

**Group & Organization Management**  
**CALL FOR PROPOSALS**  
**2025 Conceptual Issue**

*Group & Organization Management* is pleased to announce that Professors Walter Davis (University of Mississippi), Tammy Rapp (Ohio University), and Tom Zagenczyk (North Carolina State University) will serve as Editors for the 2025 *GOM* Conceptual Issue.

Articles for the Conceptual Issue are intended to be high-impact scholarly pieces based on extant developments in research literatures. This Conceptual Issue consists of papers that provide an integration of management literatures, offer a value-added research framework, and highlight directions for future inquiry. Papers are not expected to offer empirical data. Inter-disciplinary and/or multi-level insights on management and organizational processes are encouraged. For guidelines on preparing a conceptual paper see Gilson, L.L., & Goldberg, C.B. (2015). Editors' Comment: So, what is a conceptual paper? *Group and Organization Management*, 40(2), 127-130.

To be considered for the 2025 Conceptual Issue, **authors must first submit a proposal**. Proposals should be 1500-1800 words and provide sample references. References, figures, and tables do not count against the word count. All proposals will be subject to editorial review prior to requesting that they be developed into full papers. Full papers will be sent out for blind review.

Full papers will NOT be considered at the proposal stage. Proposal submissions will be evaluated on the following criteria:

- a) **Relevance.** Proposed manuscript should address a significant and important research area within the group and organizational management field.
- b) **Viability.** Proposal demonstrates that the paper will be completed within the timeline below.
- c) **Scope of Interest.** A proposal of broad interest to scholars in diverse research areas is preferred.
- d) **Organization and Coherence.** Proposal follows a logical structure, reads clearly, and thoroughly represents the field of knowledge.
- e) **Conceptual Value Added.** Proposal offers insights that go beyond a thorough summary of current literature.
- f) **Agenda for Future Research.** Proposal conveys relevant implications for future research.

Authors must adhere to a stringent timeline. Relevant dates are as follows:

- February 1, 2024: Proposal submission due date
- March 6, 2024: Final decision on proposals; initial feedback provided on accepted proposals
- May 6, 2024: First draft of paper due
- June 30, 2024: Feedback to authors on first draft
- September 9, 2024: Revised paper due
- February 1, 2025: COMPLETED MANUSCRIPTS DUE TO PUBLISHER

Proposals Submission Instructions

- Proposals should be submitted as a single file to: [gom.proposals@ohio.edu](mailto:gom.proposals@ohio.edu)
- Proposal submission file can be either a word document or a PDF
- Proposal submission file **must** be named: first author last name. key word(s) (i.e., Gilson.Creativityinteam)