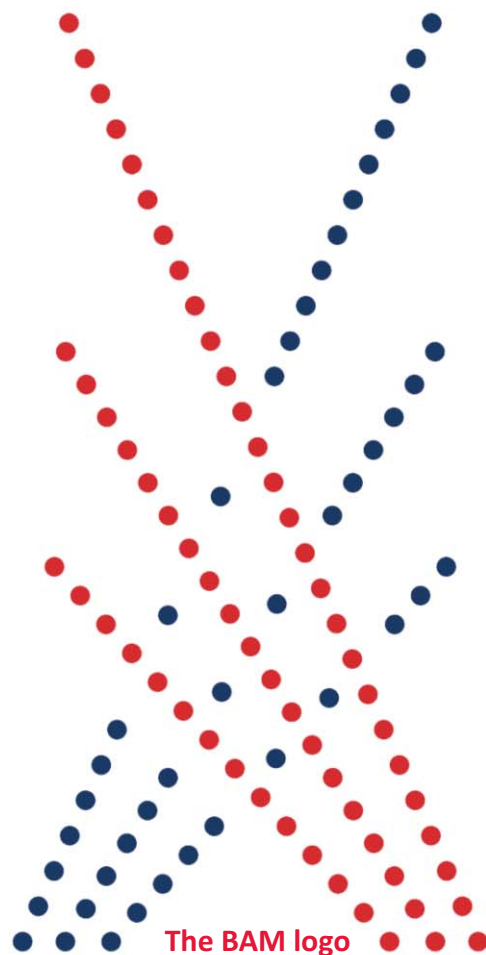


# Joining the dots...

## what we did this year



The BAM logo

**BRITISH ACADEMY  
OF MANAGEMENT**

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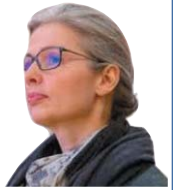
# Opening Doors



Photos, from left: Professor Martyna Śliwa, Vice Chair for Equality, Diversity and Inclusivity; Dr Gurchathen Sanghera, Professor Emmanuel Ogbonna and Professor Geraldine Healy, who were among the authors of the Delivering Diversity report in 2017



## Introduction from the Chair



Welcome to our new annual review. Despite the challenges of a global pandemic, our BAM community is flourishing. From our high-quality journals to our 22 Special Interest Groups, from our new grants and projects to our capacity building work supporting business and management research, education and engagement careers at all levels, from international collaborations to advocacy and promotion of our community's insights, our members have been busy having a real impact on our community, economy and society. Read on to learn more about our activities, publication and impacts, including our recently published strategy that prioritises additional activities over the next four years. Thank you all for the role you play in making the BAM community what it is. – Professor Katy Mason FBAM FAcSS

In a year that saw widespread demonstrations over the Black Lives Matter campaign, the Academy has continued to make diversity and equality central to our work.

We welcomed Professor Martyna Śliwa, of the University of Essex, as our **Vice Chair for Equality, Diversity and Inclusivity**, following her recent election to this newly created portfolio. She leads a programme of work to ensure that BAM embeds the core values of equality, diversity and inclusivity into all our activities.

As part of this, **we issued a statement** following the killing of George Floyd in America, pointing out that his death had raised “important and deeply troubling issues around inequality and racism” in the UK as well as the US. “The British Academy of Management seeks at all times and in all its activities to be an inclusive and diverse association, providing a welcoming, supportive and pluralistic community of scholarship in the full field of management. We strive to play a leadership role in helping our communities improve equality, diversity and inclusivity.”

The statement notes that BAM had commissioned research to look at issues of race and ethnicity in the management pipeline, issuing a report in 2017 entitled Delivering Diversity, which highlighted the everyday challenges facing black and minority ethnic managers and set out practical steps that companies can take to develop a fairer and more inclusive environment.

We are now following up that work by **funding new strategic research** to look at equality, inclusion, diversity and respect in business and management higher education institutions.

**‘We strive to play a leadership role in helping our communities improve equality, diversity and inclusivity’**

Our sister organisations in Australia and New Zealand, Ireland and Italy are mirroring this work in their own contexts, and **we will coordinate with them** in their efforts.

We are also aware that **mental wellbeing** is an important issue in academia. We ran an online PhD workshop on the topic of wellbeing in business research, and a panel session at our annual conference on wellbeing in the workplace. We are running a strategic research project project on this issue in academia.

**W**hat is the best way to run the UK's economy? How can we tackle some of the challenges that our society throws up in the 21st century?

Research by business and management scholars throws important light on questions such as these. That's why the British Academy of Management supports our members to carry out their research by providing grants, publishing academic journals and holding workshops.

We run **three grant schemes**: one for early career researchers, one for established researchers and a third for work on business and management education. Every two years we give out awards of £4,000 – in 2019 we awarded 11 grants.

This year, for the first time, **we ran a new award scheme** with the Society for the Advancement of Management Studies, which gave up to £150,000 each to two research projects that have begun in 2020: one on refugee entrepreneurship in Africa and the other on scenario planning. The scheme partnership strengthens the commitment of both organisations to support management research and promote capacity building.

We also run a **small grant scheme**, awarded jointly with the Australian and New Zealand Academy of Management, to encourage cross-globe research partnerships. This year we announced we will inaugurate similar schemes with our colleagues in Ireland and Italy. *See our section on international links for more details.*

Our awards have helped fund research on themes as diverse as the working lives of migrants in the UK, the professionalisation of medical leadership and diversity in company boards of directors.

In 2019 we appointed a **dedicated Grants Administrator** with a new IT system to help us run our expanding portfolio of research grants more efficiently.

It's important that researchers can place their work before their peers and the public, and BAM publishes **two academic journals** that present quality, timely and relevant research findings. The British Journal of Management (BJM) and the International Journal of Management Reviews (IJMR) have high impact factors, the metric based on the number of times their papers are cited in other academic papers.

During 2019 we welcomed Professor Katie Bailey of King's College London as new co-Editor in Chief for the IJMR and Professor Doug Cumming of Florida Atlantic University as a co-Editor in Chief of the BJM.

Our 33rd **annual conference** was held over three days at Aston Business School in Birmingham, and was our largest ever event, with 963 delegates from 54 countries, presenting 832 papers and participating in 44 professional development workshops and other sessions. The event gives delegates an unrivalled opportunity to network and present their research. The Coronavirus epidemic of 2020 called for a wholly virtual annual conference – our 'Conference in the Cloud' proved a popular and successful way for our community to come together and share its work.

During the year we continued to run our long-established **Development Programme for Directors of Research (DPDoR)**, a joint initiative with the Chartered Association of Business Schools.

We also developed plans to launch a **Peer Review College**, which will help develop researchers' ability to provide reviews of articles and grant applications that are essential for journals when choosing what to publish and fund.

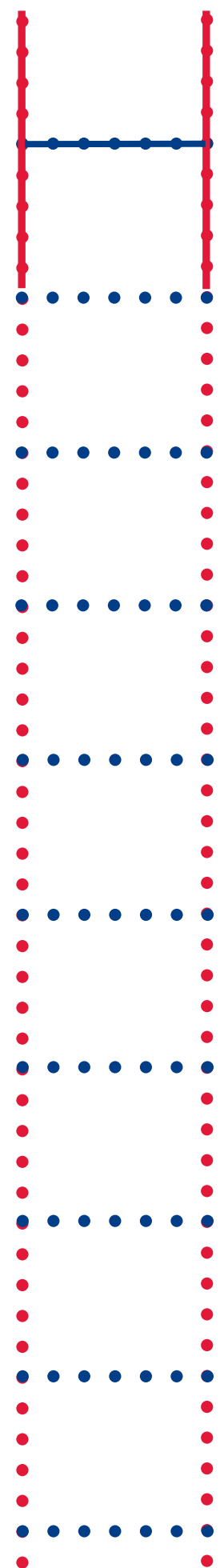
**'Research by business and management scholars goes to the heart of vital questions'**

# Bringing to light



Photos from left:  
 Professor Katie Bailey,  
 co-Editor in Chief for the IJMR;  
 Professor Doug Cumming, co-Editor  
 in Chief of the BJM;  
 Professor Emma Bell and Professor  
 Nelarine Cornelius, co-Vice Chairs,  
 Research and Publications  
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# Helping and



**W**e believe it is vital to help develop the careers of business and management scholars. That's why we have a range of initiatives to help them progress.

This year we continued our **Management Knowledge and Education initiative (MKE)**, which supports high quality teaching in business schools. Over the last four years the project has launched Education Practice awards, offered research grants, and held its first Learning and Teaching Practice conference.

In 2019, our Management Knowledge and Education sub-committee surveyed 109 business and management schools in the UK. From this, in 2020, at our online annual conference, we launched a White Paper which looks at the phenomenon of the growing number of education-focused academics on Teaching and Scholarship contracts, and presents findings and recommendations for the support, development and recognition of academics on education-focused career paths.

We found that there was limited knowledge of education-focused career pathways and a lack of consistency of practice across the sector in the treatment of education-focused career paths and progression. There was also a lack of clarity as to what scholarship means and what good scholarship looks like at different levels of progression in an education-focused career path.

We recommended that all business and management schools should develop an education-focused career pathway, that promotion criteria need to be clearly communicated to line managers, and that schools need to work collectively to establish education-focused careers as a celebrated and valued pathway.



Photos from left: Professor Lisa Anderson and Professor Claire Mallanaphy, authors of the Education White Paper; Dr Mark Loon, co-Vice Chair, Management Knowledge and Education (with Lisa Anderson); Professor Yehuda Baruch, one of this year's Doctoral Symposium presenters

We launched a new area of this initiative: **'Becoming an Education-focused Professor'**, aimed at supporting and developing business school academics whose main focus is teaching, rather than research. This promotes the centrality of teaching in business schools and make teaching as equally valued and rewarded in career terms as research. The initiative includes a network and capacity building programme, coupled with advocacy work with leaders in UK business schools and departments.

This autumn we are launching **'Becoming a Research orientated Professor'** – a partner programme for those seeking a more traditional academic pathway. This new, three-module programme will focus on research career pathways, publications, and research funding, and will also provide an ideal grounding for those eventually joining our renowned Development Programme for Directors of Research (DPDoR).

This year also saw the launch of the **BAM Framework**, designed to help our members navigate the career landscape. This includes a way of coding the various events and activities that BAM runs so that it is clear how these can help our members to develop their specialist knowledge and their management abilities that are needed to run research projects.

At the heart of our engagement with our community lie our 22 **Special Interest Groups**, which staged over 40 activities and events around the UK during the year, offering important forums for discussion and debate for scholars of all levels in their disciplinary fields. Through their groups, members of the scholarly community can connect with other scholars at all career levels and beyond their own institution. This year we have provided additional help for the Chairs of the groups to ensure that their vital role is made as time-effective as possible.

We are very conscious of the need to help scholars who are starting out on their careers. To this end we run a popular **Doctoral Symposium** at our annual conference, where doctoral researchers can get mentoring and feedback from leading members of the Academy. We also run a Symposium for those undertaking professional doctorates such as the DBA.

# Global reach

The world is becoming ever more closely connected, in terms of people, trade, technology and finance.

This is also true of intellectual exchanges, with scholars publishing in overseas journals and working abroad. In 2019 the Academy strengthened our links overseas with the launch of our **Continental Network**, to further strengthen BAM's representation in the rest of Europe.

The network connects scholars from the European continent with British scholars, to establish a platform for international collaboration and running joint events. It aspires, particularly at a time of Brexit, to connect scholars and industry representatives from different backgrounds for an international exchange of knowledge, ideas and approaches.

In March 2019, at the network's launch event in Berlin, held on the theme of work in a digital world, the British Ambassador to Germany, Sir Sebastian Wood, said: "When we look back on this period, we will see that Brexit was seismic, but the social changes caused by new technology were even more important. It is all the more important to maintain international collaboration in these areas in the post-Brexit environment. I am absolutely delighted that the BAM Continental Network is helping to make this happen."

The network's Chair, Professor Christian-Andreas Schumann, said that it would serve as a "knowledge network" in an increasingly interconnected world. BAM's President, Professor Nic Beech, said it presents "a significant opportunity to connect contrasting social worlds of scholarship, practice, and policy."

We collaborate actively with sister bodies in other countries in a variety of ways, including our strategic research projects and grant schemes, to expand our perspectives and increase our voice.



Building on the small grant awarded with ANZAM mentioned earlier, we are launching **two new jointly funded schemes**: with the Irish Academy of Management (IAM) and the Società Italiana di Management (SIMA), the academic and scientific association of Italian professors of management. These schemes, announced at the BAM 2020 conference, will each award £4,000 to research projects that research partners based in Italy or Ireland, and in Britain, work on jointly. Grant holders will present their findings to the SIMA or IAM, and BAM annual conferences.

We also have a Doctoral Colloquium exchange agreement with IAM, and have launched a joint membership scheme with SIMA. Joint events are a natural extension of these partnerships with purpose and have been facilitated by the move online in response to the pandemic.

'It is all the more important to maintain international collaboration in these areas in the post-Brexit environment'

**Webinars** on themes of common interest were another new innovation during spring and summer 2020, and we captured global audiences with public high-level panel discussions on managing teams, supporting international students, and staying active and connected during the Covid crisis.



Photos - Top: Professor Christian-Andreas Schumann, the Continental Network's Chair; Middle, Dr Kevin Reuther, Executive Director; Bottom, Professor Emmanuela Plakoyiannaki, Vice-Chair

It's essential that politicians and civil servants have the full benefit of our members' research expertise when they come to make policies that affect the business world and society more broadly. That's why BAM regularly responds to official consultations and maintains close relationships with policy makers.

In November, for instance, we put forward our community's views on the UK's future immigration system to the public body that advises the government on migration issues. With the Chartered Association of Business Schools, we made a **joint submission** to the Migration Advisory Committee on a government proposal that immigrants must earn at least a £30,000 salary in order to enter the UK.

We pointed out that the UK's future immigration system would need to be flexible, simple and welcoming if the government wished to ensure that academics who bring with them skills that are in short supply in the UK wish to come here.

We said that the proposed £30,000 annual pay threshold for skilled migrants should be removed. We were pleased that this threshold has been considerably lowered in the government's current plans.

In other consultations we have: called for "consistent and recognised standards" for all UK courses run by UK universities in campuses abroad; welcomed the Chancellor's 2020 budget, with its increase in public investment in research and development of £22 billion per year by 2024-25; and warned that the move to open access publishing means that many scholars may be unable to afford to pay the charges for publishing in some overseas journals.

Throughout 2019 Dr Ashley Lenihan, our Head of Policy and Engagement, held meetings with parliamentary clerks, and civil servants in Whitehall, and with other policy officers in our sister learned societies, the national academies, and large research funders. These meetings successfully continued online throughout the Covid-19 pandemic.

At BAM we interpret the term 'public engagement' in the broad sense of promoting our members' work as widely as possible, and not just to experts. To this end, for the first time, we engaged a **media relations expert** to publicise the research presented at our annual conference.

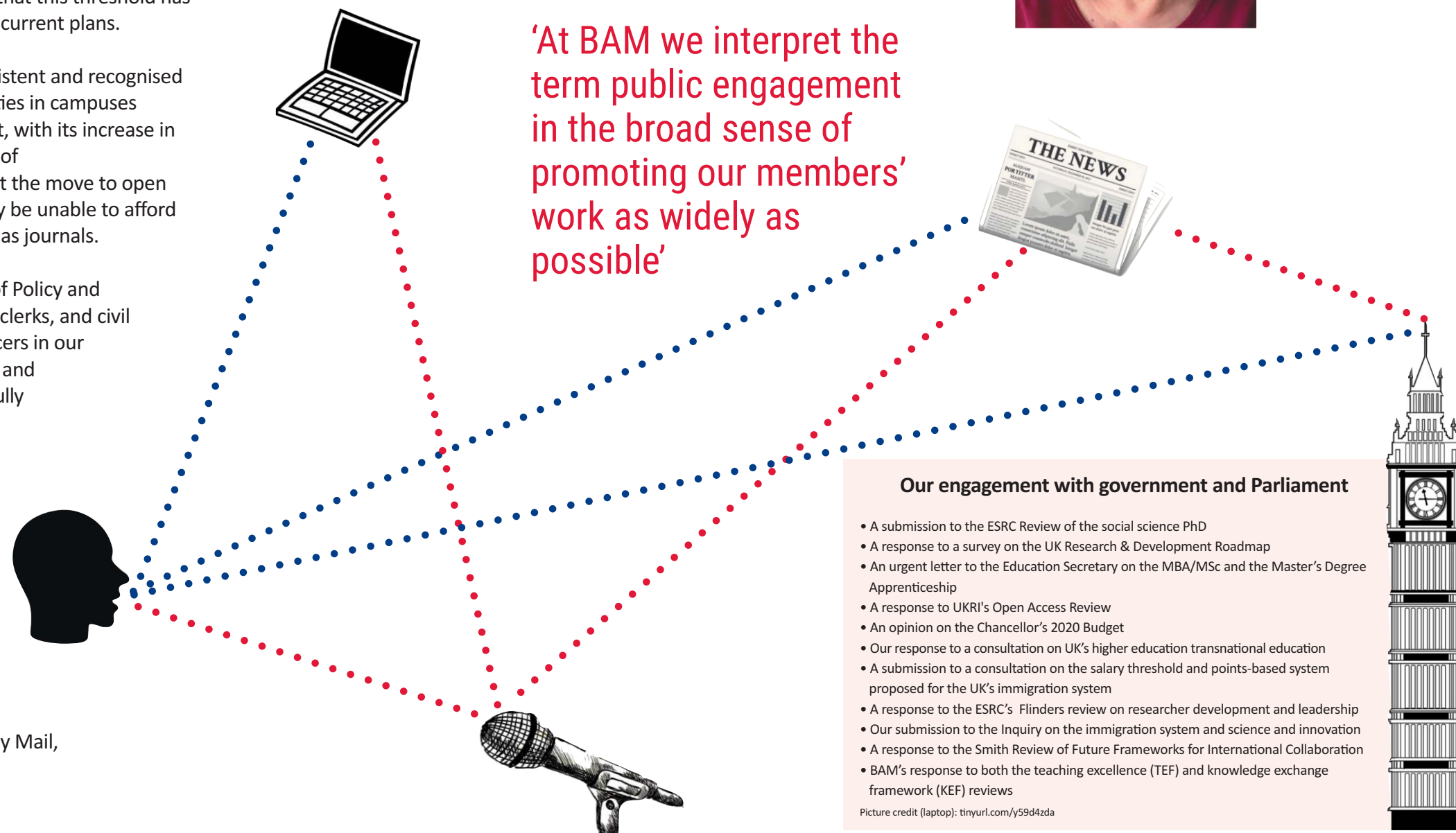
We issued nine press releases which generated over 100 articles in the media, including the Daily Mail, ITV, the 'i' newspaper and HR Director.

# Speaking out



Photos: top, Dr Yehia Nawar; bottom, Dr Adelina Broadbridge. Their research featured in the media. For more details see: [tinyurl.com/yxvsp6xe](https://tinyurl.com/yxvsp6xe)

'At BAM we interpret the term public engagement in the broad sense of promoting our members' work as widely as possible'



### Our engagement with government and Parliament

- A submission to the ESRC Review of the social science PhD
- A response to a survey on the UK Research & Development Roadmap
- An urgent letter to the Education Secretary on the MBA/MSc and the Master's Degree Apprenticeship
- A response to UKRI's Open Access Review
- An opinion on the Chancellor's 2020 Budget
- Our response to a consultation on UK's higher education transnational education
- A submission to a consultation on the salary threshold and points-based system proposed for the UK's immigration system
- A response to the ESRC's Flinders review on researcher development and leadership
- Our submission to the Inquiry on the immigration system and science and innovation
- A response to the Smith Review of Future Frameworks for International Collaboration
- BAM's response to both the teaching excellence (TEF) and knowledge exchange framework (KEF) reviews

Picture credit (laptop): [tinyurl.com/y59d4zda](https://tinyurl.com/y59d4zda)

# Just rewards

**A**t our 2020 annual conference we recognised people within our community, and beyond it, for their contribution to management scholarship and to the British Academy of Management.

### Fellow of the British Academy of Management

Our College of Fellows exists to recognise academics who have a strong international profile of high-quality research and who have made a significant contribution to the wellbeing of BAM. We welcomed three new BAM Fellows this year:

**Lisa Anderson** is Professor of Management Development at the University of Liverpool Management School and our Co-Vice Chair for Management Knowledge and Education. She has been elected as BAM Fellow for her strong contribution to learning and management development and to BAM itself.

**Bill Cooke** is Chaired Professor in Strategic Management at the University of York and was previously our Vice Chair for Research and Publications. He has been elected as a BAM Fellow for his strong contribution to business history and strategic management and to BAM.

**Katy Mason** is Professor of Markets and Management at Lancaster University Management School and currently Chair of the British Academy of Management, having previously served as Vice Chair for Management Knowledge and Education. She has been elected BAM Fellow for her strong contribution to market models and management and to BAM.

### Companions of the British Academy of Management

Companionships of the BAM recognise outstanding contributions to the field of management. In 2020 we welcomed five new Companions:

**Dr Andrew Hawkins** is Senior Director of Local and Regional Government at Microsoft (Europe, Middle East and Africa). He becomes Companion of BAM for his extensive and long-term work with business and management students.

**Dr Melanie Knetsch** is Deputy Director of Impact and Innovation at the Economic and Social Research Council. She becomes Companion for her work supporting business and management research in ESRC and her insightful contributions to BAM.

**Dr Joe MacDonagh** is Lecturer in the School of Business and Humanities at the Technological University Dublin. He becomes Companion of BAM for his work as Chair of the Irish Academy of Management, initiating the positive and productive relationship with BAM.

**Professor Robert MacIntosh** is Head of the School of Management and Languages at Heriot Watt University and an elected member of BAM Council. He becomes Companion of BAM in recognition of his outstanding research and leadership in the field and for his role as Chair of the Chartered Association of Business Schools.

**Professor Sue Rigby** is Vice Chancellor of Bath Spa University and is made Companion of BAM for her work supporting our Education Focused Professor Project and teaching and learning careers in higher education.

### The Richard Whipp Lifetime Achievement Award

was awarded to **Professor Ken Starkey** of the Nottingham University Business School, whose work has been extremely influential in developing the understanding and importance of the nature of business and management research and the role of business schools in society, and also for his expansive body of substantive work spanning organizational learning, business ethics, and leadership. His service to BAM has been exemplary.

### The Cooper Medal for Outstanding Leadership and Contribution

was awarded to **Professor Yehuda Baruch** of the University of Southampton for his world-leading research, his developmental work on the BAM Council and with the Doctoral Symposium, his work with sister organisations and his consistent willingness to contribute to BAM at all levels.

### The BAM Medal for Leadership

was awarded to **Professor Rick Delbridge** of Cardiff University for his outstanding research achievements, his work on our Development Programme for Directors of Research and for connecting the BAM community with the wider social science community.

### The BAM Medal for Research

This was awarded to two recipients in 2020:

**Professor Caroline Gatrell**, of the University of Liverpool Management School, former Co-Editor in Chief of our *International Journal of Management Reviews*, for her leading work in the field of work, family and health, and reaching beyond it.

**Professor Luis Araujo**, of the Alliance Manchester Business School, for his pioneering work establishing and growing a new field of market studies and his work on developing early career researchers.

### The BAM President's Medal for Management Practice

was awarded to **Dr Wilson Wong** of the Chartered Institute for Personnel and Development in recognition of his senior level international work and support for BAM.

### Education Practice Awards

Our Education Practice Awards Competition reflect the value we place on excellence in education practice

### The Winner of the Experienced Teaching Practitioner Category was

**Dr Inge Hill** of the Royal Agricultural University for a programme entitled 'Pop up shops for increasing employability – enterprise for all through learning via doing'.

### The Winner of the Early Career Teaching Practitioner Category was

**Dr Paul Joseph-Richard** of Ulster University for a project entitled 'A person-centred approach to supporting placement-seeking HRM students in Northern Ireland'.



Photos, in descending rows, left to right: Lisa Anderson, Bill Cooke, Katy Mason, Andrew Hawkins, Melanie Knetsch, Joe MacDonagh, Robert MacIntosh, Sue Rigby, Ken Starkey, Yehuda Baruch, Rick Delbridge, Caroline Gatrell, Luis Araujo, Wilson Wong, Inge Hill, Paul Joseph-Richard

# Today

**B**AM is the leading authority on the academic field of management in the UK, supporting and representing the community of scholars and engaging with international peers.

We have around 2,000 members, from the UK and around the globe, who include management researchers, practitioners and doctoral researchers.

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.

BAM is a registered charity and is governed by

a Council composed of about 40 people elected by the general membership, which represents the interests of membership and contributes to the activities of the learned society through working with the Vice-Chairs.

An Executive Committee, consisting of the Trustees, namely the Chair, Professor Katy Mason, the President Professor Nic Beech, and Vice-Chairs, is elected to develop the strategy, 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 a small office team, led by the CEO, Madeleine Barrows, which is currently based in London.



**The Executive Committee 2020**

Photos, in descending rows, left to right: Nic Beech (President), Katy Mason (Chair), Neil Pyper (Treasurer), Lisa Anderson, Mark Loon, Emma Bell, Nelarine Cornelius, Maureen Meadows, Savvas Papagiannidis, Nicholas O'Regan, Helen Shipton, Martyna Śliwa



# Tomorrow

**T**he British Academy of Management has agreed a strategy for the years 2020-2024 that will see us grow in size and broaden our work on behalf of our discipline.

As this report shows, BAM is putting equality, diversity and inclusion at the centre of our work. As part of this we have commissioned strategic projects on Equality, Diversity and Inclusion and Respect in Business and Management higher education institutions, and on the lived mental wellbeing experiences of academics in UK business schools.

We want to launch a new journal in the area of management knowledge and education, to provide another platform for the research that our members, and others, carry out.

Our strategy includes an intention to double our membership over the next four years, to increase our visibility and reach.

As part of this we will create joint membership schemes with sister bodies and develop our IT infrastructure and website to support membership engagement.

We will maintain our good working relationships and joint projects with sister organisations and professional bodies, and develop effective communication channels with key policy makers and funders.

These are just some of the plans we have for the next four years. To see our strategy in full, please visit: [www.bam.ac.uk/building-excellence-bam-strategy-2020-2024](http://www.bam.ac.uk/building-excellence-bam-strategy-2020-2024)

**'By 2024, our activities to support research and scholarship via excellent publication outlets, funding support, capacity and leadership development, and policy engagement will have improved business and management education and practices and the socio-economic life of the communities that encounter this change.'** – Katy Mason

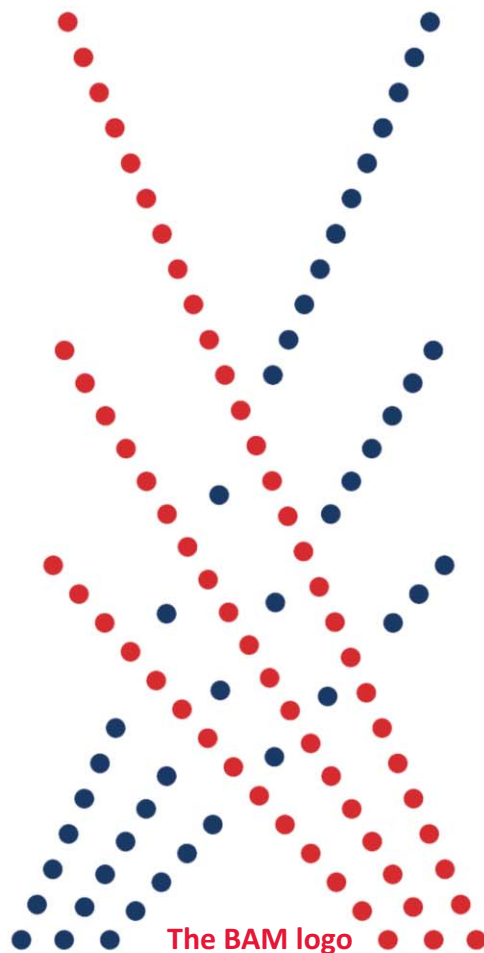
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# Joining the dots... our annual review 2019-2020



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