

CALL FOR PAPERS #04/2025

49th ANPAD Annual Meeting – EnANPAD 2025

Sustainability in Management: Recognizing identities, local experiences, and global challenges

October 1st to 3rd, 2025- In person

Pre-event and Doctoral Consortium

September 17th and 18th, 2025 - Online

1. PRESENTATION

The 49th ANPAD Annual Meeting – EnANPAD 2025 – will be held in person, at Universidade Tiradentes in Aracaju, with 3 days of academic activities.

This year's central theme is **Sustainability in Management: Recognizing identities, local experiences, and global challenges**.

Organizations have peculiarities that emerge from local contexts such as cultural, socio-economic, political, environmental, and territorial factors, challenging management to rethink the effectiveness of universal approaches to problems that arise from specific interactions.

In the context of the Brazilian Northeast, where EnANPAD 2025 will be held, it is interesting to consider how shifts in economic and power dynamics often transform local practices and realities, bringing new challenges for organizations and populations. The place is the concrete field in which practices are built, and there is therefore a need to recognize and value local identities, experiences, and knowledge in order to think, for example, about responses to the multiple concomitant crises and complex challenges facing organizations.

However, local practices often face institutional and epistemological barriers that favor management models that are not very adaptable to emerging demands. It is in the territory that strategies are initially developed and consolidated to respond to uncertainties, power asymmetries, different forms of governance, and even strategies to reduce social inequalities and the environmental crisis, in order to achieve global goals and objectives. This is despite the fact that territories are often silenced in the construction of sustainable solutions, given the complexity of incorporating micro-lenses into theoretical reflections that generally look at more abstract levels.

The conference aims to promote debate on these issues, in order to rethink management in an inclusive way that is connected to territorial specificities and respond to the challenges of reconciling global tensions and demands with local social, political, and cultural dynamics that often shape strategies and practices.

We invite the community to engage in this debate by participating in the EnANPAD 2025. The annual meeting maintains the consolidated organization in 11 (eleven) Academic Divisions, which brings together topics of interest in the field of administration and the like. Authors may submit **theoretical-empirical studies, theoretical essays, technological papers, and teaching cases**.

In addition to the traditional program, EnANPAD 2025 will be preceded by pre-event activities and Doctoral Consortium online.

2. TYPES OF SUBMISSION

This call for papers is open to **theoretical-empirical studies, theoretical essays, technological papers, and teaching cases**. The latter must be submitted exclusively for Theme 12 of EDP - Management & Accounting Education and Research.

- 2.1. **Theoretical-empirical study** – presents findings of relevant research based on different theoretical and methodological perspectives, analyzing a theme with consistency, relevance and showing a contribution to the field.
- 2.2. **Theoretical essay** – presents a discussion based on a relevant and consistent theoretical position in the area of knowledge. The essay states the assumptions behind the arguments discussed, characterizing the author's position in relation to given theories.
- 2.3. **Technological paper** – in previous events promoted by ANPAD, the “technological paper” was called “technological report.” It is a manuscript describing and discussing managerial cases of (i) application of technologies or processes, (ii) development of administrative, accounting, and related technologies, (iii) implementation/application of methodologies, and (iv) software related to the management of organizations, promoting intervention in the institution. Thus, the nature of a technological paper is the application.
- 2.4. **Teaching case** (submission restricted to EDP theme 12) – is a type of work that involves (i) a report of a situation experienced by a professional or by a private, public, or non-profit organization, or (ii) a specific project of a practical and/or social nature. This case should comprise a dilemma to be analyzed in the context of undergraduate or graduate education and support the decision-making process, generating opportunities for greater integration between theory and practice.

3. AWARDS

- 3.1. Award for the best paper of each Academic Division, with 11 (eleven) divisional awards. Each Academic Division may also award papers presented in other categories.
- 3.2. Clovis L. Machado-da-Silva Award for the best paper of the event. The award-winning paper will be chosen from the award-winning papers in the divisions.
- 3.3. Other awards may be announced later.

Papers authored or co-authored by a director or coordinator of an Academic Division (or a member of the Scientific Committee) are not entitled to compete for awards in their division.

4. IMPORTANT DATES

- March 10th, 2025 – Call for papers announcement;
- March 20th, 2025 – Opening to receive submissions;
- April 29th, 2025 – Deadline for submission of papers
- June 23rd, 2025 – Disclosure of results;
- July 22nd, 2025 – Deadline for registration of selected papers;

August 26th, 2025 – Publication of the complete program;
September 17th and 18th, 2025 – Pre-event and Doctoral Consortium
October 1st to 3rd, 2025 – EnANPAD 2025

5. FORMATTING INSTRUCTIONS

The manuscript must be submitted in one single PDF file with a maximum of 10,000 words. The paper must contain a title, abstract (up to 200 words) in the same language as the paper and references.

This call does not stipulate rules on text formatting, font, spacing or style. Each author is free to submit their work with the formatting they consider most appropriate.

6. SUBMISSION INSTRUCTIONS

- 6.1. The manuscripts must be submitted through the ANPAD website (<http://anpad.com.br/en/index>), where the identification fields and instructions for submitting the paper in PDF will be available.
- 6.2. The authors are responsible for ensuring that the works comply with the characteristics and technical criteria presented in this call for papers.
- 6.3. At the time of submission, authors must make sure that the iANPAD account of all authors has updated information. This information will be used in the paper submission process. The authors will be solely responsible for problems arising from non-updating personal and registration data.
- 6.4. If, after the submission, an update is required for the iANPAD account, the data in the submission system will not be changed. To rectify incorrect data, the submission must be canceled, and the paper must be re-submitted, as long as it is within the deadline set in this call for papers.
- 6.5. The authors' names must not appear in the manuscript or the name of the PDF file. Authors' data must be informed in the appropriate field available on the submission website.
- 6.6. Manuscripts cannot, under any circumstances, present explicit identification (name typed in the body of the work, in its abstract, or the file properties), hidden identification, or citation of the work of the authors themselves in a way that allows identification. Those whose authorship is identified will be excluded from the event.
- 6.7. A maximum of three manuscripts may be submitted per person, either authored or co-authored.
- 6.8. Each work can be authored/co-authored by a maximum of six individuals.
- 6.9. Each work must only be submitted once. Multiple submissions of the same work will not be accepted.
- 6.10. Papers must be submitted in Portuguese, English, or Spanish.
- 6.11. The submitted PDF manuscript is considered the final version. After submission, no inclusion, exclusion, substitution, or alteration of name, e-mail, institution, or parts of the submitted manuscript or other information provided at submission will be accepted.
- 6.12. Acknowledgments must be exclusively institutional; no personal acknowledgments are permitted.
- 6.13. Before uploading the manuscript, authors must verify that the files are not infected with viruses. Infected files will be excluded.
- 6.14. When submitting the manuscript, the authors must choose the type of submission: theoretical-empirical, theoretical essays, technological papers, or teaching cases.

- 6.15. Submissions will not be accepted after the deadline (Item 4).
- 6.16. ANPAD is not responsible for submissions that are not completed due to communication failure, congestion of communication lines, lack of electricity, server slowness caused by excessive simultaneous accesses, or any other technical factors that make data transfer impossible. For this reason, it is recommended that authors complete their submissions in good time to avoid any technical difficulties that may occur in the last days of the submission period.
- 6.17. Save the dates for the annual meeting – October 1st to 3rd, 2025. The selected papers will be presented in a session allocated by the event organizers on any of these days. Authors will **not** be able to choose presentation dates and times.

7. ORIGINALITY OF WORKS SUBMITTED TO ANPAD EVENTS

- 7.1. It is the sole responsibility of the authors to inform the originality of the paper at the time of submission.
- 7.2. Papers published in journals or as book chapters are not considered unpublished for the purpose of this call for papers, and should not be submitted.
- 7.3. When requested, authors who fail to prove originality may be impeded from presenting papers in future ANPAD events.

8. REVIEWING PROCESS

- 8.1. The manuscripts will be evaluated through blind review. The paper will be excluded from the process if one or more authors are identified.
- 8.2. Two reviewers will evaluate each manuscript. In case of discrepancies, a third reviewer will be appointed.
- 8.3. The academic divisions are responsible for the reviewer's selection and designation.
- 8.4. The reviewing process will consider only manuscripts that meet the submission rules and were submitted before the deadline.
- 8.5. Files submitted in the submission process cannot be replaced.
- 8.6. Each academic division coordinated by the scientific director will evaluate submissions exclusively based on the quality of the paper.
- 8.7. The chairs of the divisions and the divisions' scientific committees will carry out an initial evaluation 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 paper.
- 8.8. The chair of each division may, at their discretion, exchange the papers among the interest groups to which the manuscripts were submitted.
- 8.9. The final selection will take into account the combination of the following items: (i) the result of the reviewing process; (ii) the adequate number of papers to be presented at the event; and (iii) the time available for the presentation of each paper.
- 8.10. The chairs of the divisions, members of scientific committees, and leaders of interest groups will not have access to authorship data from submitted papers.
- 8.11. When a member of a scientific committee or a leader of an interest group is the author of a paper submitted to the academic division they are part of, the system automatically blocks access to the user's paper, preventing any action, such as designating reviewers and monitoring the reviewing process.

8.12. The authors' names will not be disclosed to reviewers, and the names of the reviewers will not be disclosed to the authors (double-blind review).

9. FAST-TRACK INCENTIVE

- 9.1. The 11 papers awarded in the divisions will be invited for submission in one of the ANPAD journals (RAC and BAR) to be reviewed in a fast-track regime.
- 9.2. Other initiatives offering the opportunity for paper review in a fast-track regime may be designed by Academic Divisions and journals in the field.

10. REGISTRATION AND ACCESS TO THE CONFERENCE

- 10.1. Registration in EnANPAD 2025 is individual. Regardless of whether they are an author, only registered participants will have access to the event.
- 10.2. Registration is only possible after iANPAD profile update.
- 10.3. Registration is personal, non-transferable, and non-shareable. Participants are requested not to share their passwords or personal badge under any condition or justification.
- 10.4. Registered participants must look for the event office for accreditation on the day of the event.

11. INCLUSION IN THE EVENT PROGRAM AND ELECTRONIC PROCEEDINGS

- 11.1. Selected manuscripts will be included in the program only if at least one of the authors registers for the event. The attendee must be prepared to present the paper using the format indicated by the event committee.
- 11.2. Payment of the registration fee mentioned in 11.1 must be made by **July 22th, 2025**, for the paper to be included in the program and event proceedings.
- 11.3. Authors who wish to pay the individual membership fee in order to be entitled to the associate registration fee must pay their membership fee at least one (1) week before the date indicated in item 11.2.
- 11.4. By submitting their paper to this conference, the Authors are aware of and agree to the registration and permanent publication of their paper in the Event's proceedings.
- 11.5. After publication in the proceedings of the event, Authors may request deletion of the entire content of the published work, however they are prevented from requesting its total deletion, so that at least the abstract of the work will remain registered and published.

12. FORMAT OF THE PAPERS' PRESENTATION IN THE EVENT

- 12.1. When submitting their paper, authors accept that the manuscript may be presented in any of the presentation modalities adopted during the event.
- 12.2. The final decision regarding the form of presentation of each work will be up to the academic divisions and the scientific director. The choice will be made as a result of the interrelationships between the selected papers and the availability of time for presentations. Authors will not be able to appeal against the chosen format.
- 12.3. Further details on the presentation and instructions to authors will be made available soon.

13. COORDINATION

ANPAD BOARD OF DIRECTORS:

President-Elect: Emílio José Montero Arruda Filho (PPAD/UNAMA and PPGAD/UFGA)

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14. FINAL PROVISIONS

- 14.1. Paper submission implies the total and unconditional acceptance of all provisions, rules, and instructions in this call for papers, communications, and other documents published by ANPAD.
- 14.2. Failure to show up to present a paper included in the program of the XLIX ANPAD Meeting will result in the paper being excluded from the electronic proceedings, as well as preventing the author from submitting papers to any meeting held under the sponsorship and within the scope of ANPAD until the end of the following year.
- 14.3. When submitting their paper(s), the author and co-authors accept compulsorily to be evaluators in the event. The selection of evaluators will be the responsibility of the Academic Divisions.
- 14.4. The items in this call for papers may undergo modifications and updates while the event still did not start. All changes and/or updates will be published on the ANPAD website in the event section.

15. CONTACT INFORMATION

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