns with calls to “decolonize” methods and narratives. As such, it encourages creative, interdisciplinary approaches that challenge traditional boundaries and amplify the voices of animals and other marginalized actors.



Organizing has always been multispecies (Labatut et al., 2016). Humans are intimately interconnected to the non-human world – which includes non-human artificial actors, non-human animals and natural non-animal entities – in ways that shape social systems, values and practices. This is becoming more recognized in the field of organization studies (e.g., Connelly & Cullen, 2018; Coulter & Fitzgerald, 2016; Hamilton & McCabe, 2016; Huopalaainen, 2022; Kandel et al., 2023; Labatut et al., 2016; O’Doherty, 2016; Sayers et al., 2023; Tallberg et al., 2022a).

Modern societies’ treatment of animals reveals core aspects of human priorities. The detrimental impact of human actions on animals is central to many industries, such as industrial animal agriculture (Christensen & Lamberton, 2022; Köllen & Schneeberger, 2023) and tourism (Rickly & Kline, 2021; Wadham & Dashper, 2024). Likewise, humans also have a negative impact when they destroy wildlife habitats in the pursuit of “growth” and “development” of cities and farmlands. There are increasing wildlife-human conflicts (such as with wolves and rats), while breeding domesticated animals for consumption is growing faster than ever (Statista, n.d.). Such practices raise pressing ethical questions that organization scholars must address if we are to move beyond anthropocentric frameworks.

The “animal turn” in organization studies offers a transformative lens through which to reframe multispecies organizations. This sub-theme seeks to take animals seriously as actors in their own right, and explore the impact of human-animal relationships on organizational structures, practices, and policies, and vice versa. By integrating perspectives from animal organization studies (AOS), business ethics and other interdisciplinary fields, we aim to highlight how an interspecies perspective potentially enables us to come together to create more responsible, sustainable and inclusive organizations and practices of organizing for all.

In summary, this sub-theme heeds the conference call for a transformative reframing in a way that in turn helps expand the scope of organization studies more broadly. By further incorporating animals into the study of organizations, we challenge anthropocentric biases and open up new possibilities for understanding power, diversity, and inequality in our multispecies societies. In so doing, we aim to inspire innovative research and practical solutions that address pressing global challenges, from biodiversity loss to ethical labour practices. Through this sub-theme, we hope to foster a dynamic, interdisciplinary dialogue that brings together scholars, practitioners, and activists to envision a future where organizations are more inclusive of all beings.

The sub-theme considers questions of human power and privilege but also possibilities in our relations to animals and how to create more humane organizing for animals. We especially



call for submissions that disrupt and challenge the status quo, and/or take an academic activist stance for animals (Tallberg et al., 2022b). The sub-theme will appeal to a wide variety of EGOSians with interests such as business and organisational ethics, sustainability, multispecies organising, DEI, and strategy.

Topics of interest in this sub-theme include (but are not limited to):

- The role of animals in work, and forms of humane/posthuman work
- Advancing organization theories for multispecies inclusivity
- Business ethics and CSR in regard to animals
- Interspecies solidarity in actions, thinking and feeling and impact on organizing
- Onto-epistemological/methodological considerations of multispecies approaches
- Bio-political systems and challenges/potentials, for example, dietary shifts and just transitions in food production systems and alternative food options
- The link to sustainability debates and its limitations/opportunities for animals
- Indigenous and non-Western insights into animal-human organizing efforts
- Intersectional analyses of how speciesism overlaps with other forms of discrimination such as racism, sexism, classism, ableism, etc.
- Multispecies lenses on the impact of wars, climate change disruptions, population and consumption growth in organizing
- Dimensions of local and global organizing impacts on animals (e.g., tourism and leisure activities)

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## References

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