



**BRITISH ACADEMY
OF MANAGEMENT**

Annual Review

2024-25

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OF MANAGEMENT**





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INTRODUCTION FROM THE CHAIR



Professor Emma Parry FBAM, FAcSS, Academic FCIPD

In the past year, we have seen increasing volatility within the higher education sector, particularly in the UK, with reports of institutions re-structuring or downsizing and of job losses in universities arising on what seems like an almost daily basis. This is a difficult time, and I have heard from many of you who are struggling to navigate this increasing uncertainty. Communities such as the **British Academy of Management (BAM) become even more important during such times as we seek connections and solidarity from our peers in the sector.**

While this uncertainty also provides challenges for us in BAM, I am proud that we continue to grow and to provide such a wide range of development and support to our members. We offer an enormous number of activities throughout the year, as well as our Annual Conference and our thriving Teaching Practice Conference. We have also continued to drive forward our strategic priorities (2024-28), particularly around **AI in business and management academia, engagement with practice, EDIR, wellbeing and sustainability**. With the current context in mind, we realise that our strategic priority of supporting wellbeing and mental health is increasingly important in the sector and are reflecting on how we can accelerate and review this to address the challenges that many of you are now facing.

As always, it is impossible to do this without the incredible work of so many people who volunteer their time and energy. My sincere thanks go to you all - Vice-Chairs, Council Members, SIG and Track Chairs, journal editors and those of you that get involved with our activities – it is you, alongside our wonderful BAM team, who make everything possible.

The past year has also been a time of change for BAM. In December we waved goodbye to Madeleine Barrows, who had been CEO for several years. Madeleine's impact in establishing BAM as a well-run and effective organisation, and in developing our community, was considerable and we thank her again for this. We were delighted to welcome Dr Jack Harrington as our new CEO. Jack has been tasked in growing BAM's membership, profile and impact and has already made great strides in setting the groundwork for this. I am looking forward to seeing how this progresses over the next 12 months.



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STRATEGY 2024-2028



BAM has completed the first year of its five-year strategy. Our priorities continue to focus on meeting the needs of our members and the sector.

Our strategy for 2024-2028 has five priorities:

- 1 to facilitate the impact of business and management research on practice and policy
- 2 to support the sector in addressing the challenges brought by artificial intelligence and digitisation
- 3 to promote wellbeing and positive mental health in business and management academics and doctoral researchers
- 4 to support the development of good equality, diversity, inclusivity and respect practice across the sector
- 5 to ensure sustainability is central to all BAM's activities

To support these priorities, we are committed to:

- 1 doubling BAM's membership by 2028
- 2 strengthening existing partnerships, and creating new partnerships with relevant national and international bodies
- 3 engaging Council, Fellows, Companions and special interest group leadership as key elements of the BAM community, in line with our strategic priorities
- 4 reviewing the activities of BAM to ensure their long-term future sustainability
- 5 developing more effective ways of engaging with our internal and external communities

The Annual Review provides examples of how these priorities have shaped our work. Highlights include the following:

First, we launched our barometer survey on the use of **AI in Business & Management academia**. The results of this are currently being analysed and will be available soon. Alongside this, the launch of our white paper series on AI in Business & Management research and education will help academics in our field to navigate their use of these new approaches responsibly and effectively. The first paper in this series provides practical guidance on ethical and responsible use of AI in research.

Second, we partnered with the Chartered Institute of Personnel and Development (CIPD) to run workshops related to **engagement between academics and practitioners and policy-makers** at the BAM and CIPD annual conferences in 2024. We will build on the insights drawn from these workshops with further events at these conferences in 2025 and the development of other events designed to bring academics, practitioners and policy-makers together.

Third, we have re-affirmed our support for **wellbeing and positive mental health in business and management academics**. Our activity in this area will pick up over the next year with the launch of a wellbeing webinar series and the development of practical guidance for academics and their line managers. Our ambition is to shift the focus from the individual to the management and organisational systems that influence wellbeing positively or negatively.

DIVERSITY AND SUSTAINABILITY

Sustainability and Equality, Diversity, Inclusivity and Respect (EDIR) are central to our mission. We believe excellent teaching and research in business and management studies are of value because they contribute to a sustainable future for the benefit of all.

This informs what we do. The changing political climate combined with funding pressures across our sector threaten many of the achievements of our community in promoting EDIR. In this context, we were proud to issue a public statement in April 2025, confirming the importance of Sustainability and EDIR to the British Academy of Management.

Our commitment to EDIR also shapes how we support excellence in teaching and learning. A major example of this is the *Handbook of Inclusive Learning and Teaching in Business and Management*, edited by Professor Martyna Śliwa, Professor Lisa Anderson, Professor Kate Black, Dr Caroline Chaffer and Dr Jill Webb. This is the culmination of many years of collaborative work, sharing and shaping best practice in teaching and learning.

This complements the success of *Decolonising the Business School Curriculum*, a guide produced by our former Vice-Chair for EDIR, Professor Martyna Śliwa, and our co-Vice-Chair for Research and Publications, Professor Stephanie Decker. To support the published *Guide*, we produced a range of short video resources. Alongside this, we are currently updating our 'All Welcome' Guide to include advice on Sustainability and more current advice on EDIR.

The importance of Sustainability and EDIR is reflected in the research events we support. These covered topics such as 'Greenwashing and Sustainability related data' and 'Generational differences in views of "Meaningful Work"'.

We are immensely proud of the efforts of our community to further Sustainability and EDIR and we look forward to supporting even more ambitious work in the year ahead.





BUILDING CAPACITY IN OUR COMMUNITY



We build capacity at every career stage, in teaching, practice and research, through a range of initiatives, all of which have expanded this year.

BAM continues to build capacity to support a range of career journeys. Numbers continue to grow for our drop-in Doctoral Fridays and the Doctoral Symposium. Career transitions are well supported through development programmes such as the **Development Programme for Directors of Research** (delivered jointly with the Chartered Association of Business Schools), **Becoming a Research-Oriented Professor** and the **Education Focused Professor**.

A major trend has been BAM's continued leadership in building capacity in Management Knowledge and Education (MKE). This year, we hosted our largest ever *MKE Teaching Practice Conference*, providing an opportunity to share innovations in teaching practice. Moreover, the conference enabled participants to develop their own ideas and plans for publications. This complements the success of our *MKE How-To* series of seminars. The series fosters a collective approach to understanding teaching practice, education and scholarship.

This year, we welcomed our new Dean of the Peer Review College, Professor Dermot Breslin. We thank the inaugural Dean, Professor Yehuda Baruch for his leadership. Having recruited its fourth cohort, the College now has **37** Fellows and **119** Members. The College continues to build a pool of reviewers to support our journals, grantmaking and annual conference. This includes partnering with the Early Career Academics Network to host a seminar on 'Surviving the Peer Review Process.' Peer Review College cohorts then go on to contribute to the strength of peer-reviewing across our community.

The popular Fellows Masterclass series enables participants to stay at the forefront of research, education and practice by engaging with cutting-edge insights, exploring contemporary debates, and sharing good practice. Highlights include:

- **Theorising from Case Study Research in Management** – Professor Emmanuella Plakoyiannaki FBAM, chaired by Professor Pawan Budhwar FBAM
- **The Future of Management Education** – Professor Howard Thomas FBAM, chaired by Professor Lisa Anderson FBAM
- **Career Ecosystem Theory: A Foundation for Sustainable Careers** – Professor Yehuda Baruch FBAM, chaired by Professor Mina Beigi
- **Historical Approaches in Management Research** – Professor Stephanie Decker FBAM, chaired by Professor Emmanuella Plakoyiannaki FBAM

We are pleased to confirm that the Fellow Masterclass series will continue in 2025 and beyond.

PUBLICATIONS AND GRANTS

The British Journal of Management and the International Journal of Management Reviews remain top quartile journals. Our publications and grants both support BAM's priorities.

In 2024, our journals received over 2,000 submissions and published over 120 articles, with over 1.7m views. The launch of the MKE section of the *British Journal of Management* is a further example of BAM's commitment to supporting scholarly excellence in themes that matter to our community.

The *Management Impact* book series, produced in partnership with Routledge, continues to identify best practice and set the agenda. This year saw the publication of *The Impact of Executive Management Education: The Case for Relational Management Education in Business Schools*, edited by Professor Lisa Anderson, Dr Paul Ellwood, Professor Clare Rigg and Dr Leighann Spencer.

A funding call for the Transitions 1 (early career), Transitions 2 (more experienced researchers) and Management Knowledge and Education (MKE) research grant schemes were launched in Autumn 2024. Eligibility for the MKE research grant scheme was opened to applicants without a doctorate but with equivalent research experience. This is an important step in acknowledging the diversity of experience that contributes to effective MKE research.

Our grant schemes are a vital way in which BAM builds capacity. In 2024, in collaboration with the Society for the Advancement of Management Studies (SAMS), we successfully launched the redeveloped Research and Capacity Building annual grant scheme and awarded funding to one project at **£42,000**.



Co-Editors-in-Chief

We extend our thanks to the departing Co-Editors-in-Chief of the *British Journal of Management*, Professors Riikka Sarala and Paul Hibbert. Dr Soumyadeb Chowdhury joins Professor Shuang Ren as Co-Editor in Chief.

We are grateful to the departing Co-Editors in Chief of *IJMR*, Professor Joaquín Alegre, whose term finishes at the end of 2025, Dr Marian Iszatt-White, who stepped down in 2024 and Professor Jamie Callahan, who stepped down in January 2025. Professor Andrea Caputo has been appointed as a new co-Editor beginning in 2026, joining Professors Alexandra Beauregard and Ashish Malik.

Journal Co-Editors-in-Chief 2024

British Journal of Management

Professor Riikka Sarala,
UNC Greensboro, USA

Professor Shuang Ren,
Queen's University Belfast, UK

Professor Paul Hibbert,
University of St Andrews, UK

International Journal of Management Reviews

Dr Marian Iszatt-White,
Lancaster University, UK

Professor Jamie Callahan,
Durham University, UK

Professor Joaquín Alegre,
University of Valencia, Spain

Professor Ashish Malik,
UNSW Canberra, Australia

Professor Alexandra Beauregard,
Birkbeck, University of London, UK

Journal Co-Editors-in-Chief 2025

British Journal of Management

Professor Riikka Sarala,
UNC Greensboro, USA

Professor Shuang Ren,
Queen's University Belfast, UK

Professor Paul Hibbert,
University of St Andrews, UK

Dr Soumyadeb Chowdhury,
TBS Education, France (Interim)

International Journal of Management Reviews

Professor Jamie Callahan,
Durham University, UK

Professor Joaquín Alegre,
University of Valencia, Spain

Professor Ashish Malik,
UNSW Canberra, Australia

Professor Alexandra Beauregard,
Birkbeck, University of London, UK

COMMUNITY EVENTS

In-person and online events continue to be key ways in which BAM brings our community together to make advances in teaching, practice and research.



The 38th edition of the BAM Conference in September 2024 welcomed more than 1,100 delegates from 58 countries. Hosted at Nottingham Business School, Nottingham Trent University, the conference received delegates from 386 institutions. Students comprised 29% of delegates.

In 2024, BAM supported a further 96 events, that received over 4,800 registrations. This trend continues in 2025, with 78 events held between January and June. Most events are online, reflecting sector-wide trends. The mix of online and in-person and hybrid events allows BAM to balance enabling effective networking with reducing barriers to access for our community.

A highlight of the year was the first Annual Robin Wensley Memorial Lecture. Named in honour of a founding member of BAM, a world-leading scholar and a lifetime champion of early career and interdisciplinary researchers, the annual Wensley Memorial Lecture provides an opportunity to engage in an interdisciplinary dialogue and exchange. This first lecture was entitled, '*Ensuring Solar Power Transitions for both the Climate and Ecological Emergencies*'.





BRITISH ACADEMY
OF MANAGEMENT

BAM

CONFERENCE

Doctoral
Symposium

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OUTREACH AND POLICY





BAM plays a central role in supporting the interests of our members in shaping higher education policy and in highlighting the impact of business and management research. For example, BAM represents the sector on the British Academy Strategic Forum for Social Sciences.

Our CEO, Jack Harrington, is a member of the Chartered Association of Business Schools' (CABS) Policy Committee and the Academy of Social Sciences' Policy Working Group. Through these channels, BAM ensures that the priorities of its community are incorporated in wider policy work relating to the social sciences and in engagement with Business Schools.

We celebrated the publication of a white paper on 'Education focused careers'. This white paper responded to the growing numbers of education focused academics on 'Teaching and Scholarship' (T&S) contracts. This paper specifically examined Business School Deans' perspectives on these careers to discern the significance of three levels of support and development for these education focused academics: at the individual level, at their Business and Management School level, and through learned societies such as BAM.

This year saw the completion of a project led by researchers at Oxford Brookes University, in partnership with BAM on 'The impact of the Covid-19 pandemic on the career life cycle of early career academics: Lessons (Un)learned.' The project team of Dr Beldina Owalla, Dr Elvis Nyanzu and Professor Tim Vorley received funding from UKRI and the British Academy.

In 2024, we partnered with CABS and the Chartered Management Institute (CMI) to present the Management Publication of the Year. The awards recognised impactful outputs in SME Growth; Social Enterprise and Innovation; and Sustainable Futures. The overall winner was *Men Stepping Forward* by Professor Elisabeth Kelan. All submissions reflect the transformative power of research in management and leadership.

BEYOND THE UK

The British Academy of Management values its place in a global community of management and business studies scholars. This is recognised in the formal partnerships we have with our sister academies which enable us to share the benefits of membership across communities. We are delighted that in 2025, contributions to our events and journals from outside the UK continue to grow.

The value of our international partnerships to our members can be seen in the e-Festival of Education, held in February 2025, jointly organised in partnership with **Asociación Científica de Economía y Dirección de la Empresa (ACEDE)**, **Società Italiana di Management (SIMA)** and the **Irish Academy of Management (IAM)**.

The event offered insights into current opportunities and challenges for management education. Emphasising how we can collectively promote inclusive approaches to management education, the event shared insights across boundaries of geography, topic and methodology.

Our Chair, Professor Emma Parry, attended the 2024 IAM conference in Cork; represented BAM in a panel on 'AI and Future Skills' at SIMA's Festival of Management in Naples, Italy; and joined a luncheon for leaders of learned societies at the European Academy of Management (EURAM) Annual Conference in Florence.

We welcomed colleagues from IAM, SIMA, ACEDE, the Academy of Management (AOM) and the Australian and New Zealand Academy of Management (ANZAM) to our conference in 2024. These partnerships continue to thrive with further joint events planned for next year.



International collaborative research grants continue to be a vital part of our offering to support our members in our mission to build a thriving pluralistic community.

Over the past 12 months we have supported our community by re-running two collaborative research awards, using our own resources and in partnership with our international sister bodies, the Irish Academy of Management (IAM) and Società Italiana di Management (SIMA) resulting in the award of 2 two grants for a total of **£8,000**.

Work on the collaborative research project funded in partnership with Australian & New Zealand Academy of Management (ANZAM) in 2023 has continued into 2025. A 2025 funding round for all three partnerships was launched in late 2024 with funded projects expected to begin in Autumn 2025.

ABOUT US

The British Academy of Management is the leading authority in the academic field of business and management in the UK, supporting and representing a diverse community of scholars, and engaging with international peers.

Our vision is to be a pluralistic learned society, contributing to the development of management knowledge and practice internationally. We aim to be inclusive, to recognise and respect the diversity in our community, and to promote high quality in all we do.

We have over **2,500** members from the UK and across the world including researchers, practitioners and doctoral students. BAM is a registered charity and is governed by a Council composed of about **40** people elected by the general membership, co-opted or ex officio. The Council represents the interests of the membership and contributes to the activities of the learned society through working with the Vice-Chairs. We are hugely grateful for the dedication of all our volunteers.

An Executive Committee is elected to develop the strategy, comprised of the Chair, various Vice-Chairs and the President. They work with BAM's CEO and Council, incorporate the voice of the membership, oversee

the longer-term direction of the learned society, and ensure an effective implementation of the agreed strategy. BAM's work is supported by an office team based in London, led by the CEO, Dr Jack Harrington.

Professor Pawan Budhwar, Professor Stephanie Decker, Professor Kate Black, Professor Ashley Roberts, Professor David Sarpong and Dr Russ Glennon reach the ends of their terms of office on the Executive Committee in December 2025 and will step down. We thank all of them for their significant and sustained contribution to delivering BAM's priorities over the past four years. Professor Fiona Wilson will reach the end of her term as Dean of the BAM Fellows College in December 2025 and will be replaced by Professor Savvas Papagiannidis. We thank Professor Wilson for leading the Fellows College for the past two years.

We're delighted to welcome a number of new members to the **BAM Executive** from January 2026. A warm welcome to:

- **Professor Andy Charlwood** and **Professor Nicholas Burton**, joining as Co-Vice Chairs for Research and Publications.
- **Professor Lisa Anderson** and **Dr. Elizabeth Houldsworth**, our new Co-Vice Chairs for Management Knowledge and Education.
- **Professor Christian Harrison** and **Dr. Rebecca Liu**, who will serve as Co-Vice Chairs for Special Interest Groups.
- **Professor Adina Dudau**, who joins as Co-Vice Chair for Academic Affairs of Conference and Capacity Building.

The BAM Office team continue to provide support across areas such as the conferences, programmes, events, publications, membership and grant-making. During the year we said farewell to Ines Andrade. Madeleine Barrows retired as CEO of BAM after seven years of dedication and leadership. Her successor, Dr Jack Harrington, took up the post in December 2024.



BAM EXECUTIVE



Executive 2024

Chair:

Professor Emma Parry,
Cranfield University

President:

Professor Katy Mason,
Lancaster University

Treasurer:

Dr Charles Thornton,
University of Plymouth

Vice Chair (EDIR):

Professor Martyna Śliwa,
Durham University

Vice Chair (Sustainability):

Professor Jan Bebbington,
Lancaster University

Co-Vice Chairs

**(Academic Affairs of
Conference & Capacity
Building):**

Professor Sarah Robinson,
Rennes School of Business,
France

Professor David Sarpong,
Aston University

Co-Vice Chairs

**(Management Knowledge
& Education):**

Professor Kate Black,
Northumbria University

Professor Ashley Roberts,
University of Warwick

Co-Vice Chairs

(Research & Publications):

Professor Pawan Budhwar,
Aston University

Professor Stephanie Decker,
University of Birmingham

Co-Vice Chair

(Special Interest Groups):

Dr Russ Glennon,

Manchester Metropolitan
University

Professor Zoe Morrison,
Robert Gordon University

Executive 2025

Chair:

Professor Emma Parry,
Cranfield University

President:

Professor Katy Mason,
University of Salford

Treasurer:

Dr Charles Thornton,
University of Plymouth

Vice Chair (EDIR):

Dr Emily Yarrow,
Newcastle University

Vice Chair (Sustainability):

Professor Emma Macdonald,
University of Strathclyde

**Co-Vice Chairs (Academic
Affairs of Conference
& Capacity Building):**

Professor Sarah Robinson,
Rennes School of Business,
France

Professor David Sarpong,
Aston University

Co-Vice Chairs

**(Management Knowledge
& Education):**

Professor Kate Black,
Northumbria University

Professor Ashley Roberts,
University of Warwick

Co-Vice Chairs

(Research & Publications):

Professor Pawan Budhwar,
Aston University

Professor Stephanie Decker,
University of Birmingham

Vice Chair

(Special Interest Groups):

Dr Russ Glennon,

Manchester Metropolitan
University

BAM Office Team (August 2025)

Dr Jack Harrington,
CEO

Justina Senkus,
Head of Events &
Programmes

Sharon Miller,
Finance Manager (P/T)

Stuart Hull,
Grants Administrator (P/T)

Emma Missen,
Managing Editor BAM
Journals and Peer Review
College Administrator

Lewis Johnson,
Conference & Communities
Manager

Ambra Risca,
Programmes and Events
Co-ordinator

Justin Brown,
Communications and Events
Co-ordinator

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