**2023 Management Consulting Division Program**

**Call for Proposals**

**83rd Annual Meeting of the Academy of Management**

**Where: Boston, Massachusetts, USA**

**Date: 4-8 August 2023**

**Management Consulting Division (MCD) Program Chair:** Shola Ajiboye, [sxa505@case.edu](mailto:sxa505@case.edu)

**About MCD:**

The Management Consulting Division (MCD) is a division of the Academy of Management. The **membership** of MCD comprises scholar-practitioners in public and private sectors, including higher educational institutions spread around the world. The **mission** of the MCD is to bridge the gap between theory and practice in all areas of management through a pluralistic approach to understanding and applying management knowledge. The **purpose** of the MCD is to advance the knowledge and understanding of management consulting through teaching, research and publication, and active consulting practices. The division recognizes the vast disciplinary fields related to consulting, including human resources management and management of human potential, organization behavior, change management, leadership, supply chain management, health care management, digital transformation, financial management, project management, risk management, entrepreneurship, education, public policy development and governance, strategy, philanthropy, globalization, and a host of other fields. The division promotes scholar-practitioners (the consultants, the discipline of consulting, and the consulting industry with the underlying goal of elevating the intersection of scholarship and practice. The division also encourages the adoption of interdisciplinary and integrative approaches to consulting for maximum benefits to consumers of consulting services and products.

Overall, the MCD brings **experienced and emerging management consultants together as scholar-practitioners** to **co-create, co-learn, and co-transfer knowledge**, with appropriate tools, techniques, technologies, frameworks, and methodologies to **prepare our society for current and future challenges and opportunities**.

**AOM 2023 Theme: *Putting the Worker Front and Center***

The priority of MCD in 2023 aligns with the AOM’s 2023 theme, ***“Putting the Worker Front and Center,”*** which provides the community of consulting scholar-practitioners the opportunity to focus on labor, workforce, human resource, and workforce development as the critical engine of any economy. It also allows us to demonstrate various consulting scholarships and practices used or may be used to improve management functioning in human resource development and workers’ relations, labor, service, and technological transformation.

**Call for Submissions**

This call for submissions is open to all scholar-practitioners around the globe, including the members of MCD, members of other divisions of AOM, and members of the larger management consulting community. MCD welcomes the formal academic submissions that are developed through the induction process. **This year, MCD also welcomes practice-oriented submissions that are mainly deductive in nature.** MCD believes that submissions drawing on practice, even at the early formalization stage, would be value-added to management knowledge. Therefore, both theoretical-based and practice-oriented submissions by scholar-practitioners, doctoral students, and DBA candidates are encouraged, as well as management consultants who still need to become familiar with academic research, as writing on their practice enhances reflexivity.

Submitters may consider **various submissions** that **address issues in all facets of the discipline of management consulting** and **matters connected with the AOM’s Annual Meeting theme**, ***Putting the Worker Front and Center***, for example:

* Understanding the compassion-centric organizational behaviors and their implications on digital transformation.
* The practices and processes we teach our clients that contribute to a more inclusive society and the health and well-being of diverse communities.
* How we help organizations deal with increasing diversity, equity, inclusion, and justice in the workplace.
* What can consultants do to assist clients in leveraging digital technology and Artificial Intelligence to serve better the life and well-being of both customers and employees?
* How consultants can assist with organizational and systems design for job crafting, work procedures, and processes that improve performance.
* Reconciling the true meaning and value of people, technology, and leadership in the organization through consulting lenses.
* How consultants can assist with the interplay of societal productivity demand, quality of life, and increased stress levels and implications on human families.
* What do we know about the health and wellness of people and the professionals assigned to treat and provide healing and wellness to the clients and patients seeking health care?
* How do we, as scholar-practitioners, build “improving lives” into our consulting and teaching practices?
* Is the relationship in an organization between people and Artificial Intelligence a conflict, a tension, or a good ‘dance’?

Please note that all submissions involve a commitment to register and present or participate in the 83rd Annual Meeting of the Academy of Management in Boston, Massachusetts, USA.

**Types of submissions:**

We invite submissions that fit any of the nine categories in the table below. You should indicate directly in the submission, beside the abstract, the type of submission you choose.

Table of Submissions

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| **#** | **Type of Submissions** | **Description of Submission** |
| 1 | **Scholarly papers** | These are papers with a focus on theoretical, conceptual, philosophical, or methodological development and contribution to the field of consulting. |
| 2 | **Empirical papers** | These are fully developed based on empirical analyses with practical and theoretical implications for management consulting. |
| 3 | **Application papers** | These are the results of scholarly work applied to practices or, in reverse, where practitioners demonstrate that their practices were used to enhance academic work. |
| 4 | **Practice Reflection Papers** | Short, well-developed papers about new trends, observations, policy assessment, implications, and critical topical issues as recorded and interpreted by management practitioners across the societal, public, and private sectors. |
| 5 | **Dissertation reviews** | This allows graduate students to engage and write a short paper about their dissertations focusing on the empirical and theoretical findings and implications for the management consulting field. |
| 6 | **Case studies** | Case studies provide reports based on an in-depth analysis of one organization or an in-depth study using a comparative inquiry of two organizations to generate a conclusion that might become useful to similar organizations in the same industry or sector. |
| 7 | **Field reports** | These are the results of methodological documentation and analyzes of observed phenomena, people, places, events, behaviors, and processes to identify solutions for problems of practice. |
| 8 | **Poster Presentations** | This allows scholar-practitioners and doctoral students to present their research ideas, conceptual frameworks, research questions, problems of practice, research methodologies, work in progress and study plan, etc. The goal of the poster session is to provide feedback that helps the authors to further develop their research studies.  This format will require that you submit, before December 31st, 2022, your proposal directly to MCD Program Chair Dr. Shola Ajiboye. The submission consists of an extended abstract (1.5-pages maximum) formatted in Research Object, Question, Hypothesis, Theoretical Framework, Methodology Used, Results or Expected Results.  By sending a submission, you accept to prepare and present three slides maximum (in Portrait Mode), 10 minutes maximum per panelist.  **This poster session will count as a scholarly paper in AOM Program and for the rule of 3 + 3.** |
| 9 | **Symposia** | This allows scholars, practitioners, and industry executives who are experts on a particular topic in management consulting to present and deliver their opinions and viewpoints. |

**Methodologies:**

The MCD is open to different theoretical and methodological submissions based on quantitative studies, qualitative studies, quantitative-qualitative mixed methods, critical reviews, and recommendations establishing new positions. These methods may include correlational, descriptive, quasi-experimental, survey-based, or secondary data studies. They may also have phenomenological studies, action research, ethnography, case study, organizational or institutional reflective narratives, or studies using grounded theory and other methods.

**Submission Instructions:**

The guidelines for all submissions are available at <https://aom.org/events/annual-meeting/submitting/submission-guidelines>. Please read all instructions carefully before submission.

**Submission Review Methods:**

All submissions are double-blind reviewed. In this case, the author or submitter’s information is unknown to the reviewers, and the reviewers’ information is anonymous to the author or submitter. To ensure a fair assessment of all submissions, three sets of reviewers will be recruited: academics, practitioners, and industry executives. These reviewers will review submissions based on the categories they belong to.

**Submission Contacts**:

Contact the MCD Program Chair, Dr. Shola Ajiboye, at [shola.ajiboye@case.edu](mailto:shola.ajiboye@case.edu) for all inquiries on submissions regarding items 1 to 9 in the table.

**Important date and deadline:**

The deadline for submission is January 10th, **2023, at 17:00 (5 PM) ET (NY time)**. Submissions should be made online at <https://aom.org/events/annual-meeting/submitting/submission-process> (open for submissions from early December 2022). Early submissions are encouraged.

**Please note that the “Rule of 3” applies to paper submissions. Therefore, no one can submit or be a part of more than 3 paper submissions.**