

**CALL FOR PAPERS**  
**62nd Annual**  
**Southwest Academy of Management**

in conjunction with the Federation of Business Disciplines  
in San Antonio, Texas

**March 11 – 14, 2020**

at the

**HYATT REGENCY SAN ANTONIO**

123 Losoya Street

San Antonio, Texas, United States, 78205

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<https://www.hyatt.com/en-US/hotel/texas/hyatt-regency-san-antonio-riverwalk/satrs>

Conference Theme:

*REFLECTIONS*

REFLECTIONS



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**Submission Deadline:**  
***NOW October 25th, 2019***

**SWAM 2020: Call for Papers**  
**Submission Deadline: OCTOBER 25<sup>th</sup>, 2019**

The Southwest Academy of Management Conference (SWAM) is pleased to announce a call for papers for its 62<sup>nd</sup> Annual Conference. The theme of the 2020 conference is “**Reflections**”. As we gather on the scenic Riverwalk in San Antonio, we’ll be able to look out onto the waters to be reminded of the essential role that reflection plays in our lives as scholars, teachers, and learners. Indeed, reflection is a core piece of learning and developing, both for academicians and the students we serve.

This year, we encourage submissions to **reflect** on the challenges facing academia and academicians in particular. First and foremost, the “divide” between practice and academia continues to grow. How can we truly work to close this gap and increase our **engagement** with the business community? Second, advances in digital information are leading to increased scrutiny of research and research quality across disciplines, outpacing our ability to monitor and adapt to them. What are we, as individuals and as institutions, doing to ensure we are creating **meaningful impact** on stakeholders? Third, as scholars, our work – both in and out of the classroom – should continue to explore new frontiers and push boundaries. The future of work is here, including rapid advancements in artificial intelligence and the automation of the knowledge economy. How will these workplace changes impact management strategy and behavior, and how can we embrace **innovation** such that our scholarship and our pedagogy stay at the cutting edge? Fourth, and finally, we reflect on the increasing importance of **inclusion** in our society. Different generations (i.e., baby boomers, generation X, millennials, generation Z) are moving in and out of the workplace, each with markedly different values and perspectives. The world, and our country, is becoming more connected despite these generational disconnects – are we doing all we can to recognize, understand, and embrace the diversity of purposes, people, and pathways in higher education?

We encourage your submissions related to our theme, “**Reflections**”, as we will provide recognition for those submissions addressing the theme. We also invite **all scholarly contributions** across **management disciplines** in the following formats 1) panel discussion, 2) symposia, 3) IGNITE! Presentations, 4) traditional papers, and 5) professional development workshops. Please find the most appropriate track to submit your contribution to, following the submission guidelines (see pages 3-4 of the call for papers). Please contact the Program Chair (Ethan P. Waples – [waplese@uhd.edu](mailto:waplese@uhd.edu)) or the appropriate track chair with any questions.

**[CLICK THIS LINK TO SUBMIT YOUR PAPERS NOW](https://easychair.org/conferences/?conf=swam2020)**

*or cut and paste this link into your browser*

**<https://easychair.org/conferences/?conf=swam2020>**

## SWAM 2020 – Tracks and Track Chairs

### **Managing Human Capital**

*Human Resources / Careers / Diversity*

Co-Chairs: Emily Hammer ([ehammer@mail.wtamu.edu](mailto:ehammer@mail.wtamu.edu)), West Texas A&M University & Julio C. Canedo ([canedosotoj@uhd.edu](mailto:canedosotoj@uhd.edu)), University of Houston – Downtown

### **People at Work**

*Organizational Behavior / Leadership*

Chair: Cody Cox ([ccox9@stmarytx.edu](mailto:ccox9@stmarytx.edu)), St. Mary's University

### **Organizational Mission**

*Organizational Theory / Strategic Management / International Management*

Co-Chairs: Marcia Hardy ([HardyM@nsula.edu](mailto:HardyM@nsula.edu)), Northwestern State University of Louisiana & David Epstein ([epsteind@uhd.edu](mailto:epsteind@uhd.edu)), University of Houston – Downtown

### **Change in Organizations**

*Organizational Development*

Co-Chairs: Peter Sorensen ([PSorensen@ben.edu](mailto:PSorensen@ben.edu)) & Therese Yaeger ([TYaeger@ben.edu](mailto:TYaeger@ben.edu)), Benedictine University

### **The Single Business Enterprise**

*Entrepreneurship / Small Business / Family Business*

Co-Chairs: Manjula S. Salimath ([Manjula.Salimath@unt.edu](mailto:Manjula.Salimath@unt.edu)), University of North Texas & Vallari Chandna ([chandnav@uwgb.edu](mailto:chandnav@uwgb.edu)), University of Wisconsin-Green Bay

### **The Purposeful Organization**

*Social Responsibility, Consciousness, Relationships, Collaboration, Community and Sustainability*  
Chair: Brian Kulik ([bkulik@whittier.edu](mailto:bkulik@whittier.edu)), Whittier College

### **Recent Vistas on Management: The Latin American Context\***

*Cross-Cultural / Diversity*

\*Track presented in Spanish.

Co-Chairs: Carlos Baldo ([cbaldo@coloradomesa.edu](mailto:cbaldo@coloradomesa.edu)), Colorado Mesa University & Oscar Montiel ([oscar.montiel@uacj.mx](mailto:oscar.montiel@uacj.mx)), Universidad Autónoma de Ciudad Juárez

### **Management Education**

*Pedagogical Innovations / Pedagogical Research / Faculty-led Learning Opportunities:*

*Methodological, Pedagogical, or Statistical / Professional Development*

Co-Chairs: Kenneth Sweet ([Kenneth.Sweet@tamusa.edu](mailto:Kenneth.Sweet@tamusa.edu)) Texas A&M University – San Antonio, Lee Tyner ([LTyner@uco.edu](mailto:LTyner@uco.edu)) & Suzanne Clinton ([MClinton1@uco.edu](mailto:MClinton1@uco.edu)), University of Central Oklahoma

## SWAM 2020 Submission Instructions

The Southwest Academy of Management is committed to providing value to both submissions and accepted papers or presentations by providing quality reviews of submissions as well as active and engaged sessions at the conference in San Antonio. Because of this, we adhere to the submission guidelines and deadlines within this document.

**Guideline 1:** For Paper submissions, **only full papers** are accepted. Incomplete papers or abstracts are not accepted. If you have an incomplete paper or conceptual idea, we encourage you to reach out to colleagues, track chairs, or the program chair in order to assist you in identifying and contacting collaborators for a potential Panel Discussion or Symposium.

**Guideline 2:** For Panel Discussions and Symposia, we require that collaborators from multiple institutions appear in the submission. For example, if there are four papers inside a symposium, you may have no more than two of these papers originating from a lead author within the same institution. Individual papers may have multiple authors from the same institution. In general, the session must have presenters from two different institutions (education or industry-based). These sessions are not intended to be advertisements or product oriented, but research or practice based sessions designed to enhance the scholarship of management, practice of management, or management pedagogy.

### SUBMISSION FORMATS

#### Papers

Papers generally refer to completed conceptual or empirical projects. Papers must be typed, double-spaced, and typically not more than 30 pages in length, exclusive of references and tables. The main body of the paper should have a title page with a 150-word abstract, but not the authors' names. Papers will be double-blind reviewed. Papers should not have been previously published or presented. If they are under review, they must not appear in print before the conference (March 11 – 14, 2020). By submitting your paper, you are agreeing that – should your paper be accepted – at least one author will register, attend, and present the paper at SWAM 2020. All papers, if accepted, must submit either an 1) extended abstract (minimum 250 words) or 2) 6-page summary format for inclusion in the SWAM 2020 Conference Proceedings, to Natasa Christodoulidou, Proceedings Editor, at [nchristodoulidou@csudh.edu](mailto:nchristodoulidou@csudh.edu). Please see the proceedings guide for specific instructions and examples.

#### Paper Submission Requirements (per AOM; <http://aom.org/annualmeeting/submission/guidelines/>)

- *\*Papers that are not prepared according to these formatting instructions will be sent back for correction prior to being reviewed.*
  - The entire paper submission (title page in Title Case, abstract, main text, figures, graphs, tables, references, etc.) must be in ONE document created in one of the following compatible formats:
    - Adobe Portable Document Format (.pdf).
    - Microsoft Word (.doc, .docx).
    - Rich Text Format (.rtf).
  - Figures, graphs, tables, appendices and references should follow the Academy of Management Journal's Style Guide.
  - Use Times New Roman 12-point font, double spaced, 1-inch (2.54 cm) margin all around, and 8.5" × 11" page setting. References may be single spaced.
  - Be sure to number all of the pages of the paper, placing the page number in center of the footer.
  - To facilitate the blind review process, REMOVE ALL AUTHOR-IDENTIFYING INFORMATION, including acknowledgements, from the uploaded document as this is the document reviewers will be reading. *Note: You will still include ALL authors associated with your submission during the submission process, but not on your paper.*

### **IGNITE! Presentations (NEW!)**

Ignite presentations (<http://www.ignitetalks.io/>) are 20 slide presentations, where slides advance automatically every 15 seconds. This format provides exciting, 5-minute total presentations. For SWAM, we encourage you to use the IGNITE! format for conceptual or empirical paper ideas that you are interested in pursuing or are beginning to plan for. The IGNITE! format is a way to engage your audience and allows for discussion, feedback, and opens opportunities for collaboration.

We also strongly encourage the IGNITE! format for conference attendees from industry, or to overview consulting or community engagement projects you have completed. Conference track chairs will work to combine similar IGNITE! submissions into cohesive panels. *We encourage you to consider submitting an IGNITE! presentation for your upcoming work **in addition** to your other submissions to SWAM 2020.*

### **IGNITE! Presentations Submission Requirements**

- Title of IGNITE! Presentation.
- 100 word abstract.
- A 1000 word summary of your IGNITE! Presentation that provides a detailed enough explanation so as to allow track chairs to group presentations into a cohesive session.
- Please include ALL participant names, affiliations, and contact information, as IGNITE! Presentations will NOT be peer reviewed.

### **Panel Discussion**

Panel discussions typically include 3 – 5 presenters, with one individual designated as the moderator of the panel. This individual must be very active in order to ensure that all panelists are able to speak, stay on track, and engage the audience in the topics of discussion. Panel discussion proposals must include the general overview and structure of the session, the themes and/or issues to be discussed, and examples of potential audience questions to be posed in order to stimulate interaction. We particularly encourage using panel discussions to engage individuals from industry in reflective discussions on the role of higher education in business to prepare business leaders. A panel may be submitted as either a 50 or 80-minute session. **PLEASE ENSURE YOUR SUBMISSION ADHERES TO GUIDELINE 2.**

### **Panel Discussion Submission Requirements**

- Title of Panel Discussion.
- 250 word abstract.
- A summary of the panel discussion, with a minimum of 900 words to a maximum of 3,000 words (excluding references) that outlines and describes the structure, presenters, and planned flow of the session in enough detail so reviewers can evaluate the panel.
- Please include ALL participant names, affiliations, and contact information, as Panel Discussions will NOT be peer reviewed.
- Adhere to Guideline 2.

### **Symposium**

Symposium sessions include multiple presenters, where presenters coordinate and present an integrated set of papers of interest to management disciplines or industry stakeholders (i.e., empirical research, practice, theoretical pieces, or pedagogical content). Generally, the symposium includes four to five presenters, and the submitter acts as the session chair/coordinator. The session chair is also encouraged to generate interaction and discussion with the audience. Optionally, a discussant role can be included in the symposium submission format. A symposium may be either a 50 or 80-minute session. **PLEASE ENSURE YOUR SUBMISSION ADHERES TO GUIDELINE 2.**

### **Symposium Submission Requirements**

- Title of Symposium.
- 250 word abstract.

- A 600 word general summary of the symposium (references not included).
- For each individual paper in the symposium, a 1000 word summary, including the specific contribution to the overall theme of the symposium.
- Submission must include minimum 3 and maximum 5 total contributors (minimum 3 papers).
- Please include ALL participant names, affiliations, and contact information, as Panel Discussions will NOT be peer reviewed.
- Adhere to Guideline 2.

### **Professional Development Workshops (PDWs) / Pedagogical Innovations / Faculty-led Learning**

All of the submission formats listed here (Professional Development Workshops / Pedagogical Innovations / Faculty-led Learning) go directly to the **Management Education** track. For each submission type, submitters need to describe the topic of the presentation, why the SWAM audience will be interested in the topic, the proposed format, required technology, a statement of the value added, and description of the expertise of the presenters.

### **PDW / Pedagogical Innovations / Faculty-led Learning Submission Requirements**

- Title.
- Topic.
- Presenters: affiliations, expertise.
- Target Audience.
- Format of workshop.
- Technology required.

### **Doctoral Consortium**

The SWAM 2020 Doctoral Consortium includes a series of sessions held on Thursday, March 12, 2020. If you are a currently enrolled doctoral student in management or a closely related discipline, and are interested in attending the consortium, please email Dr. Robert Epstein, University of Central Oklahoma, at [repstein@uco.edu](mailto:repstein@uco.edu). Please indicate your: 1) Name, 2) University, 3) Program type and description, 4) Year, status, expected date of completion, and 5) Advisor. Doctoral students receive reduced registration fees and are eligible for scholarships and awards for best papers submitted to the conference. ***Please note, there are a limited number of \$300 stipends available for doctoral students who attend all sessions of the doctoral consortium. You may be asked to provide additional information when stipends are awarded.***

### **SWAM 2020 Awards & Recognition**

- The Distinguished Paper Award (given by FBD)
- Best in Track Papers and SWAM overall
- Outstanding Reviewers in Track and SWAM overall

### **\*For All Submissions**

Submissions are limited to a maximum of three per individual author. A submission may be submitted to only one track. SWAM subscribes to the ethical standards of the Academy of Management (<https://aom.org/ethics/>). It is the policy of the Southwest Academy of Management to be given first and full credit for all material presented at its conferences. The Southwest Academy of Management will reject submissions that are under review or scheduled to be presented at another conference(s).

**Note:** *Submissions to SWAM should be original and may not be submitted to any other conference including those affiliated with FBD (Federations of Business Disciplines).*