



AOM Submission Incubator for Early-Stage Researchers

Hosted by the Global Committee of the OB Division

Date and Time: December 13, 09:00-11:00 CET (UTC +1) | Online

We warmly invite early-stage OB researchers preparing for the Academy of Management conference in Copenhagen to submit their work for constructive feedback from experienced members of the OB division.

Are you preparing for the annual Academy of Management conference? Peer reviews and constructive feedback are essential for advancing our academic work, especially for early-career researchers. For non-native English speakers, these reviews can help navigate common challenges in writing.

In this supportive Incubator, the Global Committee of the Organizational Behavior Division will provide friendly reviews and guidance to enhance your paper or symposium for a successful submission to the AOM conference in Copenhagen in 2025. Additionally, it is a fantastic opportunity to expand your international network!

Who Should Participate?

This Incubator is primarily designed for doctoral students, post-docs and early-stage researchers outside North America who are non-native English speakers. We have scheduled the session to accommodate various global time zones*. We will accept up to 25 paper and symposium proposals, which will be discussed in small breakout rooms with 3-5 participants and senior mentors from the Global Committee.

**If you cannot attend live due to time differences, you may apply to receive feedback in writing.*

How to Participate:

1. **Submit Your Draft:** Send your draft paper (or symposium) on *any OB topic* by the end of the day on **Sunday, December 1 (23:59 CET)**. Use the submission portal: [Submission Form](#).
2. **Specify Feedback Needs:** Include specific questions or areas where you seek feedback (e.g., methodology, language use, structure).

3. **Include a Bio:** Include a brief bio (max 100 words) that includes your research interests and AOM experience.

Additional Information:

- Preference will be given to junior scholars from underrepresented regions and institutions.
- The submission of full or otherwise advanced papers (e.g., at least 20 pages, with each section drafted) is encouraged but not required. Empirical papers should have initial data analyses.
- Submissions must follow the [AOM Submission Guidelines](#).
- AOM or OB Division membership is not required to participate.

Notifications of acceptance will be sent soon after the submission deadline. Breakout rooms will be organized based on thematic and methodological similarities for productive discussions.

Incubator Schedule (in CET times):

- **09:00:** Welcome from the organizers.
- **09:05:** Introduction from Program Chair of the OB Division [Keith Leavitt](#), Betty S. Henry Amundson Faculty Scholar in Ethics and Professor of Management, Oregon State University.
- **09:10:** Overview of AOM submission procedures and tips.
- **09:30:** Breakout rooms for peer review and discussion of submissions.
- **11:00:** Closing remarks.

Organizers:

This Incubator is organized by [Farzana Ashraf](#), PhD Candidate, Macquarie Business School, Australia. Members of the **Global Committee of the OB Division**, who will review the papers and serve as mentors, are long-time members of the OB Division and regularly submit and review for the AOM conference. Collectively, they have editorial experience in journals such as *Journal of Organizational Behavior*, *Academy of Management Review*, *Journal of Management*, *Human Relations*, *Journal of Business and Psychology*, *Applied Psychology*, *Journal of Managerial Psychology*, and *Human Resource Management Journal*.

Mentors include:

- [Abiola Sarnecki](#), Professor of Organizational Behavior and Human Resource Management, Wiesbaden Business School
- [Chad Chiu](#), Associate Professor in Leadership, Adelaide Business School

- [David Patient](#), Full Professor of Leadership, Vlerick Business School
- [Marylène Gagné](#), John Curtin Distinguished Professor at the Future of Work Institute, Curtin University
- [Minna Paunova](#), Associate Professor of Management, ESCP Business School
- [Ulrich Leicht-Deobald](#), Associate Professor in Responsible Leadership, Trinity Business School

For questions regarding the Incubator or the Global Committee's activities, please reach out to our Chair, Minna Paunova, at mpaunova@escp.eu.

We look forward to your participation!