

## CALL FOR PAPERS Nr. 04/2021

45<sup>th</sup> ANPAD CONFERENCE – EnANPAD 2021  
*October 04-08, 2021*

Professional Development Workshops  
*September 29th-30th, 2021*

### 1. INTRODUCTION

The 45<sup>th</sup> ANPAD Conference – EnANPAD 2021 – will be held completely ON-LINE and will bring some news in the format of the presentations to suit this form of interaction, according to the best practices experienced internationally in events of this size.

ANPAD, setting an example of respect for the delicate moment that society is experiencing, is now adopting the ON-LINE format for events in 2021. This can be a great opportunity for inclusion and transformation. To include hundreds of professors and students who cannot afford air tickets, and by being located throughout the country might not interact with the community. We can grow, increase our influence and relevance. Yes, we have changed, we have reconsidered our concept of academic interaction and forms of communication. Despite the traditional face-to-face format that we knew very well how to do, we can try other possibilities, and in the future we will be able to choose when to use one and the other, as both formats have their virtues.

The Conference maintains the organization already consolidated in 11 (eleven) Academic Divisions, which bring together topics of interest in the area of Administration and related areas. EnANPAD 2021 will also have a session with open themes, in which papers that eventually do not fit into any of the themes proposed by the 11 Academic Divisions can be submitted. Interested parties may submit **theoretical-empirical papers, theoretical essays, technological articles and teaching cases**, the latter of which must be submitted exclusively for Theme 1 of Teaching and Research in Administration and Accounting (EPQ).

EnANPAD is a space for dialogue between peers and, as such, it privileges and encourages in-depth debates and interactions between participants. Such debate is important because every manuscript published in the proceedings of an event is a provisional text, i.e., a working paper, even if it reports the results of a finished study. Based on the debates and critiques, authors may refine their papers and submit an improved manuscript to a journal. In addition, EnANPAD provides an opportunity for networking for new and established research groups.

In addition to the traditional schedule, EnANPAD 2021 will be preceded by Professional Development Workshops on September 29 and 30, 2021. The Workshops involve a series of events, such as the doctoral consortium, the Paper Development Workshop (PDW), placement, courses and specific techniques, among others.

ANPAD invites everyone to participate in EnANPAD 2021, the largest scientific event in the area of Administration in Brazil, and the second largest event of this nature in the world, after the one by Academy of Management (AoM).

### 2. TYPES OF SUBMISSIONS

Interested parties may submit **theoretical-empirical papers, theoretical essays, technological articles and teaching cases**, the latter of which must be submitted exclusively for Theme 1 of Teaching and Research in Administration and Accounting (EPQ).

- 2.1. **Theoretical-empirical paper** - involves the presentation of results of studies or research based on different theoretical and methodological perspectives in the analysis of the theme under scrutiny. It must be consistent and relevant while also contributing to the development of the field.
- 2.2. **Theoretical essay** - involves the critical discussion of a certain topic based on a relevant, consistent theoretical framework, providing assumptions that support favorable and/or contrary arguments and characterize the author's stance toward one or more theories. A theoretical essay usually requires a thorough analysis of the existing literature and is characterized by critical reflection, thorough interpretations and alternative propositions with a view to analyzing a topic and contributing to further studies.
- 2.3. **Technological paper** - also called technological report in previous ANPAD events, is a text intended to describe and discuss managerial cases involving application of technologies or processes, development of administrative, accounting and related technologies, implementation or application methodologies and software aimed at organization management/change. Thus, a technological paper is always application oriented. It must meet the same methodological, conceptual and writing requirements as any other scientific text.
- 2.4. **Teaching-oriented case** - involves reporting a (i) situation experienced by a professional or at a private, public or third sector organization, or else (ii) a specific project of practical and/or social implications. Such case must involve a dilemma to be analyzed in the undergraduate or the graduate classroom and support the decision-making process aiming at greater integration between theory and practice.

### 3. AWARDS

EnANPAD 2021 will have two awards:

- 3.1. Best work award from each Academic Division, with 11 (eleven) divisional awards. Each Academic Division may also award works in other categories, with the consent of the Scientific Director.
- 3.2. The Clovis L. Machado-da-Silva Award, for the best paper of the event. The winning paper will be chosen from among the winning paper in the divisions.
- 3.3. Papers whose author is a Division coordinator or member of a Scientific Committee may not compete for prizes in their Division.

### 4. IMPORTANT DATES

February 11th, 2021 – First call for papers;  
March 26th, 2021 – Start of paper submissions;  
May 19<sup>th</sup>, 2021 – Deadline for paper submission, until 17 pm (BRT);  
July 05<sup>th</sup>, 2021 – Results;  
August 05<sup>th</sup>, 2021 – Deadline for registration;  
August 30<sup>th</sup>, 2021 – Complete event program on the Internet;  
September 29th and 30th, 2021 – Professional Development Workshops  
October 04th to 08th, 2021 – EnANPAD 2021 ON-LINE (Monday to Friday)

### 5. FORMATTING INSTRUCTIONS

Full manuscripts must be submitted in PDF as follows.

- 5.1. Size: authors must upload one single PDF document containing a full paper of 8 to 16 pages, including title, abstract, keywords, tables, figures, references, and endnotes.

- 5.2. First Page Content: Title with all main content words capitalized; abstract of up to 200 words in the same language as the manuscript; up to 5 keywords. The text follows on the same page.
- 5.3. Paper size: A4 (29.7 x 21 cm).
- 5.4. Paper orientation: portrait.
- 5.5. Margins:
  - Upper and left – 3 cm;
  - Lower and right – 2 cm.
- 5.6. Font: Times New Roman, size 12 at 100%
- 5.7. Spacing: simple.
- 5.8. Text: justified.
- 5.9. Pagination: page number in footer with right side alignment.
- 5.10. Notes: provided as endnotes.
- 5.11. References, citations, quotations, tables, and figures should follow the latest ABNT or APA standards.

## 6. SUBMISSION INTRUCTIONS

- 6.1. Manuscripts must be submitted through the ANPAD website (<http://www.anpad.org.br>), which will contain fields for identification and instructions for uploading electronic files.
- 6.2. Manuscripts must comply with all characteristics and technical criteria detailed in this calling.
- 6.3. Each author or coauthor may submit up to three manuscripts.
- 6.4. Multiple submissions of the same manuscript will not be accepted.
- 6.5. Manuscripts will be accepted in Portuguese, English or Spanish.
- 6.6. The PDF file submitted will be considered the final version of the manuscript.
- 6.7. Authors should not include their names in the manuscript. Authors' data should be included on the submission page.
- 6.8. After the submission, no modification, inclusion, exclusion, substitution, or change of name, e-mail, institution, or any other part of the submitted text or the information given in the submission will be accepted.
- 6.9. Upon submission, authors must make sure that their iANPAD records are updated, as they will be included in the manuscript submission.
- 6.10. Updating the iANPAD records upon submission will not update data in the submission system. In this case, submission must be canceled and remade before the deadline.
- 6.11. Authors will be fully responsible for the problems or damages resulting from not updating personal and registration data.
- 6.12. Manuscripts must be free of overt or covert identification of authors (including names in the manuscript or in the file properties), or citations/quotations that lead to the identification of one or more authors. Manuscripts with authorial identification will be excluded from the event.
- 6.13. Acknowledgments must be institutional only.
- 6.14. Before uploading a manuscript, the author must make sure that the file is virus free. Manuscripts that do not meet this requirement will be deleted.
- 6.15. When submitting papers, make sure you have a framing option: theoretical-empirical, theoretical essays, technological articles and teaching cases.
- 6.16. No manuscripts will be accepted after the deadline.
- 6.17. ANPAD is not responsible for unsuccessful submissions due to communication failure, power outage, server slowdown caused by excessive simultaneous access or any other technical factors that hinder data transfer. Authors are strongly advised to submit their manuscripts in advance.

6.18. Authors should save the dates October 04-08th, 2021. Approved manuscripts will be allocated to any of these days. ANPAD will not meet requests for dates of paper presentation.

## 7. ORIGINALITY

- 7.1. Authors are supposed to inform the originality status of their manuscripts at the time of submission.
- 7.2. Papers accepted for publication or published in journals, published as book chapters, or presented at previous ANPAD events are not considered original/unpublished for the purposes of this call, and should not be submitted.
- 7.3. Failure to consider this restriction shall result in restraints to future presentation of papers at ANPAD meetings.

## 8. INVITED PAPERS

- 8.1. Division Coordinators may submit an invited paper for one of the topics of interest to their Division, and must be the first author.
- 8.2. Division Coordinators may also submit up to two papers to other Divisions in the conventional evaluation process.

## 9. REVIEWING

- 9.1. The peer-review process is fully anonymous (blind review). If any manuscript identifies one or more authors, it will be excluded from the process.
- 9.2. Each paper will be reviewed by two individuals if they pass similar judgements. Otherwise, a third reviewer will be appointed to reach a verdict.
- 9.3. Only manuscripts that meet the deadline and submission rules will be reviewed.
- 9.4. Replacing file of manuscripts will not be allowed.
- 9.5. Each Division, under the coordination of the Scientific Directorate, will evaluate the submissions exclusively based on the quality of the work.
- 9.6. The Coordinators of the Academic Divisions and Scientific Committees will make an initial assessment of the submitted papers, before sending them to the reviewers. This initial assessment aims to identify whether the work meets the minimum requirements - conceptual, methodological, editorial and format - to be considered a scientific text.
- 9.7. The Coordination of each Division can exchange the works between the topics of interest to the Division to which it was submitted, at its discretion.
- 9.8. The final selection, under the responsibility of the Scientific Directorate, will jointly take into account, (i) the result of the evaluations, (ii) the appropriate number of papers to be presented at the Conference and (iii) the time available for presentation of each paper.
- 9.9. Division coordinators, members of the scientific committee and theme leaders will not have access to the authorship data of the submitted papers.
- 9.10. Whenever a member of the committee or leader submits to the division / theme in which he / she acts, the system automatically blocks access to the paper of this user, preventing any action, such as: designation of evaluators and monitoring of evaluations.
- 9.11. During the evaluation process, the author's name will not be revealed to reviewers, nor their names to the author (double-blind review process).

## 10. INCENTIVE TO FAST TRACK

- 10.1. The 11 award-winning papers in the divisions will be invited to be submitted to one of the ANPAD journals (RAC and BAR), to be evaluated on a fast-track basis.
- 10.2. Other fast-track actions can be designed by academic divisions and journals in the area.

## 11. REGISTRATION AND ACCESS TO THE ONLINE PLATFORM

- 11.1. Registration in EnANPAD 2021 is individual. Each participant, author or not, must register to access the event's online platform.
- 11.2. The registered participants will receive a password to access the online platform in the email address informed in the registration.
- 11.3. Registration is personal, non-transferable and non-sharable. Under no circumstances or justification, participants are asked to share the password to access the event's virtual platform and sessions.
- 11.4. Registration for the event entitles the participant to follow all sessions of presentation, keynote speakers, social interactions and all sessions of the Professional Development Workshops that precede EnANPAD 2021.
- 11.5. The Professional Development Workshops have limited spots and are determined by the order of registration.

## 12. INCLUSION IN THE CONFERENCE PROGRAM AND ELECTRONIC PROCEEDINGS

- 12.1. An approved paper will be included in the program only if at least one of the authors is registered for the event, being ready to present it in the form of presentation indicated by the event committee.
- 12.2. The payment of the registration fee mentioned in 11.1 must be made by August 5, 2021 for the work to be included in the program and in the proceedings of the event.

## 13. PAPER PRESENTATIONS FORMAT

- 13.1. When submitting their work, the authors accept that it be presented in any of the presentation modalities adopted by EnANPAD.
- 13.2. The final decision as to the form of presentation of each work will rest with the Academic Divisions and the Scientific Directorate. The choice will be made due to the interrelationships between the approved works and the availability of time for presentations. There will be no appeal by the authors in relation to the format chosen for their presentations.
- 13.3. For EnANPAD 2021, the interaction between participants and authors, as well as the presentation format, will be adapted to the virtual environment, using synchronous and asynchronous presentations.
- 13.4. Further details on online interaction and instructions to authors will be made widely available soon.

## 14. COORDINATION

- 14.1. ANPAD Executive Board:

Presidente Director: Alketa Peci – EBAPE/FGV

Scientific Director: Claudia Bitencourt – PPGAdm/Unisinos

Managerial and Financial Director: André Carlos Busanelli de Aquino – PPGCC/FEA-RP/USP

Communications and Publications Director: Rafael Barreiros Porto – PPGA/UnB

Graduate Education Director: André Luiz Maranhão de Souza-Leão – PROPAD/UFPE

## 14.2.COORDINATION OF THE THEMATIC DIVISIONS

### **ADI – Information Administration**

Coordinator: Edimara Mezzomo Luciano – PPGAd/PUCRS

### **APB – Public administration**

Coordinator: Armindo dos Santos de Sousa Teodósio – PPGA/PUC Minas

### **CON – Accounting**

Coordinator: Ieda Margarete Oro – MPA e Programa de Doutorado Acadêmico em Administração/ UNOESC

### **EOR – Organizational Studies**

Coordinator: Cíntia Rodrigues de Oliveira – PPGA/UFU

### **EPQ – Business and Accounting Teaching and Research**

Coordinator: Henrique César Muzzio de Paiva Barroso – PROPAD/DCA/CCSA/UFPE

### **ESO – Organizational Strategy**

Coordinator: Fernando Antonio Ribeiro Serra – PPGA e PPGP/UNINOVE

### **FIN – Finances**

Coordinator: Alethéia Ferreira da Cruz – PPGCONT/UFG

### **ITE – Innovation, Technology and Entrepreneurship**

Coordinator: Kadígia Faccin – PPGAdm/UNISINOS

### **GOL – Operations and Logistics Management**

Coordinator: Marcio Cardoso Machado – PPGA/UNIP

### **GPR – People Management and Labor Relations**

Coordenador: Diogo Henrique Helal – FUNDAJ e PROPAD/UFPE

### **MKT – Marketing**

Coordinator: Emílio José Montero Arruda Filho – PPAD/UNAMA e FAAD/ICSA/UFPA

## 15. FINAL DISPOSITIONS

- 15.1. Manuscript submission implicates total and unconditional acceptance of all clauses, rules and instructions published by ANPAD in this call or elsewhere.
- 15.2. Failure to show up for the presentation of the work included in the XLV EnANPAD schedule will imply that the author is prevented from submitting works for any meeting held under the sponsorship and within the scope of ANPAD until the end of the following year.
- 15.3. Ao submeter seu trabalho, o(a) autor(a) é convidado a colaborar como avaliador(a) no evento. A seleção dos avaliadores(as) estará a cargo das Divisões Acadêmicas. When submitting your work, the author is invited to collaborate as a reviewer at the event. The selection of evaluators will be in charge of the Academic Divisions.
- 15.4. This call may be changed and updated anytime until the end of the event. All modifications and/or updates will be published on the ANPAD website, in the Event section.

## 16. CONTACT INFORMATION

ANPAD Secretary

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