

## AGENDA

1. **Welcome** - Professor Katy Mason, Chair
2. **Minutes of the 2019 AGM of the British Academy of Management held on 4<sup>th</sup> October 2019** - *circulated with the agenda*
  - Matters arising
3. **Report from the President and Chair** - Professor Nic Beech and Professor Katy Mason
4. **Reports from the Vice Chairs**
  - **Co Vice Chairs: Management, Knowledge and Education** - Professor Lisa Anderson and Professor Mark Loon
  - **Co Vice Chairs: Special Interest Groups** - Professor Maureen Meadows and Professor Savvas Papagiannidis
  - **Co Vice Chairs: Research and Publications** - Professor Nelarine Cornelius and Professor Emma Bell
  - **Co Vice Chairs: Academic Affairs of Conference and Capacity Building** - Professor Nicholas O'Regan and Professor Helen Shipton
  - **Vice Chair for EDI** – Professor Martyna Sliwa
5. **Council and Sub-committee co-options** - *to note*
6. **Report from the Treasurer** - Dr Neil Pyper
7. **Acceptance of the Directors Report and Accounts for 2019** - *circulated with the agenda*
8. **Re-appointment of Independent Examiners: Knox Cropper Chartered Accountants, 8-9 Wells Court, London EC4M 9DN**
9. **Any other business**

Welcome to the BAM 2020 AGM.  
The meeting will start at 11.00 BST

**2020  
ANNUAL GENERAL  
MEETING**  
**Tuesday 20<sup>th</sup> October 2020**  
**at 11.00 BST**  
**via Zoom Videoconference**



**BRITISH ACADEMY  
OF MANAGEMENT**



# Annual General Meeting 2020



## Welcome

Professor Katy Mason  
Chair, British Academy of Management

Professor Nic Beech  
President, British Academy of Management

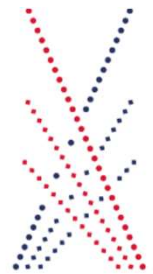


# Who we are

- British Academy of Management
- Founded 1986
- 2,000+ members
  - 25% outside UK
  - 30% Doctoral researchers
- Registered Charity: 1117999
- Five Kings House, London



David Sivyer, London CC-BY-SA



**BRITISH ACADEMY  
OF MANAGEMENT**

# Your Executive Committee 2020



Prof. Katy Mason  
Chair



Prof. Nic Beech  
President



Dr Neil Pyper  
Treasurer



Prof. Maureen  
Meadows  
Co-Vice Chair SIGs



Prof. Savvas  
Papagiannidis  
Co-Vice Chair SIGs



Prof. Lisa Anderson  
Co-Vice Chair MKE



Dr Mark Loon  
Co-Vice Chair MKE



Prof. Martyna Śliwa  
Vice Chair EDI



Prof. Nicholas O'Regan  
Co-Vice Chair Academic  
Affairs of Conference  
& Capacity Building



Prof. Helen Shipton  
Co-Vice Chair Academic  
Affairs of Conference  
& Capacity Building



Prof. Emma Bell  
Co-Vice Chair  
Research  
& Publications



Prof. Nelarine Cornelius  
Co-Vice Chair  
Research  
& Publications



Madeleine Barrows  
CEO

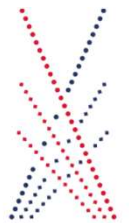


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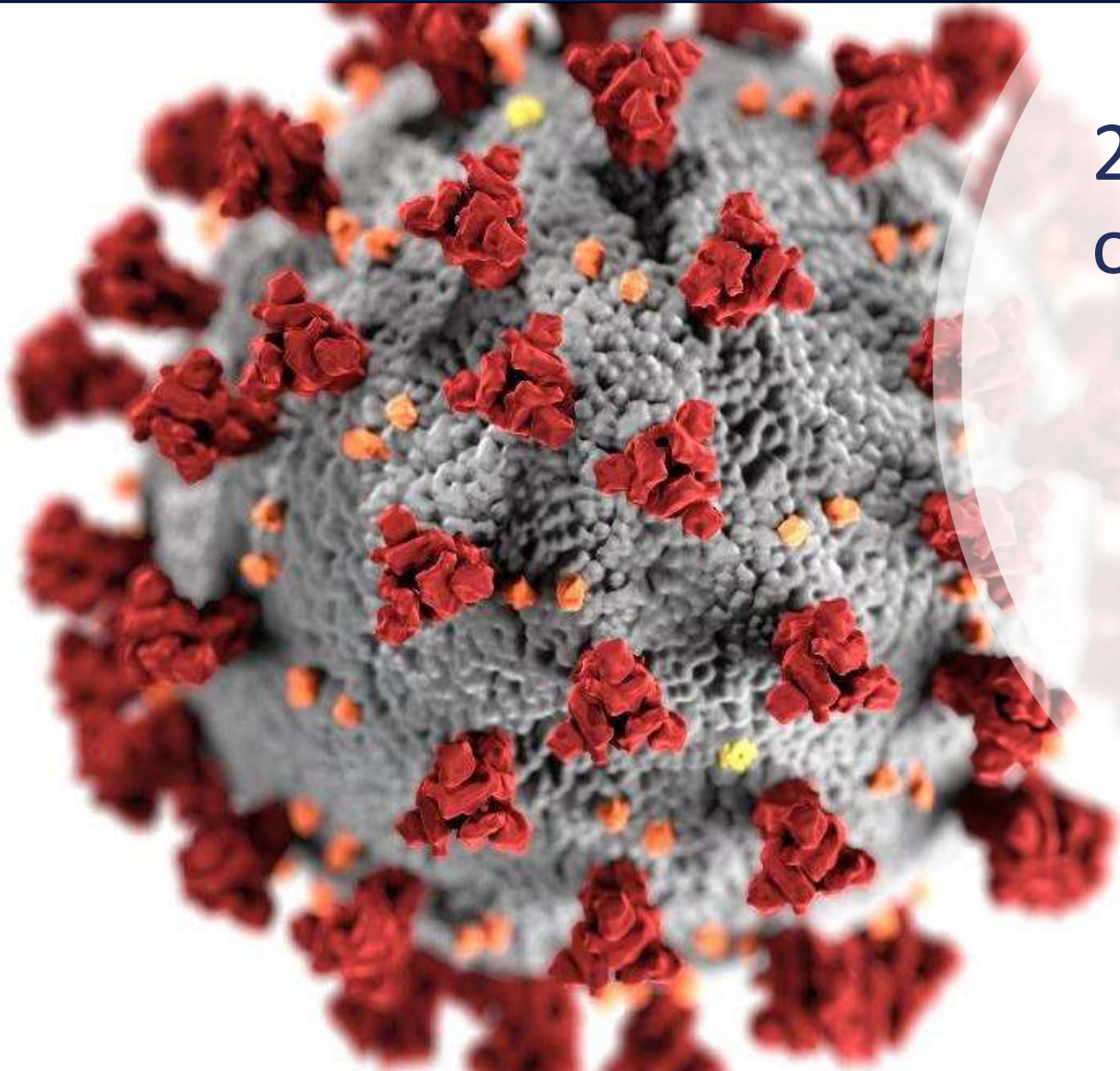
# BAM Council 2020

- **Prof. Charles Baden-Fuller**
- Prof. Katie Bailey
- **Dr Kate Black**
- Dr Dermot Breslin
- Dr Simon Brooks
- Prof. Pawan Budhwar
- Dr John Cullen
- Prof. Douglas Cumming
- **Prof. Stephanie Decker**
- **Prof. Carole Elliott**
- **Dr Anne Clare Gillon**
- **Prof. Claire Hannibal**
- Dr Claire Hookham
- Prof. Mat Hughes
- Dr Daniel King
- Prof. Angus Laing
- **Prof. Jonathan Liu**

- **Prof. Robert MacIntosh**
  - Prof. Claire Mallanaphy
  - **Prof. Graeme Martin**
  - Prof. Olga Matthias
  - **Prof. Emma Parry**
  - Prof. Emmanuella Plakoyiannaki
  - **Prof. Horace Qile He**
  - **Jasser Rahaman (PhD)**
  - **Dr Stefanie Reissner**
  - Prof. Mark Saunders
  - Prof. Christian-Andreas Schumann
  - Prof. Shlomo Tarba
  - Prof. Howard Thomas
  - **MD Usman (PhD)**
  - **Prof. Natalia Vershinina**
  - **PLUS the Executive Committee**
- Elected members shown in bold**



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# 2020 The Challenge of COVID-19

## CHALLENGE

- No in-person meetings
- Income reduction

## RAPID RESPONSE

- Conference in The Cloud
- Free public webinars
- Events & training moved online
- Building the BAM community!



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# Conference 2020

- 34<sup>th</sup> Annual Conference
- 1<sup>st</sup> virtual conference
- 850 delegates
- 752 papers
- A global community
- Special thanks to our Conf. Chair: Prof Joseph Lampel



Nations represented at BAM2020



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# BAM Awards 2020

## New Companions of BAM

- Andrew Hawkins
- Melanie Knetsch
- Joe MacDonagh
- Robert MacIntosh
- Sue Rigby



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# BAM Awards 2020

## New BAM Fellows

- Professor Lisa Anderson FBAM
- Professor Bill Cooke FBAM
- Professor Katy Mason FBAM



# BAM Awards 2020

## **Richard Whipp Lifetime Achievement Award**



Professor Ken Starkey  
Nottingham University  
Business School

## **BAM Medals**

Cooper Medal for Outstanding Leadership & Contribution –  
Professor Yehuda Baruch

BAM Medal for Leadership – Professor Rick Delbridge

BAM Medal for Research – Professor Caroline Gatrell

BAM Medal for Research - Professor Luis Araujo

President's Medal for Contribution to Management Practice –  
Dr Wilson Wong

## **Education Practice Awards Competition**

Experienced Practitioner: Dr Inge Hill

Early Career Practitioner: Dr Paul Joseph-Richard



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# Partnerships with Purpose



- Extending our reach
- Amplifying our voice
- Opening opportunities for research collaboration
- Encouraging innovation



# Partnerships with Purpose

- NEW!

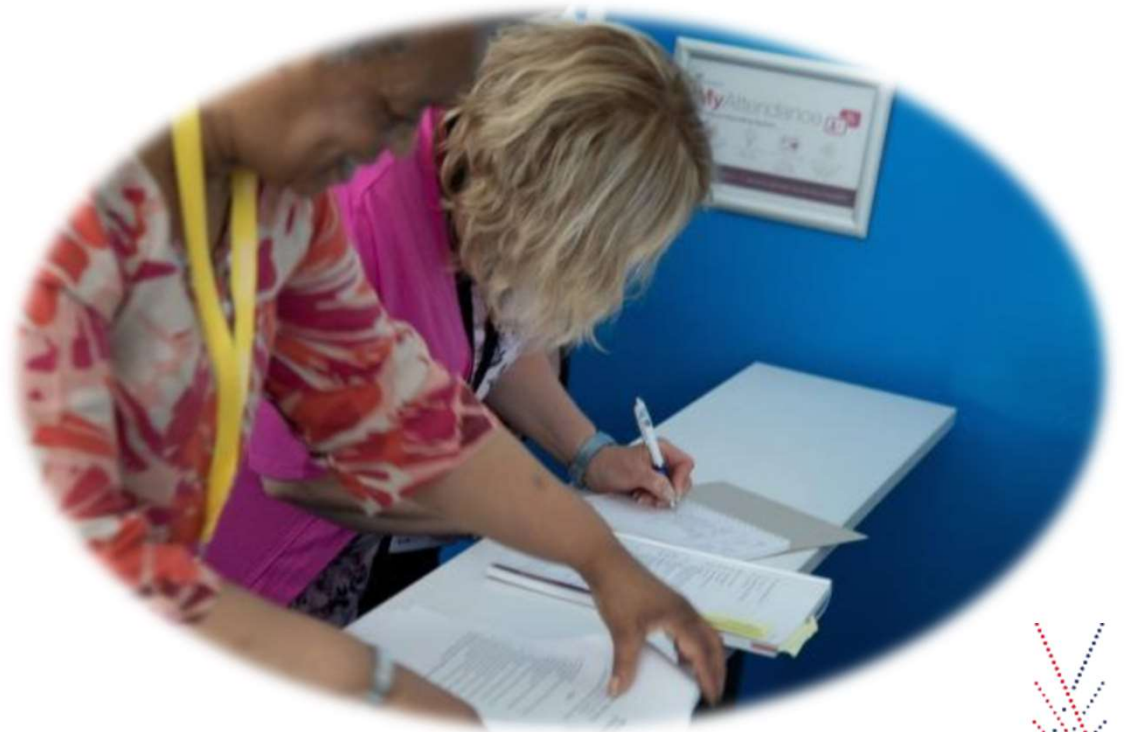


- Joint research grant scheme
- Doctoral colloquium exchange

- NEW!



- Joint membership scheme
- Joint research grant scheme



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# Policy influence: Putting our Expertise to work

## Consultations & Responses

- ESRC Review of the Social Science PhD
- BEIS Research & Development Roadmap
- The MBA/MSc & Level 7 Senior Leader Apprenticeship
- UKRI Open Access publishing
- Chancellor's 2020 Budget
- Future of HE Transnational Education (TNE)
- UK's Future Immigration System
- Flinders Review on Researcher Development & Leadership

## Knowledge brokering

- POST (Parliamentary Office for Science & Technology)
- COVID-19



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# Strategy 2024

## Building on Excellence

- Build on our existing portfolio of activities
- Develop our trajectory
- Focus our energies



# Strategy 2024

**Building on  
Excellence**



## BAM2024 STRATEGIC AIMS AND OBJECTIVES

- To put **Equality, Diversity and Inclusion (EDI)** 'best practice' in place across BAMs portfolio of activities
- To commission and deliver **research that matters** to our key stakeholder communities.
- To 'partner with purpose' with **key external stakeholders**.
- To engage **Fellows** as ambassadors and leaders to **drive research excellence, capacity development and policy engagement**.
- To establish a sustainable 'excellent' **business and management Peer Review College** to enhance research in the field of management.



# Strategy 2024

## Building on Excellence



- To develop a **sustainable capacity building offering** for management scholars at all career stages
- To develop a **sustainable platform for management research funding**
- To develop and launch a **new journal** in the area of Management Knowledge and Education
- To invest in **SIG Chairs** as future leaders in our field
- To **double our membership** in the next four years



# Strategy 2024

## Building on Excellence



# BAM2024 SUMMARY

By 2024, BAM will be bigger and more visible, both to the business and management scholarly community and to wider audiences. Our contribution to wider society through support for research and scholarship via excellent publication outlets, funding support, capacity and leadership development, and policy engagement, will be clearer.

Our income will be diversified in a changing landscape to increase sustainability of all our activities, focusing on membership and capacity building offerings.

Our community will have a strong identity and everything we do will reflect our core values of equality, diversity, inclusion and respect.



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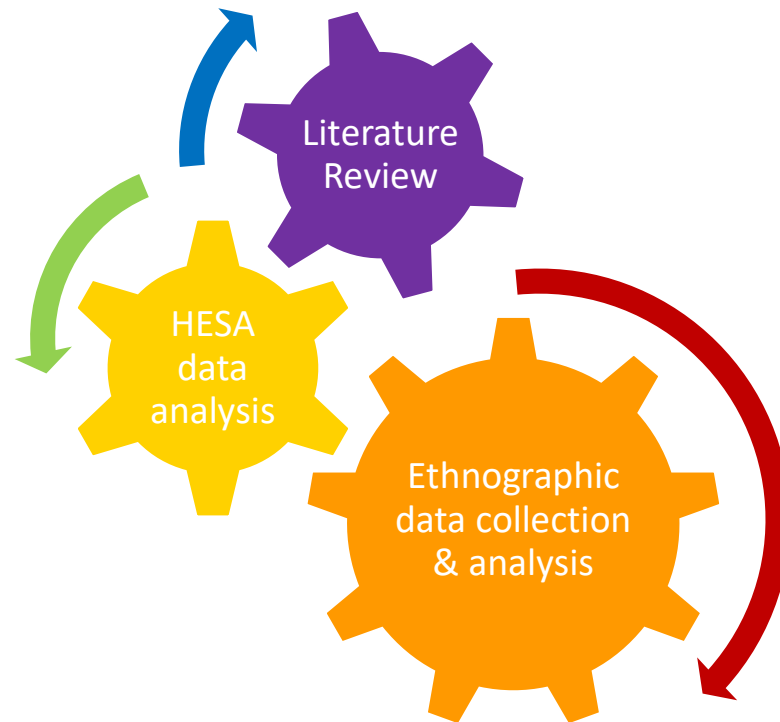
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# EDIR Strategic Project

## *Equality, Diversity, Inclusion, and Respect in Business & Management Higher Education Institutions*

Aim: To build knowledge and understanding, and to propose best practice and policy recommendations for effectively addressing issues related to equality and diversity, inclusion and respect (EDIR) in HE business and management schools.

**\*\*Look out for an autumn online event with our initial findings!\*\***



Prof. Martyna Śliwa  
University of Essex  
BAM VC for EDI



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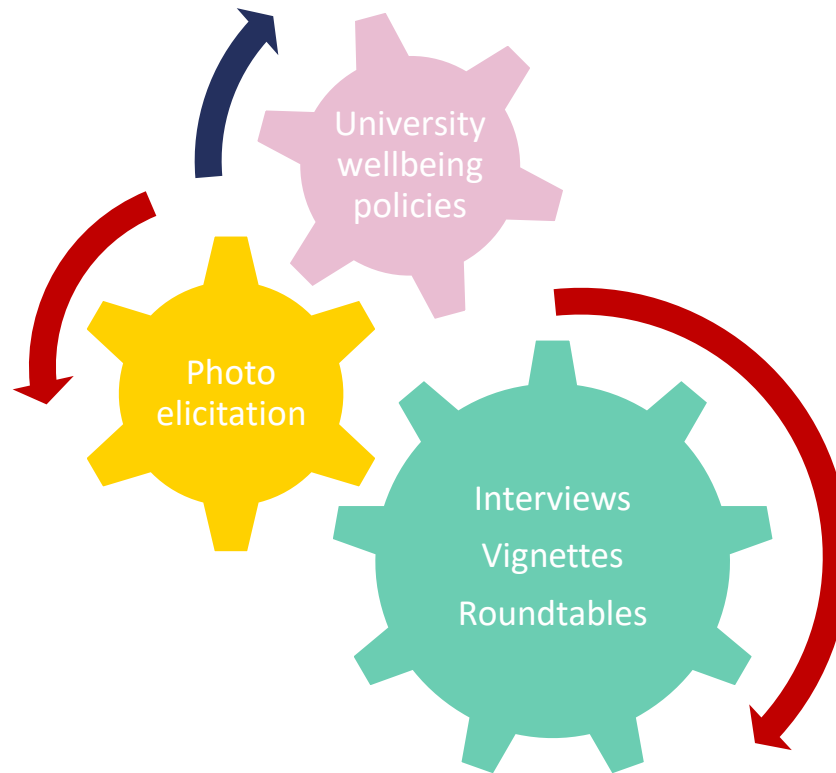
# Wellness Strategic Project



Prof. Nelarine Cornelius  
Queen Mary, University of London  
BAM VC Research & Publications



Dr Anne Clare Gillon  
University of the West of Scotland



***Mental health and wellbeing policies and practices: the lived experiences of academics in UK Business Schools***

AIM: To review wellbeing policies in British universities, and to investigate wellbeing experiences and challenges faced by business schools with a view to developing policy guidance for academics, and those who lead and manage them.



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# BAM Fellows College

*Promoting the highest calibre of UK research in management and business on the global stage, progressing research-led teaching and the highest standards in all areas of management education*

- Fostering scholarly intellectual capital
- Raising international visibility
- Influencing international and national policy
- Building research and teaching capacity
- Building & maintaining alliances with cognate partners
- Furthering links with practice



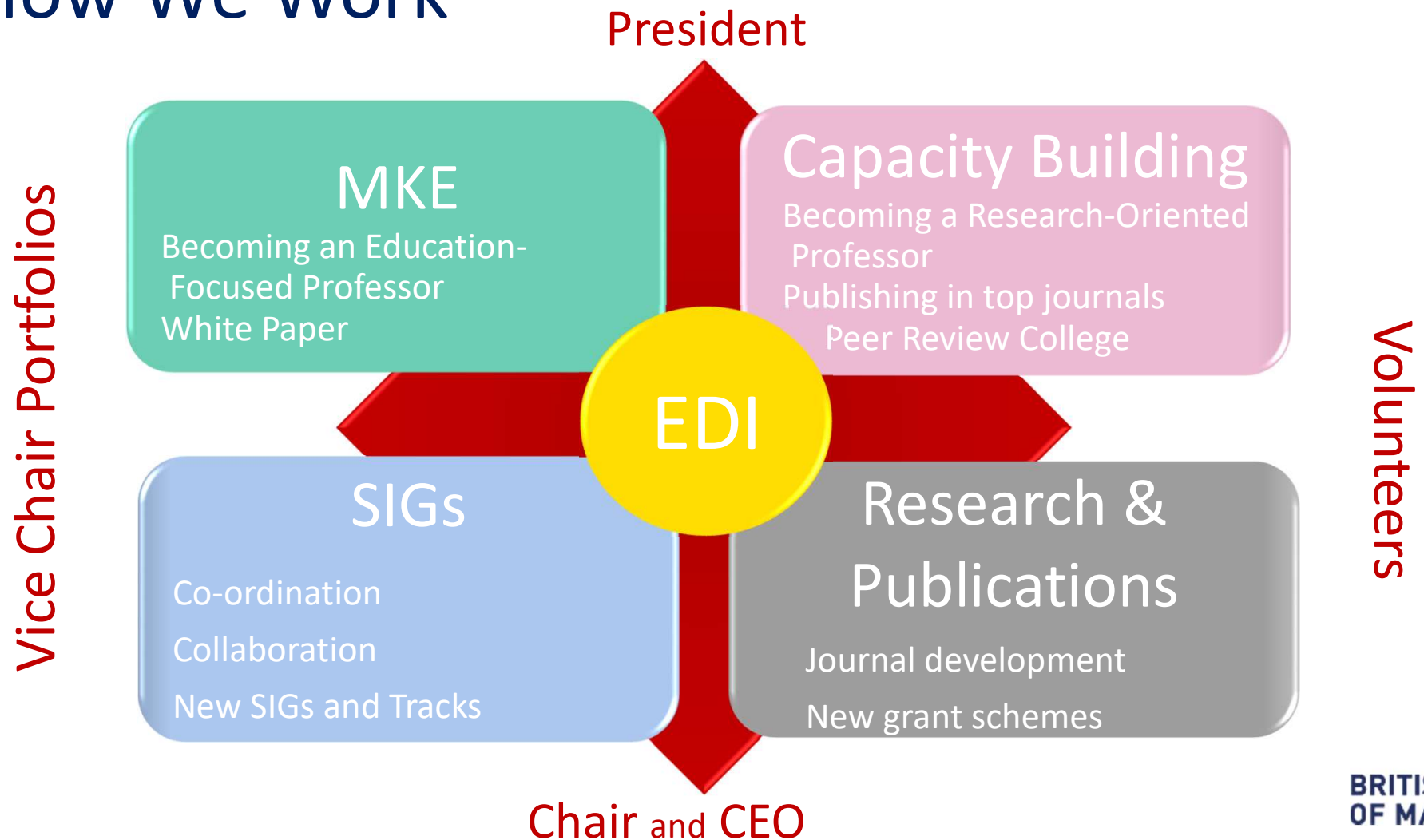
Prof. Howard Thomas  
Dean of Fellows



- Supporting BAM activities
- Leading debate on issues of national, regional and international importance in management education



# How We Work



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# Management Knowledge & Education (MKE)



Professor Lisa Anderson  
University of Liverpool



Dr Mark Loon  
Bath Spa University

## Co-Vice Chairs

# Management Knowledge & Education [MKE]

- **Development Programme:** Becoming an Education-focused Professor
- **MKE White Paper:** *Education-focused Career Tracks in UK Business & Management Schools*
- **MKE Paper series**
  - *Delivering Teaching in Multiple Modes*
  - *Developing Digital Content for Hybrid Teaching and Learning*
- **Teaching and Learning Conference**
- **Education Practice Awards**
- **New MKE journal**

BAM  
Framework  
B2 D2 E2

Visit: [www.bam.ac.uk/management-knowledge-and-education](http://www.bam.ac.uk/management-knowledge-and-education)



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# MKE White Paper

## *Education-Focused Career Tracks in UK Business and Management Schools: Current practice and recommendations for progress*

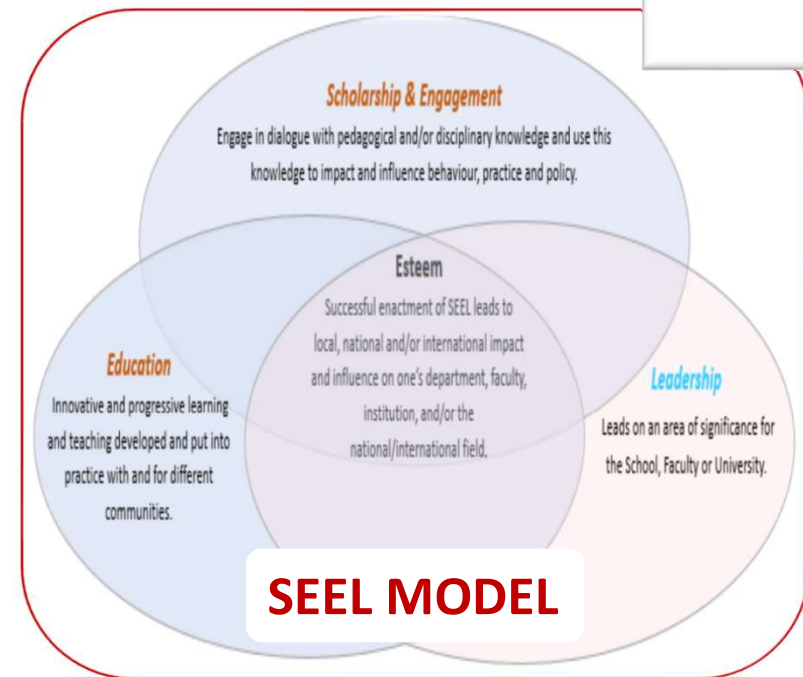


### We found:

- Limited knowledge of, and engagement with, education-focused career pathways
- Lack of consistency and parity across the sector
- No clarity as to what scholarship means or what good scholarship looks like on this pathway
- New SEEL Model for education-focused career progression - Scholarship and Engagement, Education Practice, and Leadership.

### We recommend:

**Co-ordinated and thoughtful action across business and management schools to develop education-focused career pathways.**



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# Special Interest Groups



Professor Maureen Meadows  
Coventry University



Professor Savvas Papagiannidis  
Newcastle University

## Co-Vice Chairs

# Special Interest Groups

22

*Gender in Management*   *Corporate Governance*   *Management & Business History*  
*Public Management & Governance*   *E-Business & e-Government*  
*Entrepreneurship*   *Operations, Logistics & Supply Chain*   *Organisational Psychology*  
*Human Resource Management*   *Identity*  
*Inter-Organisational Collaboration*   *Performance Management*  
*Organisational Transformation, Change & Development*   *Innovation*  
*International Business & International Management*   *Research Methodology*  
*Marketing & Retail*  
*Strategy*   *Sustainable & Responsible Business*  
*Knowledge & Learning*  
*Leadership & Leadership Development*  
*Cultural and Creative Industries*

30 Tracks



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# Special Interest Groups

## Supporting existing and new SIGs/Tracks

- Encouraging online events
- Promoting collaborations
- Regular meetings with SIG (and Track) Chairs

## Conference

- Co-ordinating Tracks ahead of the Conference in the Cloud
- Gathering feedback from BAM 2020
- Feeding into design of BAM 2021

## SIG perspective on

- BAM framework
- EDI
- Continental Network
- Engagement and practice as a cross-cutting theme

## Promotion and Engagement

- Design of new website; supporting communication and creating shared repository for documents
- Social media strategy



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# Research and Publications



Professor Nelarine Cornelius  
Queen Mary University of London



Professor Emma Bell  
The Open University

## Co-Vice Chairs

# Grants

- **SAMS-BAM Grant**

- £150k – to encourage innovation, societal value and collaboration across HEIs and career stages. 2020 awards:
  - *Facilitating impact and transferability for refugee entrepreneurship interventions in Africa*
  - *The effect of scenario planning on individuals' perceptions of uncertain futures*

- **BAM Grants** – biennial, since 2013

- Transitions 1 – ECR
- Transitions 2 – MCR
- Management Knowledge & Education

- **BAM-ANZAM Grant**

- Cross-globe collaboration

- *New* **BAM-IAM Grant**

- *New* **BAM-SIMA Grant**



# Publications

## Field-leading Journals



Founded 1986

IF 3.023  
60/152 Bus  
88/226 Mgt



Founded 1996

IF 8.631  
5/122 Bus  
5/225 Mgt



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# Academic Affairs of Conference & Capacity Building



Professor Helen Shipton  
Nottingham Trent University



Professor Nicholas O'Regan  
Aston University

**Co-Vice Chairs**

# BAM

## Framework:

*from content expert  
to management  
leadership*

[www.bam.ac.uk/bam-framework](http://www.bam.ac.uk/bam-framework)

		Early Career- Banding 1	Mid Career- Banding 2	Senior Career- Banding 3
Specialist Knowledge	<b>A</b> Research knowledge and intellectual growth	<b>A1</b> Understand and communicate field relevant advances in knowledge; proven ability to conduct high quality research and research outputs of international excellence; produce competitive application for external funding.	<b>A2</b> Expert knowledge of a multiple themes in related disciplinary areas and understand practical implications, within and beyond UK; successful external funding award; invited speaker at events of international status; develop external networks; evidence the impact, reach and significance of research; active role in interdisciplinary work; strong pipeline and body of published work in quality journals; joining doctoral supervision teams and either leading or supporting senior staff in supervising doctoral students; Supporting research centres	<b>A3</b> Research reputation of international standing; sustained internationally excellent outputs; steering research strategy; leadership in grant getting; publishing frequently in leading journals/conference proceedings; evidencing the impact of research; sustained record of successful supervisor; active in inter-University research projects; established reputation with external bodies/clients.  Taking responsibility for running a research centre
	<b>B</b> Teaching knowledge and intellectual growth	<b>B1</b> Develop teaching materials and excellent teaching; use a range of appropriate methods of assessment and feedback; have input into curriculum development; work is underpinned by a knowledge of pedagogy; recognising and responding to student diversity; courses designed; lead a unit/module.	<b>B2</b> Innovation in teaching and learning e.g. the introduction of new module or programme development; development of digital resources; support quality assurance and enhancement of teaching; influence disciplinary teaching at department level or beyond; contribute to knowledge of pedagogy and/or teaching practice; influence others' teaching; lead a programme or set of modules.	<b>B3</b> Steering teaching strategy; leadership of a portfolio of programmes; working with external agencies to improve the student experience; authorship of teaching materials recognised externally e.g. books, web resource; scholarly publications - recognised as advancing learning, teaching or assessment and feedback; in a subject/discipline area; establishing and developing sustainable teaching-related networks.
	<b>C</b> Engagement knowledge and intellectual growth	<b>C1</b> Pro-active engagement in formal departmental activities; representing the department's activities externally; participation in external engagement activity that promotes the University and has a positive reputational impact; involvement in policy initiatives.	<b>C2</b> Engages in dialogue with public and policy makers and practitioners; lead successful engagement initiative; set up, develop and sustain new relationships with client organisations; record of success in business generation; evidence of active engagement with international partners.	<b>C3</b> Produce work that informs policy development and/ or change business practice. Reinforces the connection between academia and policy-makers; leading and securing productive high-impact partnerships with business, policy makers or other users of our research and teaching expertise with evidence of significant income generation.
			D2	D3

A1 D1 E1

A2 D2 E2

B2 D2 E2

C2 D2 E2



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Culture and Community	<b>D</b> Leading and Managing	<b>D1</b> Understand and practice key aspects of diversity, inclusivity and respect in all aspects of work. Identify and appreciate good leadership, management and professional practice. Contribute to REF/TEF submissions. Contribute to accreditation events (EQUIS, AACSB etc.)	<b>D2</b> Actively practising diversity, inclusivity and respect in an internal leadership role. Executing appropriate leadership & management opportunities. Leading and managing appropriate funding applications/ revenue raising activities. Contribute and lead in specified areas on REF/TEF submissions and accreditation events for your institution	<b>D3</b> Lead diversity, inclusivity and respect initiatives; align activities with wider societal issues; lead large extra-institutional funding/revenue generation bids; support others on funding/revenue generating activities. Lead on REF/TEF submissions and accreditations for your institution
	<b>E</b> Achieving Success	<b>E1</b> Sets feasible career goals and explore ways to develop your career network; look after self and develop resilience skills. Identify and learn to work with an appropriate mentor.	<b>E2</b> Works with others in developing a career plan; offers mentoring support and advice to others; Looks after self and others to ensure health and well-being.	<b>E3</b> Mentors and guides others and extends and manages career networks. Mentoring others beyond own Department/University. Seeks opportunities to develop others. Develops plans to foster others' resilience and well-being.

**BAM**

**Framework:**  
*from content expert  
 to management  
 leadership*

[www.bam.ac.uk/bam-framework](http://www.bam.ac.uk/bam-framework)



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# Capacity Building 2020-2021

A2 D2 E2

## Early Career activities

- Doctoral Symposium
- Preparing for the BAM Conference
- DBA Symposium
- Post-BAM event in planning (after 2021 conference)

A1 D1 E1

## Mid Career activities

- NEW** Becoming a Research-Oriented Professor Programme (3 modules)
- Your Research Career Pathway
  - Your Publications and pipeline
  - Your Research Funding application (*with introduction to the DPDoR from convenor, Graeme Currie*)

## Other Capacity-building events include:

- Sept 2020 Increasing Your Research Impact: the Role of Citations
- Oct 2020 Social media for Academics
- Nov 2020 [Business Schools and their place in Society](#)



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# Equality, Diversity and Inclusivity



Professor Martyna Śliwa  
University of Essex

- New role created 2020
- Martyna elected and took up post July 2020

**Vice Chair**

# Equality, Diversity and Inclusivity

## **Benchmarking EDI across all BAM activities:**

- Journals
- Fellows
- Awards
- SIGS
- Council and Committees

## **Actions**

- Discovering what data we hold
- Discovering what data we can and should collect
- Identifying barriers and areas of good practice
- Recommendations



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# New Members of Council

**We welcome the following to Council for 2021:**

- Dr Anne Clare Gillon, University of the West of Scotland – re-elected for a 2<sup>nd</sup> term.
- Professor Pawan Budhwar, Aston University – elected for a 1<sup>st</sup> term.
- Dr Russ Glennon, Manchester Metropolitan University – co-opted to SIGs Sub-Committee
- Professor Ashley Roberts, Warwick Business School – co-opted to MKE Sub-Committee
- Professor Palie Smart, University of Bristol - co-opted to Academic Affairs of Conference and Capacity Building Sub-Committee



# Financial Report for 2019

Neil Pyper – Treasurer  
Madeleine Barrows – CEO  
Sharon Miller – Finance Officer



# Financial Report for 2019

“In the medium to long term, the BAM Executive seeks to balance the need to make strategic expenditure to develop BAM and to allow it to grow, whilst maintaining a healthy level of reserves to protect our long term financial position.”

*BAM Directors Report 2019*



# Financial Report for 2019

## Highlights from 2019

- **Reserves** remain strong and able to support further strategic expenditure and absorb unexpected shocks: £930,846.
- **Strategic investment** to professionalise BAM: strengthening office team; innovations to improve Conference; new IT.
- **One-off costs** in 2019 included: VAT penalty and office move.
- **End of year deficit** of £125,111.

# Financial Report for 2019

**Income increased** (from £712,922 in 2018 to £799,273 in 2019)

- Membership income held firm
- Publishing income held steady
- Conference income increased – biggest conference ever
- Workshop and SIG event income increased – more events

**Expenditure increased** (from £658,655 in 2018 to £924,384 in 2019)

- Conference costs increased – to create a higher value offering
- VAT penalty of £37k
- Infrastructure improvements: Website; staffing; IT.
- Office move

# Financial Report – Looking Ahead

**AIMS:** *To bring BAM through the pandemic and economic crisis with minimal damage and able to continue to serve the public and its members. To reduce annual drawing on the reserves over the medium-term and regain a position of annual surplus.*

**We remain in a strong financial position, currently operating ahead of budget, having minimised the potential impact of the pandemic through strategic action.**

## **Income**

- Membership growth
- New events and capacity building programmes
- Investments – new Finance, Investments and Risk Committee

## **Expenditure**

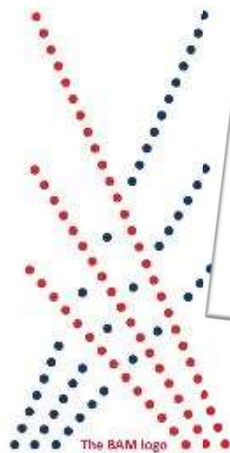
- Continued strategic investment to support sustainable growth, inc major new IT
- Strategic research projects
- Grants



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2019-2020

## Joining the dots... what we did this year

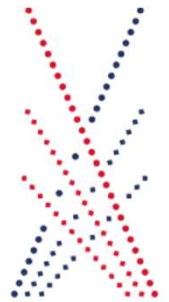


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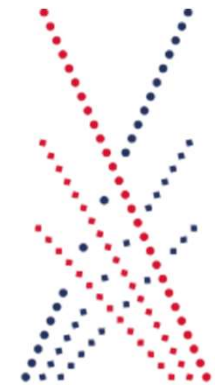


*Finally.....*

Look out for a new-look  
Annual Report, celebrating  
our activities!



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*The leading community for management scholars*