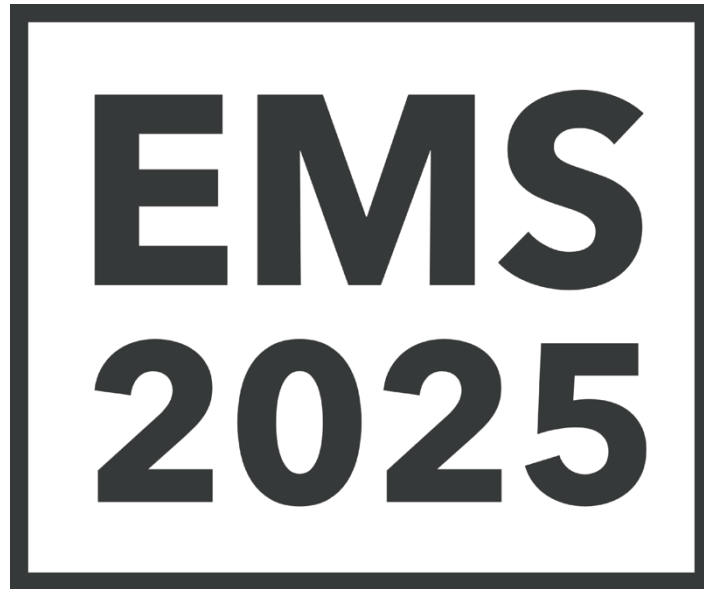


Call for Submissions



Applied Business Management Research
Waves of Impact on Business and Society

Hosted by



Deadline for ALL Submissions

Thursday, 1st May 2025 by 11:59 pm PT

Conference Dates

September 11 – Doctoral Consortium
September 12 and 13 – EMS 2025 Conference

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1. Introduction

Theme: “Waves of Impact in Business and Society”

Dates: September 11-13, 2025

Location: Los Angeles, California

Website: <https://edbac.org/ems2025>

General enquiries and support: ems@edbac.org

Submission portal: <https://edbac.org/ems2025/submissions>

Conference Chair: Dr Nelson Granados

The 15th Annual Conference on Engaged Management Scholarship (EMS) is organized by the Executive DBA Council (EDBAC) and Pepperdine Graziadio Business School in Los Angeles, California.

The EMS conference is an annual premier summit for a growing global community of management scholar-practitioners and DBA and Executive PhD programs. It offers an opportunity to meet, share exciting practice-oriented yet rigorous research findings, and engage in debates around management education for scholar-practitioners.

Welcome to EMS 2025

2. Program Committee



A grid of nine circular portraits of the Program Committee members, each with a dark blue nameplate below it. The members are arranged in two rows: four in the top row and five in the bottom row.

 Nelson Granados Conference Chair	 Cristina Gibson Doctoral Consortium Co-Chair	 Kevin Groves Program Co-Chair	 Cristel Russell Poster Session Co-Chair Program Co-Chair	
 Levan Efremidze Poster Session Co-Chair	 Cole Short Doctoral Consortium Co-Chair	 John Mooney Conference Advisor	 Sangeetha Rao Program Logistics Chair	 Karla Gonzalez Program Coordinator

3. Important Dates and Deadlines

Deadlines

Open	Submission portal
March 12	Early bird registration opens
May 1	Submission deadline for all submissions
July 1	Acceptance Notification
July 8	Early bird registration closes
July 9	Full price conference registration opens
August 1	Conference registration closes

Doctoral Consortium and Conference Dates

September 11	Doctoral consortium and pre-conference activities
September 12 and 13	EMS 2025 conference

4. Submission Instructions

Pepperdine Graziadio Business School (PGBS) is pleased to host the EMS 2025 conference in Los Angeles, California. PGBS is dedicated to shaping values-centered leaders that drive meaningful, positive change in their global organizations and communities. Launched in 2018, the Executive Doctor of Business Administration program at PGBS equips working executives with evidence-based management skills and tools--incorporating the scientific method in business - to help bridge the critical gap between academia and practice. Aligned with the goals of the EMS 2025 conference, two core features of the PGBS EDBA program are developing executive students' ability to conduct research that demonstrates strong scientific *rigor* and *relevance* to business practices. The *Waves of Impact on Business and Society* theme of this year's EMS 2025 conference captures the essence of developing executives' evidence-based management skills and ability to conduct research that makes a meaningful impact across their global organizations and communities.

The EMS 2025 conference is open to diverse research questions posed by researchers that are aimed at different contexts and real-world problems, and that employ diverse methods of inquiry and conceptual frameworks. Research submissions that employ rigorous scientific methods and highly relevant practical findings and applications are strongly encouraged. Please review the following guidelines for preparing a research submission for the EMS 2025 conference:

Original/New Work Rule

- All submitted papers must not have been presented at prior EMS conferences or other academic meetings. However, substantively revised versions of the previously presented work are acceptable.
- At the time of submission, all papers must not have been published or accepted for publication by academic journals or other outlets.
- If a paper is under review for publication in an academic journal, it must NOT appear in pre-print, print, or online before the EMS_2025 conference (September 11-13, 2025).

We look forward to receiving papers for the following submission types:

- Research Papers
- Working Papers (for Poster session)
- Doctoral Consortium
- Panel Proposals
- Workshops
- Consortia Panels

All submissions (research papers, working papers for poster sessions, doctoral consortium submissions, and panel proposals) must be made through the EMS 2025 submission portal available at <https://edbac.org/ems2025/submissions>, which will be open until May 1, 2025 11:59 pm PT. Please visit <https://edbac.org/ems2025> for more information.

All submissions will be carefully reviewed, and accepted papers, posters, and doctoral consortium submissions are expected to be presented by one or more registered authors for the conference. Maximum 2 submissions allowed.

Please note that all accepted submissions involve a commitment to register and present in-person at the conference, as appropriate for the type of submission. Submissions for which no authors are registered for the conference by the above deadlines will be removed from the program and proceedings.

We look forward to receiving your EMS 2025 submission! If you have any questions, please email us at ems@edbac.org

4.1. Research Paper Submissions

These submissions represent completed papers or research projects, which can be either conceptual or empirical papers. All submissions will be peer-reviewed and, if accepted, presented in person at the conference, and will appear in the conference proceedings. Submissions to this track are completed research projects of either type:

- *Conceptual Papers*: papers that provide comprehensive and integrative syntheses of research related to engaged management, that develop conceptual frameworks that extend or critically evaluate existing theories or suggest innovative theories.
- *Empirical Papers*: Analysis of empirical data that result in findings of practical and theoretical importance, with a demonstrated influence on management practice. Empirical papers must provide a detailed description of the methodology, data, and results of each study. We encourage authors to summarize their results in a table and use figures, when necessary.

Research paper submissions can adopt any theoretical perspective and methodological approach including quantitative studies, qualitative studies, conceptual papers, research reviews, and so forth. All submissions must provide unique insights to theory and future research as well as offer solutions to important business problems that are practical, evidence-based, and consistent with the mission, aim and scope of engaged scholarship.

Submissions should include a brief introduction explaining what the research question is and why it is important and/or interesting to engaged scholarship.

The length of the submissions cannot exceed 8,000 words, not including references, tables, figures, and appendices. For citation and reference style, it is recommended to follow the *Academy of Management Journal* style (see <https://aom.org/docs/default-source/events/amjstyleguide.aspx>).

Reviewing will be blind. Evaluation will be based on a) how important and/or interesting the research is to the Engaged Management audience; b) quality of the research; c) coherence and readability; d) completeness of the research. Please adhere to high standards of spelling and grammar and consider having a copyeditor or peer review the paper prior to submission.

Deadlines: Please see the table with [Important Dates](#), page 2.

Papers will be grouped into themes for the different sessions. Sessions will have a duration of 1 hour and 30 minutes. Each session will have a discussant (the moderator).

We look forward to receiving your EMS 2025 submission! If you have any questions, please email us at ems@edbac.org

You cannot submit the same paper to a poster track.

4.2. Poster Session Submissions

These submissions are **work-in-progress** research projects or research proposals that will be reviewed and approved in advance by a select editorial board chosen by the Poster Session Chairs. Since the **work-in-progress** papers or research proposals may not have any collected data or results at the time of the submission, they will be judged on the merit of the research idea, study plan, and potential implications for research and practice. If the preliminary results of the study are available, it is recommended to briefly summarize them.

Submission Instructions

Submissions consist of a 3-page extended abstract that addresses:

- Double-spaced, font size 12.
- Problems addressed, aims, and research question(s).
- Justification for why and to whom the research is important.
- Theoretical basis for the work.
- Research design.
- Information about data sample and preliminary results, if any.
- Presentation of findings (if applicable at that stage).
- Discussion of the relevance and/or practical importance of the study.
- References (not part of 3 pages)

Please note that the submission to this track is a 3-page extended abstract for a working paper or research proposal, not the poster itself. If and when accepted to the Poster session, the author(s) will receive a PowerPoint poster template with the right size requirement to be filled out. Below are some preliminaries of the poster requirements so applicants can envision what they will have to submit.

Guidelines for the Poster Format

We ask that you design your poster thoughtfully in a way that allows readers to easily grasp your research:

- Include **your full name** and **the title** of the paper.
- Use simple, direct language that is easy for readers to understand.
- Use a large font that is easy to read from a few feet away and aim for visual impact.
- Prioritize information. It is most important for readers to walk away knowing the key takeaways from your research.

Include the following:

- Problems addressed, aims, and research question(s).
- Justification for why and to whom the research is important.
- Theoretical basis for the work.
- Research design.
- Intended data sample.
- Findings (if applicable at that stage).
- Discussion of the relevance and/or practical importance of the study.
- References.

All posters will be printed and mounted by Pepperdine, before the start of the poster session.

Deadlines: Please see the table with [Important Dates](#), page 2. We look forward to receiving your EMS 2025 submission! If you have any questions, please email us at ems@edbac.org

4.3 Doctoral Consortium Submissions – EDBAC members only

The Doctoral Consortium is an excellent opportunity for executive doctoral students working on their dissertation research to share and develop their research and careers with expert review and feedback from peers and faculty facilitators who have been invited from across EDBAC institutions by the Doctoral Consortium Chair.

Corresponding with our *Waves of Impact on Business and Society* conference theme, sessions will address all phases of the scholar-practitioner journey, from dissertation completion through to effective dissemination, increasing the impact of research, as well as career opportunities post-dissertation.

A highlight of the Consortium is the Round Table Sessions, in which small groups of students and faculty will gather to discuss each Table member's dissertation. Table assignments will be made in advance, and each Table member's submission will be distributed to all of those at their Table prior to the conference to facilitate advanced preparation and generative discussion.

Format and criteria for submission

DBA students in their second year of the program and beyond can submit to the Doctoral Consortium. The submission consists of a 3-page extended abstract of the dissertation proposal, including the following:

- Problems addressed, aims, and research question(s).
- Literature review and theoretical foundation.
- Proposed methodology and justification for the research design.
- Intended contribution to theory and practice.

Important note: Participation must be in person. All accepted applicants are expected to attend all Consortium activities on Thursday, September 11, 2025, and to prepare for the Round Table discussions by reading fellow Table members' abstracts. Upon acceptance to and participation in the Doctoral Consortium, abstracts will be included in the conference proceedings.

Doctoral Consortium applicants are also encouraged to apply to the Poster session so that the broader conference attendees can provide additional feedback. Even if the same extended abstract of the dissertation proposal is used to apply to both the consortium and poster session, two separate submissions must be made.

Deadlines: Please see the table with [Important Dates](#), page 2.

We look forward to receiving your EMS 2025 submission! If you have any questions, please email us at ems@edbac.org

4.4. Panels, Workshops, and Consortia Submissions

Panels and Workshops will be sessions on relevant topics to Engaged Scholarship and DBA programs, faculty, students, and alumni. Panels (including alumni consortium panels) aim to present ideas and engage the audience in discussion. Workshops are usually offered by faculty, staff, or alumni who share knowledge of a given research topic or practice and can be interactive.

Submissions should include:

- Panel or Workshop
- Title
- Brief description (4-5 sentences)
- Name of the Chair and email address
- Panel participant names, university affiliation, and email addresses

Deadlines: Please see the table with [Important Dates](#), page 2.

We look forward to receiving your EMS 2025 submission! If you have any questions, please email us at ems@edbac.org