



**BRITISH ACADEMY
OF MANAGEMENT**

Annual Review

2021-22

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INTRODUCTION FROM THE CHAIR



We said, we did!

As we witness a record level of registrations for our 36th annual Conference in its novel hybrid format, it is a great pleasure to see our community flourishing feeling the excitement of coming together again.

I'd like to thank our outgoing Vice Chairs and Council members for working incredibly hard to create new opportunities for our members, to diversify our income stream and secure the future of BAM, to enable our community's work to benefit wider society, and to make our voice heard. Those thanks must also be extended to our new Vice Chairs and Council members who are continuing that work with enormous enthusiasm. It continues to be a privilege to work with such amazing people.

Everything we do should reflect our core values of Equality, Diversity, Inclusivity and Respect (EDIR), and create a sustainable and responsible organisation. But these must be deeds, not just words.

In 2020 we published our strategic plan '[BAM2024: Building on Excellence](#)' to focus our efforts. In it we made a commitment to developing BAM in a wide range of areas, and it's good to check in on the progress we have made on these. As I approach the end of my term of office as Chair this December, I am delighted to see that – despite the huge challenge of a global pandemic – our words have become deeds, and I'd like to highlight a few ways in which we are making our ambitions into realities.

We created a Vice Chair role to embed EDIR across everything we do; we published a practical guide for EDIR in events, and we keep our own practices under constant review. We commissioned, and are publishing, research that matters on EDIR and mental wellbeing in academic careers.

We share our expertise with professional and policy bodies and publicly recognise important contributions through awards and Companionships. We created new development programmes for our members and a further Vice Chair role to champion all aspects of Sustainability.

Our journals grow in stature as publications of excellence, with over 1 million downloads in 2021. They embody our values as a developmental community and we signed DORA as a reflection of those values. Our Peer Review College is about to recruit its third intake and has been supporting our grant-awarding portfolio of work. We work closely with an international group of sister organisations to deliver funding and collaboration opportunities.

Our Fellows support our members at all stages. Our membership is growing steadily, in contrast to the pandemic experience of much of our sector.

There is much more to come, including development for SIG Chairs as future leaders, more opportunities for those working in Management Knowledge & Education and additional programmes to support those transitioning career stages.

Our office team may be very small, but consists of highly dedicated individuals who we are fortunate to have. We continually seek to improve our processes and infrastructure, whilst remaining an organisation that is firmly focused on people and community.

Finally, a huge 'thank you' to all of our members who volunteer to review conference papers, stage events, create networks and simply make all these things happen!



Professor Katy Mason FAcSS, FBAM
Chair, British Academy of Management

DIVERSITY



Professor Martyna Śliwa
Lead Author

Our continuing firm commitment to diversity can be seen by the wide-ranging and important report we published from our strategic research project on Equality, Diversity, Inclusion and Respect in UK Business and Management Schools.

This included new and deep analysis of Higher Education Statistics Agency data showing the reality of career progression including a 6% gender imbalance in Business and Management school academic staff in favour of men, and the fact that only 26% of professors are women.

We shared our findings with the British Academy, and this influenced their recent report on the state of our discipline. Our project is now being replicated by our international sister societies.

We also published, with the Chartered Association of Business Schools, a practical guide to organising inclusive, accessible and sustainable events. All Welcome! was written because we believe that all events should be as inclusive, accessible and sustainable as possible. It is vital that people of all backgrounds, career stages and paths feel included and able to take part in events and feel that their contributions are recognised and valued.

The guide gives practical advice on diversifying participants, enabling participation, reaching out, fair sharing, fair access, privacy and safety.

We underpinned our commitment to equality, diversity, inclusivity and respect by publishing a statement on our website stating that we will work to ensure "that the core values of equality, diversity, inclusivity and respect are fully embedded and reflected in all BAM activities". This will be the foundation for all of our activities in the future.

One notable step towards this was the appointment of our first women Editors-in-Chief of our *British Journal of Management*. Professor Riikka Sarala, of NCU at Greensboro US, and Dr Shuang Ren, of Deakin University in Australia, joined Professor Douglas Cumming in the role at this, our flagship journal.

We also signed the San Francisco Declaration on Research Assessment (DORA), joining organisations in 145 countries who seek to ensure more holistic assessments of management research, which can be undermined by sole reliance on journal-based metrics and rankings.

The declaration calls attention to new tools and processes for research assessment and a responsible use of metrics that align with core academic values and promote consistency and transparency in decision-making. In the management research community journal rankings, citation counts and impact factors are sometimes used as proxy measures of research quality. Such quantitative indicators are, however, appropriate only as a complement to, and not a replacement for, expert and stakeholder evaluations of research quality and impact.



Professor Riikka Sarala



Dr Shuang Ren



All Welcome!
was written because we believe that all events should be as inclusive, accessible and sustainable as possible.

INTERNATIONAL



Despite the lockdown, BAM's strong international links flourished during the year.

In 2021 we welcomed the first cohort of members from our sister organisation in Italy, the Società Italiana di Management, SIMA.

This was part of a Memorandum of Understanding signed by the presidents of both organisations at our conferences, which allows for a new shared membership scheme, a partnered grant scheme, and other shared activities to be agreed by both parties. Members of each organisation can opt to join the other. As the Diversity section of this report says, our project to analyse data to show imbalances in career progressions is now being replicated by SIMA.

Professor Nic Beech, our President, said: "We are delighted to work with SIMA in a warm and friendly spirit of collaboration to further our shared field. BAM's strategic research on equality,

diversity, inclusion and respect in UK business school academics is already being replicated by SIMA."

Our links with SIMA also include running a joint research scheme in which a grant of £4,000 is given for a collaborative research project between members of our two academies.

This is one of three such schemes run with academies in other countries. We work in partnership with our other sister bodies, the Australian and New Zealand Academy of Management and the Irish Academy of Management to offer other collaborative research grants.

BAM also rejoined the International Federation of

Scholarly Associations of Management (IFSAM). This strives to be the 'united nations' of management scholars, in order to promote worldwide collaboration and share best practice, knowledge and research on a global level. Its membership includes academies and scholarly associations of management from around the globe.

Our events often have an international context. Examples of this include our webinar on 'Saving the planet and society: responsible research in project management' and that our annual conference in 2021 attracted scholars from 43 countries.

OUTREACH

One of the Academy's important roles is to tell the wider world about the vital work our members carry out.

We worked with the Economic and Social Research Council and the Chartered Association of Business Schools to create and publish a shared vision of the role of business and management in society.

This vision says that we will work together to encourage social scientists and businesses to engage with one another to ensure that the work of both 'town and gown' is productive, inclusive, sustainable and innovative. As part of this we will strengthen the links between business scholars and public, private and charitable organisations.

We also worked with the British Academy and the Academy of Social Sciences to create the concept of SHAPE, which stands for the Social Sciences, Humanities and the Arts for People and the Economy/Environment. SHAPE subjects teach us to analyse, interpret, create, communicate and collaborate with rigour, clarity and energy, crucial skills for today.

BAM used the expertise within our community to respond to various official consultations, including those by the UK Research and Innovation on research engagement and on equality, diversity and inclusion. We are also working with UKRI and the Academy of Social Sciences and the Economic and Social Research Council on their equality, diversity and inclusion strategies.

Our annual conference, and the research presented there, received media coverage from the five press releases we sent out about our members' work. The 20 press stories appeared in the Daily Telegraph, Guardian, Daily Mail, Independent, HR Review, Business Leader, MSN news and Eastern Eye.

Our book series, published by Routledge, on the impact of management research has taken off, with three volumes issued in 2021: *The Research Impact Agenda: Navigating the Impact of Impact* by Martyna Śliwa and Neil Kellard; *Impact and the Management Researcher*, by Usha C.V. Haley; and *Delivering Impact in Management Research: When Does it Really Happen?*, by Robert MacIntosh, Katy Mason, Nic Beech and Jean M. Bartunek.



EVENTS



The growth in our work in 2021 can be seen in the 100 events we staged, nearly double the total in previous years.

These included workshops run by our Special Interest Groups, informal Zoom café events, structured training programmes linked to our BAM Framework and, of course, our Annual Conference and Doctoral Symposium.

Audiences were truly global and in several cases exceeded 250 participants.

The Annual Conference, our 35th, was online because of the pandemic, but we reintroduced live paper presentations and extended the conference by a fourth day so that a total of 800 scholars from 43 countries could join nearly 300 sessions during the event.

The conference critically engaged with the socio-economic recovery from the global pandemic. The devastation created by the Covid-19 pandemic presents a unique opportunity for the business and management academy to play its part in addressing the social, technical, economic and environmental disruptions we face.

Dr David Nabarro, a World Health Organization special envoy on Covid-19, and Professor Ruthanne Huising, of Emlyon University in France, an award-winning ethnographer of work and organisations, were two of our keynote speakers.

Our conferences work best when people can meet and network face to face, so we are pleased to be able to return to an in-person format in 2022. The number of abstract submissions for this exceeded 1,000, returning us to the level we enjoyed before the pandemic.

The breadth of topics that our events have covered can be summed up in 10 titles: 'Entrepreneurial philanthropy', 'Becoming an engaged scholar', 'What management consultants want from academics', 'Conceptualising and researching gender: a methods workshop', 'Leadership concepts, crises, and conundrums', 'Saving the planet and society: responsible research in project management', 'Gender, activism and feminist movements', 'Research ethics in management research: principles and practice', 'Artificial intelligence and ethics', 'Career pathways in academia and beyond'.



CAREER DEVELOPMENT AND RESEARCH

A major part of BAM's work is supporting our members by helping them to develop their careers.

As part of this, we launched our new annual 'Becoming a Research-Oriented Professor' event, a structured development programme which offers support and provide guidance for members of our community at mid-career stage. It tackles topics such as crafting a research funding application, generating impact from published work, building a publication pipeline and providing effective leadership.

In 2021 we added a 24th Special Interest Group, Project Experiences. This provides a platform where researchers in the early stages of their research journey discuss their work in interactive networking sessions, tackling topics such as how to present a conference paper.

We did not neglect those just starting out in academia. Our online Doctoral Symposium, held before our Annual Conference, offered 130 postgraduate researchers an important opportunity to develop their skills and grow their networks.

We are adding these training and development programmes because the BAM Framework that we created in 2020 to map the academic career landscape revealed gaps in provision.

We also ran seven separate grant schemes in partnership with other organisations, including the Society for the Advancement of Management Studies, awarding over £156,000 of funding to researchers.

Our Peer Review College provides support for all reviewing activity within BAM – our grant schemes, conferences and journals – and promotes research excellence through high quality feedback and selection both within BAM and in the wider business and management community. A second cohort of college fellows and members was appointed in 2021 in an annual recruitment cycle

Our scholarly journals, *British Journal of Management* and *International Journal of Management Reviews*, continue to flourish, reaching a milestone of over one million downloads by the

end of 2021. Their journal impact factors continued to rise and, as they attract increasing numbers of submissions, we have expanded the editorial teams.

We also began the process of facilitating cross-cutting conversations by introducing a new Network in Management Consultancy. The network will collaborate with Special Interest Groups to stage interdisciplinary events and activities with a focus on practitioner engagement. We are also developing an induction programme for those leading the groups to build leadership capacity. In addition, we created an innovative Development Programme for Directors of Engagement, which will launch in autumn 2022.



ABOUT US

BAM 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 over 2,200 members from the UK and around the globe including researchers, practitioners and doctoral students. 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 to 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 or co-opted, which represents the interests of membership and contributes to the activities of the learned society through working with the Vice-Chairs.

An Executive Committee 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 based in London.

As we look to the future, we are delighted that Professor Emma Parry, of Cranfield University and currently BAM's co-Vice Chair for Academic Affairs of Conference & Capacity Building, was elected to serve as BAM's Chair from January 2023. Our current Chair, Professor Katy Mason, of Lancaster University, will become our next President. Professor Nic Beech will step down as President after leading BAM through an exciting phase of development and we owe him a great deal. Professor Martyna Śliwa, of Durham University, was re-elected as Vice Chair for Equality, Diversity, Inclusion and Respect, and Professor Jan Bebbington of Lancaster University has become our first Vice Chair for Sustainability.



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

IN MEMORIAM

Remembering leading figures of BAM who we have recently lost.



Professor Peter Grinyer
(1935-2021)



Professor Keith W. Glaister FBAM
(1950-2021)



EXECUTIVE MEMBERS

Executive 2021

- Chair:**
Professor Katy Mason,
Lancaster University

President:
Professor Nic Beech,
Middlesex University

Treasurer:
Dr Neil Pyper,
Birkbeck University of London

Vice Chair (EDIR):
Professor Martyna Śliwa,
Durham University
- Co-Vice Chairs
(Academic Affairs of Conference
& Capacity Building):**
Professor Nicholas O'Regan,
Aston University
Professor Helen Shipton,
Nottingham Trent University

**Co-Vice Chairs
(Management Knowledge
& Education):**
Professor Lisa Anderson,
University of Liverpool
Professor Mark Loon,
Northumbria University
- Co-Vice Chairs
(Research & Publications):**
Professor Emma Bell,
The Open University
Professor Nelarine Cornelius,
Queen Mary University of London

**Co-Vice Chairs
(Special Interest Groups):**
Professor Maureen Meadows,
Coventry University
Professor Savvas Papagiannidis,
Newcastle University

Executive 2022

- Chair:**
Professor Katy Mason,
Lancaster University

President:
Professor Nic Beech,
Middlesex University

Treasurer:
Dr Neil Pyper,
Birkbeck University of London

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 Emma Parry,
Cranfield University
Professor David Sarpong,
Brunel University

**Co-Vice Chairs
(Management Knowledge
& Education):**
Dr Kate Black,
Northumbria University
Professor Ashley Roberts,
Warwick University
- Co-Vice Chairs
(Research & Publications):**
Professor Pawan Budhwar,
Aston University
Professor Stephanie Decker,
University of Birmingham

**Co-Vice Chairs
(Special Interest Groups):**
Professor Savvas Papagiannidis,
Newcastle University
Dr Russ Glennon,
Manchester Metropolitan University



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