Western Academy of Management 2026 Conference
CALL FOR PAPERS
& Submission Guidelines

Theme: **"Leveraging the Past to Forge a New Frontier of Work"**

Annual Meeting Dates: **March 11 - 14, 2026**

Location: **Hilton Santa Fe Historic Plaza**

Submission Deadline: **October 6, 2025, 11:00 p.m. Pacific Time**

Join us March 11 - 14, 2026 in Santa Fe, New Mexico for our next Western Academy of Management (WAM) conference. We will be staying at the beautiful Hilton of Santa Fe (100 Sandoval Street, Santa Fe, New Mexico).

Santa Fe's known as a hub of creativity, innovation, and entrepreneurship and provides a fertile environment to explore this year's conference theme: "Leveraging the Past to Forge a New Frontier of Work."

We hope WAM can provide a blend of retrospective and prospective sessions and an engaging atmosphere to explore how insights from history can be leveraged to navigate the future of work. This can include:

- Examining how past management and organizational theories/practices can be adapted and applied to emerging work models and challenges
- Analyzing case studies of companies/industries that have successfully navigated major workplace transformations by drawing on historical perspectives
- Highlighting innovative approaches that blend traditional wisdom with future-focused strategies
- Discussing the role of leadership in bridging the past and future to create more resilient, adaptable organizations
- Showcasing research and solutions that help organizations and workers prepare for the evolving nature of work

Partnerships:

WAM will continue our partnership with the Western Case Writers Association (WCA) and enhance a new partnership with the Consortium for Research Methods and Analysis (CARMA), offering workshops and paper tracks for quantitative and qualitative methods.

Theme: "Leveraging the Past to Forge a New Frontier of Work"

Conference schedule
WAM starts on Thursday with the WCA meeting and consortiums for pre-doctoral and doctoral students and junior faculty. The first afternoon concludes with CARMA sessions on quantitative or qualitative sessions for all WAM attendees. Friday and Saturday will include traditional and developmental paper sessions, workshops, panel discussions, and celebrations with the Journal of Management Inquiry (JMI) Scholar, Ascendent Scholars, and Best Paper Awardees.

We hope the conference theme will appeal to scholars and practitioners across a broad range of topics related to "Leveraging the Past to Forge a New Frontier of Work". All organizational phenomena at all levels operate within a temporal context and involve learning and adapting. Potential topics include individual and organizational resilience, individual coping strategies, organizational histories and culture, leadership development, case studies assessing organizational learning, development, and culture.

Other conference tracks, including sample topics:

Management Education
- Teaching and pedagogy
- Learning
- Artificial Intelligence in the classroom
- Experiential learning
- Grand challenges in management education

People and Workplace
- Processes (e.g., recruitment, appraisals, selection)
- Work type (e.g., free-lance, job-crafting, telework)
- Space (e.g., physical, virtual)
- Behaviors (e.g., helping, OCB, deviance, moral disengagement)
- Mission, values, culture
- Cognition and decision-making
- Emotions, emotional intelligence

Relationships, Leadership, and Communication
- Attributes (e.g., ethical/moral, honest, humble)
- Power (e.g., decision making, discrimination)
- Teamwork and cooperation
- Conduct (e.g., leadership style, behavior)
- Critical thinking
- Narratives/storytelling
- Conflict/Conflict management

Research Methods
- Qualitative methods
- Quantitative methods
- Statistical topics
- Theory development

The Environment/Context
- Interface between organization and society (e.g., CSR, social entrepreneurship,
- environmental sustainability)
- Artificial intelligence
- Competition
- Institutions
- Communities (e.g., underserved, demographics)
- Industry context (e.g., cleantech, health care)
- Uncertainty/ambiguity

The Firm
- Performance
- Change
- Entrance/exit
- Governance
- Reputation/status
- Strategy

The Professorship
- Being a professor (e.g., health, stress, personal improvement)
- The profession (e.g., future directions, university governance)
- Diversity, equity, inclusion

Submission types:
WAM is open to a variety of submission types in each track. The submission types include traditional papers, developmental papers, panels, symposia, and workshops. Our preference for "The Professorship" track is submissions focused on Workshops or Panel discussions.

Specific requirements by submission type:
Traditional papers: Maximum 10,000 words (approximately 30 pages) including all content (i.e., references, tables, appendices, etc.).
- Traditional papers should be fully developed research or theoretical submissions.
- Authors whose traditional papers are accepted will have approximately 15 minutes to present their work.
- Traditional papers will be blind reviewed and should not contain any author identifying information to maintain the integrity of the blind review process.

Developmental papers: Maximum ==3,000 words== (approximately 3-8 pages) including all content (i.e., references, tables, appendices, etc.). There are a limited number of opportunities for developmental paper presentations. Developmental papers can be separated into three categories of papers: research proposals, conceptual papers, and empirical papers.

- **Research proposals** should include research questions or hypotheses, a brief summary of the literature that has informed the questions, and proposed methods for data collection and analysis.
- **Empirical submissions** should include the same elements as a research proposal submission and also some preliminary analyses.
- **Conceptual submissions** should include a description of the relevant literature and some preliminary ideas for the theoretical contribution.
- Developmental papers will be blind reviewed and should not contain any author identifying information to maintain the integrity of the blind review process.
- Developmental submissions that are accepted will be assigned to a group with other developmental papers. ==Each author will have 5 minutes to informally present their ideas, and will then listen for 10 minutes as the other participants discuss the work. There will be 5 minutes at the end for follow-up questions or discussion.==
- Authors are expected to review each other's work in advance and come prepared to participate in the round table presentation discussions.

Symposia, Workshops and Panels: Maximum ==4,000 words==.
- These submissions are not blind reviewed and should include author information.
- Submissions will be judged on the following criteria: (a) How well prepared is the submission? (b) How likely is it to appeal to a broad audience? (c) How "WAM-y" is it? (i.e., is it innovative, creative, edgy, and likely to provoke conversation?)
  - **Symposia:** The proposal must include a 3-5 page summary of the session and proposed format, as well as a 2-3 page description of each panelist or section (as relevant) in the session. Symposia should fit into a ==75-minute session.==
  - **Workshops:** Submissions must provide a 3-5 page description of the focus of the workshop (e.g., teaching, research methods, etc.), the intended target audience, proposed session content and format, and a clear description of how the session will add value for the target audience. Workshop submissions should fit into a ==75-minute session.==
  - **Panels:** Submissions must include a 3-5 page description of the focus of the panel and its intended contribution, the participants and facilitator, and the target audience. The submission also should fit into a ==75-minute session.==

General formatting requirements:
- Standard US letter size (8.5 x 11 inches)
- Double-spaced text with one-inch global margins and Times New Roman 12-point font
- Each submission should be submitted as one single document.
  o File types accepted are MS Word (.doc or .docx) and PDF.
  o Filenames should include only lower-case letters, with no spaces or special characters

Serving as a reviewer for the conference:

When you submit your paper, you will be given the opportunity to serve as a reviewer. Serving in this capacity is an important part of the peer-review process, so we encourage you and your co-authors to volunteer!

Award Opportunities:

Ascendant Scholars Award

- Eligibility: Must be a scholar, preferably in a business school in the Western Academy of Management region, and normally someone with a maximum of six to seven years of experience. To be "ascendant," the person should have a record that includes:
  1. Great research, which is usually determined by the quality and number of articles published,
  2. Great teaching, which is usually determined by teaching nominations or awards or other types of teaching contributions,
  3. Engaging professional service, whether with the Academy or with business, and
  4. A trajectory or potential that looks very promising for the future.
- Preference: This is given to nominees who are current members of WAM or regular attendees of WAM meetings, although nominations in the past have not been limited to this group. Those named a WAM Ascendant Scholar are expected to attend the annual meeting where they will present their research in a special session.
- Process: Nominations are solicited from the membership. Nominators are asked to please send the person's name and a CV with relevant information, along with a recommendation letter describing why this person would make a great nominee.
- Additional information will be shared through WAM communications and on the WAM website

Past President's Best Paper Award

- Eligibility: Only traditional papers are eligible for the Past Presidents Best Paper award.
- Process: The Program Chair assembles a list of exemplary Traditional Papers based on recommendations from reviewers and track chairs. WAM's Past President selects a shortlist of up to five Best Paper Nominees. The WAM Program Committee, which comprises the Past President, the President, the Program Chair, and the Program Chair-Elect, then reviews and ranks those nominees. The Best Paper award is based on the rankings of that committee

Best Doctoral Student Paper Award

- Eligibility: Traditional papers that are sole-authored by doctoral students are eligible for the Best Doctoral Paper award.
- Process: Authors are asked to self-identify for the award when submitting papers. The Program Chair reviews those papers, as well as the recommendations of reviewers and track chairs, and assembles a shortlist of up to five Best Doctoral Paper Nominees. The WAM Program Committee, which comprises the Past President, the President, the Program Chair, and the Program Chair-Elect, reviews and ranks those Nominees. The Best Doctoral Paper award is based on the rankings of that committee.

Wammy Award
- Eligibility: Any traditional paper is eligible for a Wammy Award if it is based on an idea generated and discussed with others at a previous WAM annual meeting.
- Process: Authors are asked to self-identify for the award when submitting.

Coveted Double-Wammy Award
- Eligibility: A paper that has previously received a Wammy Award and is subsequently published in a peer-reviewed outlet is eligible for the Coveted Double-Wammy Award.
- Process: Authors are asked to self-identify by contacting the EC when their Wammy Award winning paper is published.

Reminders:
- Submissions should be made online at wamonline.org no later than October 6, 2025 at 11:00 P.M. Pacific Time. This deadline is firm and no extensions will be granted.
- Papers submitted for review must not have been previously presented or scheduled for presentation, nor published or accepted for publication.
- Submitted papers may be submitted to a journal after the WAM submission deadline, however, the paper must not appear online or in print before the 2025 WAM meeting.
- Subsequent publication, with proper acknowledgement, is encouraged.
- Submissions that exceed the expected word and/or page limits will not be reviewed.
- If a Traditional or Developmental paper is accepted, at least one author must register and present the work at the Annual Meeting. If at least one author of an accepted paper is not registered for the conference by January 2026, the paper will be removed from the program. For panel, workshop or symposium presentations, all the presenters must register for the conference by the end of January.
- Traditional and Developmental Paper submissions will be blind reviewed; thus, no author names or other identifying information should appear anywhere in the manuscript (not even on the title page). Be sure to check the Properties of your submission file before uploading.
- Submitters also must remember to remove embedded or hidden comments, track changes, color changes, and highlighting unless appropriate and necessary for the submission.
- Symposia, panel discussions, and workshop submissions should contain author information, as these are not blind-reviewed.
- Similar to the Academy of Management, this conference will follow the **Rule of Three** where no participant will be included as an author or presenter in more than three program sessions. Please limit your submissions to no more than three.