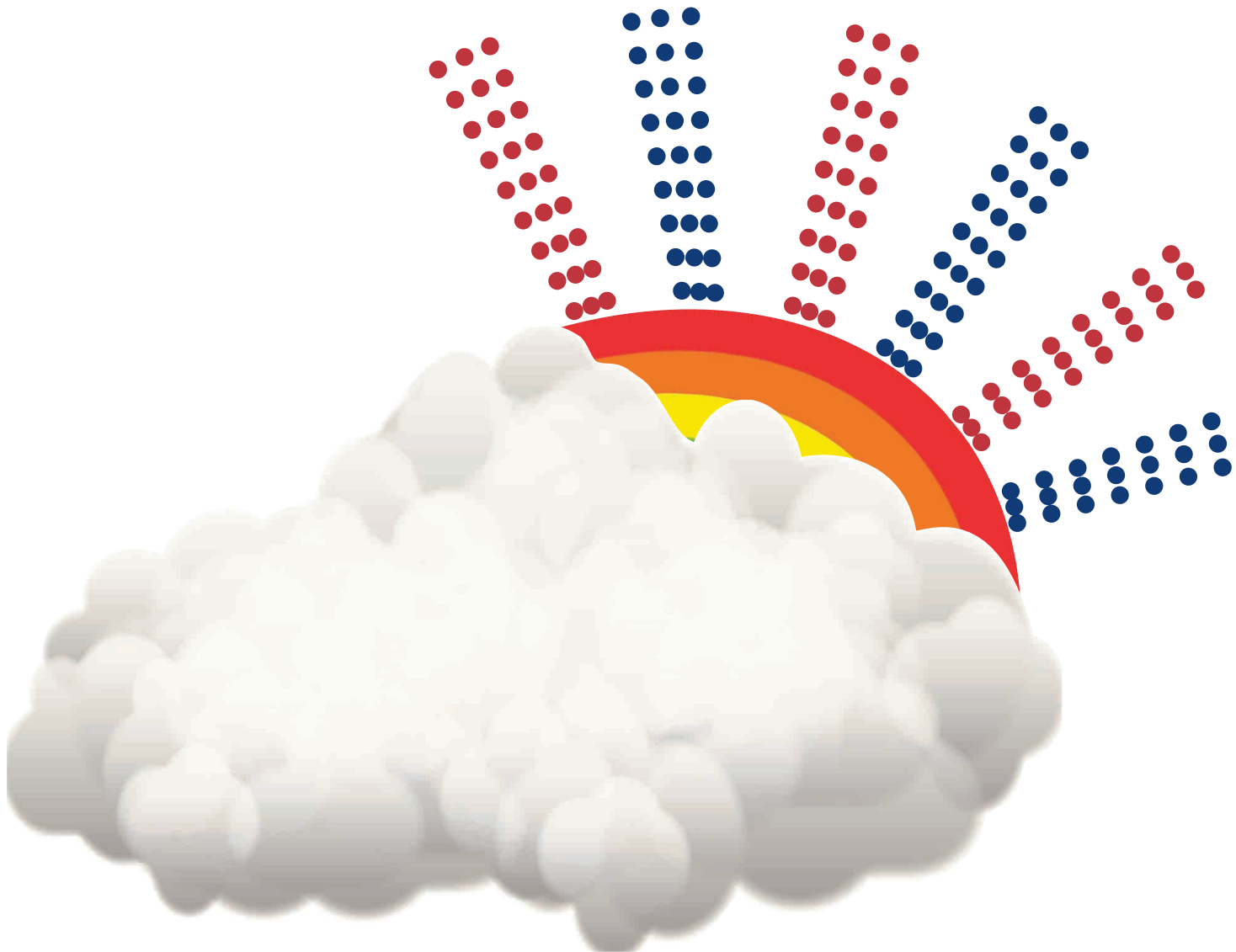


2021

BRITISH ACADEMY
OF MANAGEMENT



**Finding a silver lining:
Our year in the cloud**

Welcome to our annual review for the year 2020-21, a year in which we carried out our work online – in the cloud, as the expression goes.

This cloud had a silver lining because, while the pandemic has placed constraints on us, as it has on everyone, our activities not only kept going, but flourished.

As the global coronavirus pandemic reached the UK, we swiftly developed an interim strategy to enable BAM to come safely through the disruption, drawing upon our strong financial reserves to limit damage and allow longer-term growth and development. The result has been significant innovation in our operations, leading to greater membership engagement and activity.

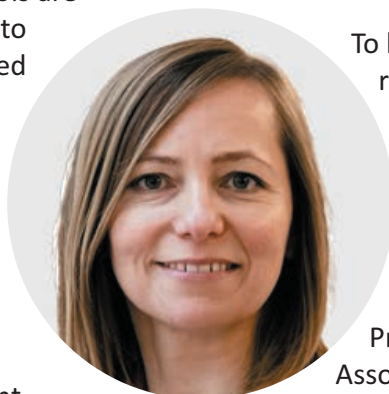
No better example of this can be seen than in our work on diversity. To give one example: in March 2021 we issued an interim report about equality and diversity in business and management schools in the UK.

This report arose from our Equality Diversity Inclusion and Respect project, which is looking at the reported quantitative data and also collected qualitative data from a diverse group of senior business and management academics and leaders, who shared experiences of career progression.

Among other conclusions, we found that only 26% of professors in business and management schools are women, and that men are more often invited to take on senior roles than are women, who need to apply for positions through formal channels. And while 28% of academics identify as an ethnic minority, only 20% of professors are from a minority. Through the qualitative work we are seeking to identify the hidden hurdles that hinder progression for some people.

Of course, as well as highlighting this important issue, BAM needs to set its own example. We published a statement affirming that the values of equality, diversity, inclusivity and respect are central to our current strategy.

We will monitor our progress on equality, diversity, inclusivity and respect across all our activities, and bring best practice into the wider BAM community and beyond it.



To lead and champion this work we created a new role on the Executive Committee, and Professor Martyna Śliwa of Essex Business School was elected by the membership as our inaugural Chair for Equality, Diversity and Inclusion. She has launched a 'BAM: Who are we?' project which will benchmark all our activities.

Professor Śliwa has worked with the Chartered Association of Business Schools to develop a framework for organising events that are inclusive. She also initiated a project with our publishing partner, Wiley, and Professor Wil Harzing of Middlesex University, to look at our journals from an EDI perspective. Our own events have included our 'Publishing gender and diversity scholarship' and our efforts to create more equal and inclusive cultures in business schools.

Another aspect of our work is the wellbeing of staff.



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project, 'Mental health and wellbeing policies and practices: the lived experiences of academics in UK business schools' seeks to understand better the challenges facing staff and senior management in business schools.

The project will take two years and will produce a report, a developmental workshop, a good practice guide and academic, professional and media publications.

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Photos

Left: Professor Martyna Śliwa

Right: Professor Ann-Wil Harzing



Introduction from the Chair

This has been a twelve months like no other, and probably one of the toughest and most challenging times that the global scholarly community has faced in recent times. The additional stresses of online teaching, health and childcare, as well as the constraints placed on our work by emergency budgets and travel restrictions, have left many exhausted. Yet our wonderful community came together to support and innovate and, as a result, continues to flourish. Earlier efforts ensured we were well placed to weather the financial 'rainy day', and we have begun to implement many of our goals set out in our BAM2024 strategy. I am particularly delighted to see the BAM Peer Review College take shape and begin to provide support for an essential element of the academic endeavour. Work with other bodies has been fruitful this year too. Our own research into EDI in business school staff fed directly into the British Academy's major report on the state of our discipline. With the ESRC and the Chartered Association of Business Schools we have recently created a shared vision outlining the way our sector can directly benefit wider society. All of this has been brought about by the enthusiasm and dedication of hundreds of volunteers. There is still much to do, so please get involved and enjoy your role in making our learned society matter for the worlds of theory, practice and policy. Thank you!

– Professor Katy Mason FBAM FACSS
Chair, BAM

Events

The pandemic may have kept our members from meeting in person, but we made sure that our community spirit continued online.

The Academy ran our first 'Conference in the Cloud' in 2020, our 34th conference but the first we held online. The event was sold out, with 850 delegates listening to presentations and taking part in live online discussions with presenters.

The legendary Professor Henry Mintzberg, speaking live from Canada, shared his thoughts on management in the age of the pandemic, and Bernard Looney, CEO of BP, joined a panel discussing the training of future managers to improve workforce health. Our Tracks came together to stage joint events, putting interdisciplinary conversation into practice and showcasing the extent and breadth of our community. These joint events will remain a feature of our conference.

It was the first large and complex online event we have organised, but our virtual platform proved robust and effective. The ongoing pandemic has meant staying online for our 2021 conference and we have built on our successes and experiences to replicate our in-person events as far as possible.

By including free membership of BAM within our conference registration fee, we were able to hold our membership body steady and keep our community together.

As the pandemic took hold in the UK, we responded by running a series of public conversations specifically aimed at helping our members during this difficult time. These tackled issues such as the mental health and wellbeing of staff during the pandemic, how to support international students, staying an active researcher, managing innovation in turbulent times, and 'working from everywhere'.

A look at the topics tackled at events we ran during the past 12 months also gives a flavour of the breadth of



balancing our



activities – ‘gender and technology’, ‘enhancing research visibility through social media’, ‘Becoming an education-focused professor’, ‘Artificial intelligence and ethics’ and ‘The value of peer mentoring through doctoral studies’. In total we have run 55 events in 2020. The shift online proved to be an opportunity to reach much larger and truly global audiences and our events programme continues to flourish.

Photos

Above: Henry Mintzberg at our online event
Right: Bernard Looney



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In our own words:

BAM has the broadest disciplinary coverage of any business and management learned society globally, reflecting our vision to represent the full field of management. Encouraging conversations across alternative perspectives – whether across disciplines or between differing geographical and cultural situations – is a key part of our mission to enable a flourishing scholarly community.

COVID-19 shut down international travel, but the exchange of ideas across borders continued as vigorously as before.

We offer various grant schemes to fund academics to carry out important research within business and management. Among these schemes are four which are organised in partnership with our sister bodies in Australia, New Zealand, Italy and Ireland.

These offer between £4,000 and £6,000 to academics who are at an early stage of their careers and who are members of BAM and the Australian and New Zealand Academy of Management, the Irish Academy of Management or the Società Italiana di Management (SIMA).

In 2020 we agreed with the Società Italiana di Management to create a reciprocal agreement so that members of each society could become members of the other for no additional charge, as a way of enhancing our international communities. We have already welcomed the first group of SIMA members into our community.

We are planning to run events with our sister groups, as this is a natural extension of these partnerships and is made easier by the move online in response to the pandemic.

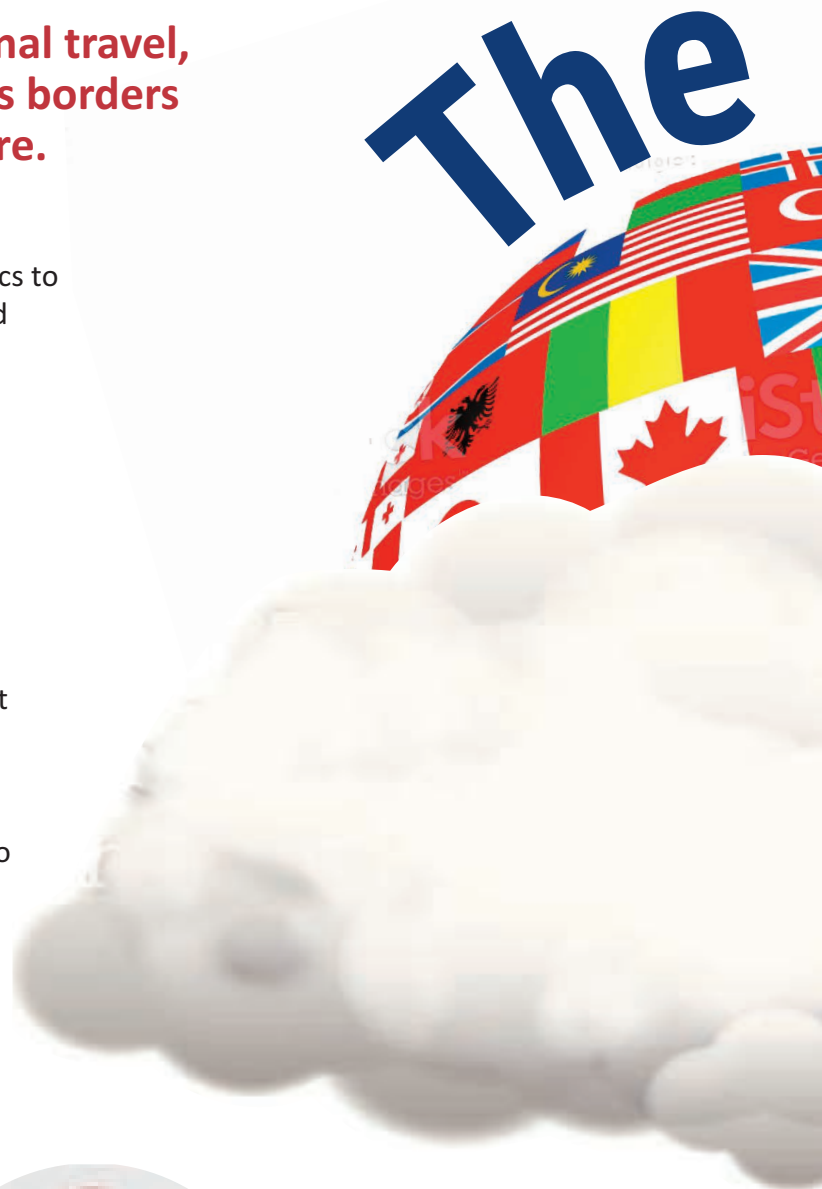
Our President, Professor Nic Beech, said: "We are delighted to work with SIMA in a warm and friendly spirit of collaboration to further our shared field. BAM's strategic research on equality, diversity, inclusion and respect in UK business schools is already being replicated by SIMA, and the new joint membership and grant scheme will facilitate international working with some of our colleagues in Europe."

We have also re-joined the International Federation for Scholarly Academies of Management so that we



can represent UK business and management on a world stage. IFSAM 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.

During the year our Continental Network has continued its work to strengthen BAM's representation in the rest of Europe, again benefitting from the accessibility of online events.



World



In our own words:

We encourage and support international collaboration, as evidence shows the value of this for our members. As our President, Professor Nic Beech, says: "BAM's strategic research on equality, diversity, inclusion and respect in UK business school academics is already being replicated by the Società Italiana di Management, and the new joint membership and grant scheme will facilitate international working with some of our colleagues in 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 in view of Brexit, to connect scholars and industry representatives from different backgrounds for an international exchange of knowledge, ideas and approaches.



Photos

Far left: Professor Nic Beech

Left: Professor Christian-Andreas Schumann, the Continental Network's Chair

Supporting our colleagues was a priority for us during the year.

Our Conference in the Cloud featured our first online Doctoral Symposium in September. This one-day event included plenary sessions and opportunities to receive impartial expert advice on research from senior academics from the community.

We announced the winners of our Best Reviewer prizes for our journals. Dr Chelsea Liu, of the University of Adelaide, won the prize for the *British Journal of Management*, and Dr Giovanna Campopiano, of Lancaster University Management School, won the prize for the *International Journal of Management Reviews*. Their insightful and supportive guidance has enabled authors to substantially improve their papers and they receive £200 to spend on books and a certificate.

Both our academic journals increased their impact factors and rankings over the past 12 months. The *British Journal of Management* increased from 2.75 in 2018 to 6.567 in 2020, and *International Journal of Management Reviews* from 7.6 to 13.419. IJMR now ranks second out of 153 business journals and third out of 226 management journals. BJM is 41st and 53rd respectively. In 2020 we have welcomed new Editors-in-Chief to the team of IJMR: Professor Jamie Callahan and Dr Marian Iszatt-White, who join Professor Dermot Breslin.

We ran again our certificated development programme for mid-career academics following a teaching and learning track:

‘Becoming an Education-Focused Professor’. In 2020 its theme was ‘Understanding and capturing your impact’ and built upon our strong community of international scholars through various events.



In 2020 we also staged a new mid-career development programme aimed at those interested in becoming a Research-Oriented Professor; a programme aimed at those leading engagement is in the pipeline.

We launched our Peer Review College with Professor Yehuda Baruch as the founding Dean. The College aims to support capacity building and career development and will provide support for reviewing our journals, conferences and grant schemes, and promote research excellence through high quality feedback within BAM and the wider business and management community.

Appointment to the College as a Member or Fellow is a recognition of excellence and achievement. Members of the College will typically each serve for three years, and there will be an annual recruitment cycle.

During the year we ran events to help the careers of academics in business and management. One, 'Being an effective reviewer and understanding the feedback', helped participants to better understand the feedback they received and to apply it to their paper. Another, 'Demystifying academic journal rejections', shed light on the processes of publishing high quality research, and suggested strategies for learning and moving on from academic journal rejections. Our 'Career pathways in academia and beyond' panel discussion looked at the diverse career opportunities available to postgraduates and early careers researchers.



We also launched our Financial Management special interest group, bringing the number of groups to 23. The Financial Management group is a forum for interdisciplinary thinking and research collaboration between academics and practitioners across corporate finance, bringing in entrepreneurship, management, international business, regulation, decision sciences and the foundation discipline of economics.

In our own words:

We provide many opportunities for colleagues to get involved at all stages of their career, so helping their personal growth and development. We have a saying: 'BAM is the place where you are never wrong, and where you can try out new ideas outside the constraints of your employing institution'.

In order to play our full role of promoting our members' interests, the Academy spoke out on their behalf to the wider world.

We **endorsed a statement** from the Academy of Social Sciences strongly urging the UK government to reinstate funding for the Global Challenges Research Fund and the Newton Fund.

Following the Chancellor's decision to drop overseas aid spending from 0.7% to 0.5% of gross national income, these funds, which support UK researchers and their global partners in their work of tackling pressing global challenges, lost £120 million of their funding.

The Academy of Social Sciences' response urges government departments involved to reinstate the funding for grant decisions already made but now in jeopardy.

Professor Katy Mason, BAM's Chair, said: "The withdrawal of committed funds for vital research into the problems that affect us all is a troubling development. It undermines trust within the research community, who will now find it difficult to risk their careers to engage with government strategy, and it will have a powerful impact on the UK's global influence. It is imperative that these decisions are reversed immediately and that long-planned commitments entered into in good faith are restored."

BAM **welcomed the announcement** by the Chancellor of a new 'Help to grow: management programme', aimed at training senior leaders in 30,000 small and medium enterprises over the next three years.

The three-month programme is run in partnership with our sister organisation, the Chartered Association of Business Schools, and the Government will contribute 90% of the cost, a total of £220 million, between 2021/22 and 2023/24.



Professor Nic Beech, BAM's President, said: "This programme is a powerful example of how business and management research can be used to work with and develop SME business leadership, and to improve practices and raise productivity across the UK."

The effects of COVID-19 were never far from our thoughts, of course. **The Academy issued a statement** championing the continuing inclusion of all disciplinary approaches in tackling the effects of the pandemic, warning that any action to stifle diversity of research approaches would impoverish

Our

'We believe
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Photos
Left: Professor Nic Beech
Right: Professor Katy Mason

say

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across all sectors of
activity'

scholarly dialogue and diminish this potential force for good in our socio-economic lives.

We joined individuals and organisations in 145 countries **signing the Declaration on**

Research Assessment (DORA), which

calls for better ways in which

researchers and the outputs of

scholarly research are evaluated. BAM

seeks more holistic assessments of

management research, which we believe

can be undermined by sole reliance on

journal-based metrics and rankings. In the

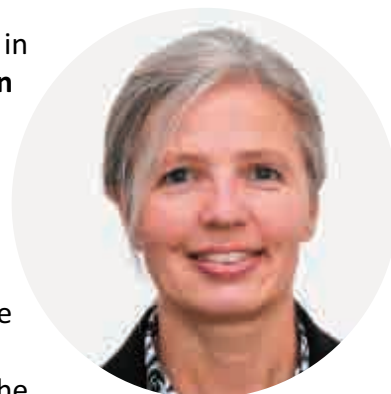
management research community, journal rankings, citation counts

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.



We supported a statement about the **importance of management** published by the International Federation of Scholarly Academies of Management. We too believe that existing scientific management knowledge across the world should be drawn on as much as possible for the response to the pandemic across all sectors of human activity.

In our own words:

The effects of COVID-19 were never far from our thoughts, of course. The Academy issued a statement championing the continuing inclusion of all disciplinary approaches in tackling the effects of the pandemic, warning that any action to stifle diversity of research approaches would impoverish scholarly dialogue and diminish this potential force for good in our socio-economic lives.

Just rewards

At our 2021 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 seven new BAM Fellows this year:

Carole Elliott is Professor of Organisation Studies, School of Management, University of Sheffield. She has been elected for her strong contribution to HRM, HR development and leadership, especially with respect to gender issues.

Paul Hibbert is Assistant Vice-Principal (Dean of Arts & Divinity), and Professor of Management, University of St Andrews. He has been elected for his leading work in collaborative and relational processes of organising and learning, and his appointment as Editor of the prestigious Academy of Management Learning & Education journal.

Robert MacIntosh is Head of School of Social Sciences, Heriot-Watt University and Chair of the Chartered Association of Business Schools. He has been elected for his important contributions to the field of strategy and change, and to methods and relevance.

Maureen Meadows is Professor of Strategic Management, Coventry University. She was elected for her important work linking the field of operational research and strategic management and, particularly, Foresight research.

Emmanuel Ogbonna is Professor of Management and Organization, Cardiff University. He was elected for a pioneering contribution to the fields of organisational culture, and equality, diversity and inclusivity.

Helen Shipton is Professor of International Human Resource Management, Nottingham Trent University. She was elected for her leading work on HR practices in manufacturing industries and on employee voice.

Valerie Stead FCIPD is Professor in Leadership and Management, Lancaster University. She was elected for strong contributions to the fields of gender, work, and organisational leadership and learning.

Companion of the British Academy of Management

Companionship of the BAM recognises outstanding contributions to the field of management. In 2021 we welcomed nine new Companions:

Dr David Nabarro was appointed as one of six Special Envoys to the World Health Organization Director-General on COVID-19 to provide strategic advice. He is Co-Director and Chair of Global Health at the Institute of Global Health Innovation at Imperial College, London.

John Atkinson works with David Nabarro as a special advisor at the Swiss-based 4SD social enterprise (Skills Systems and Synergies for Sustainable Development) which trains and mentors leaders for sustainable development. He is a practitioner in public service leadership development.

Kerry Brown is Professor of Employment and Industry in the School of Business and Law at Edith Cowan University, Australia and is President of ANZAM, the Australian and New Zealand Academy of Management.

Anthony McDonnell is Professor of HR Management and Head of the Department of Management and Marketing at Cork University Business School in Ireland, and Chair of the Irish Academy of Management.

Sandro Castaldo is Full Professor in the Department of Marketing at Bocconi University, in Milan in Italy and President of SIMA, the Società Italiana di Management.

Alberto Pastore is Full Professor of Business Management at Sapienza University in Rome, and is the Founding President of SIMA, the Italian Society of Management.

Arabella Moccioaro li Destri is Full Professor in Economics at the University of Palermo in Sicily. She is a Board member of SIMA and President of the International Federation of Scholarly Associations.

Xavier Castañer is Full Professor of Strategy at the University of Valencia. He is President of IFSAM. He is also immediate past President of the British Academy of Management.

Kathrin Möselein is Chair of Information Systems, University of Würzburg, and Professor at Alexander University, Erlangen in Germany, and President of the German Association of Management Science.

David, Lord Blunkett, Former Education and Employment Secretary, is Co-Chair of the HE Commission.

Rt Hon Chris Skidmore MP, Former Minister of State for Higher Education, is Co-Chair of the HE Commission.

The Richard Whipp Lifetime Achievement Award

was awarded to **Professor Gibson Burrell**, of the University of Leeds, for his enormous contribution to the field of critical management studies, community leadership and the care he has continued to provide to those who have benefitted from his mentorship and support.

The Cooper Medal for Outstanding Contribution

was awarded to **Professor Greg Bamber** of Monash University for his leadership and active support for BAM in multiple arenas, for his own standing as a leading scholar in his field.

The BAM Medal for Pioneering Work

was awarded to **Professor Sharon Mavin** of the University of Western Australia for her pioneering work both as an early female Dean and as a leading scholar.

Professor Pawan Budhwar of Aston University for his leadership and active support for BAM both within BAM and externally, on behalf of the v

The BAM Medal for Research

was awarded to **Professor Peter Buckley**, of Leeds University Business School, for his contributions to the theory of international business and his influence on government policies on multinationals, amongst many other achievements.

Professor Gerard Hodgkinson, of the Alliance Manchester Business School, for his recognised research in behavioural science and strategic management research.

The BAM President's Medal

was awarded to **Pavita Cooper**, the founder of Monash University's Race Equity Board, for her leadership in Equality, Diversity and Inclusion in business. And to

Dr Heather Melville OBE, Director and Head of Client Services, for her contribution to Equality, Diversity and Inclusion in business.

Education Practice Awards

Our Education Practice Awards reflect the value we place on education.

The Winner of the Experienced Teaching Practitioner Award was **Dr Anna Dubiel** of Kings College, London, for her leadership in the 'Don't Blame Bats: How King's Consulting Project'.

The Winner of the Early Career Teaching Practitioner Award was **Dr Anna Dubiel** of Kings College, London, for her leadership in the 'Don't Blame Bats: How King's Consulting Project'.

conomics, Business and Statistics at the University
A and Honorary Secretary of IFSAM, the
of Management.

University of Lausanne in Switzerland, and is
sident of EURAM, the European Academy of

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mission.

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me Achievement Award

University of Manchester, who has made an
agement studies through his research,
uously shown for colleagues, who have

ng Leadership and Contribution

sh University in Australia for his longstanding
his strong history of mentorship, in addition to

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niversity of Newcastle for her creative and
d in opening up her field of research. And to:

his ready willingness to take on leadership roles
wider community.

al for Research

University Business School, for his fundamental
ess and the impact of globalisation and
many other contributions. And to:

Manchester Business School, for his internationally
strategic management, and his roles in promoting

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ard. She was nominated for her contribution to
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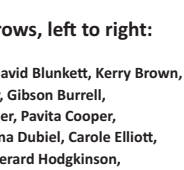
actice Awards

re place on excellence in education practice

oner Category was a team from Nottingham
Dr Muhammad Mazhar, Dr Richard Howarth, Dr
etra Molthan-Hill for their 'Carbon Management

oner Category was

International Marketing Communications
'Students Fight Misinformation'.



Photos, in descending rows, left to right:

John Atkinson, Greg Bamber, David Blunkett, Kerry Brown,
Peter Buckley, Pawan Budhwar, Gibson Burrell,
Sandro Castaldo, Xavier Castañer, Pavita Cooper,
Arabella Moccio, Anna Destri, Carole Elliott,
Shaun Gordon, Paul Hibbert, Gerard Hodgkinson,
Richard Howarth, Robert MacIntosh, Sharon Mavin,
Muhammad Mazhar, Anthony McDonnell, Maureen Meadows,
Heather Melville, Petra Molthan-Hill, Kathrin Möslin,
David Nabarro, Emmanuel Ogbonna, Alberto Pastore,
Helen Shipton, Chris Skidmore, Valerie Stead, Fiona Winfield

All photos are in alphabetical order

Now

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 more than 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 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, 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 based in London.



The Executive Committee 2021

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



Soon

The Academy's Executive Committee has been developing the strategic direction and vision of the British Academy of Management over the next four years, building on the excellence of our existing portfolio of activities. We published our BAM2024 strategic plan, which is the foundation of all our activities.

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, through our publications, our support for research, leadership development and policy engagement, will be clearer.

Our income will be diversified to increase the sustainability of all our activities, focusing on our membership. 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 invested in a new membership database and website to support membership engagement.

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

As this report shows, BAM is putting equality, diversity, inclusion and respect at the centre of our work.

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.

We continue to use our BAM Framework – a visual representation of career options and stages within our sector – as the basis for our planning.

These are just some of the plans we have for the next four years. To see our strategy in full, please visit: <https://www.bam.ac.uk/about-bam/strategy-2024.html>

Finally, we look forward to welcoming a largely new team of Vice Chairs in 2022 who will continue developing our wonderful community.

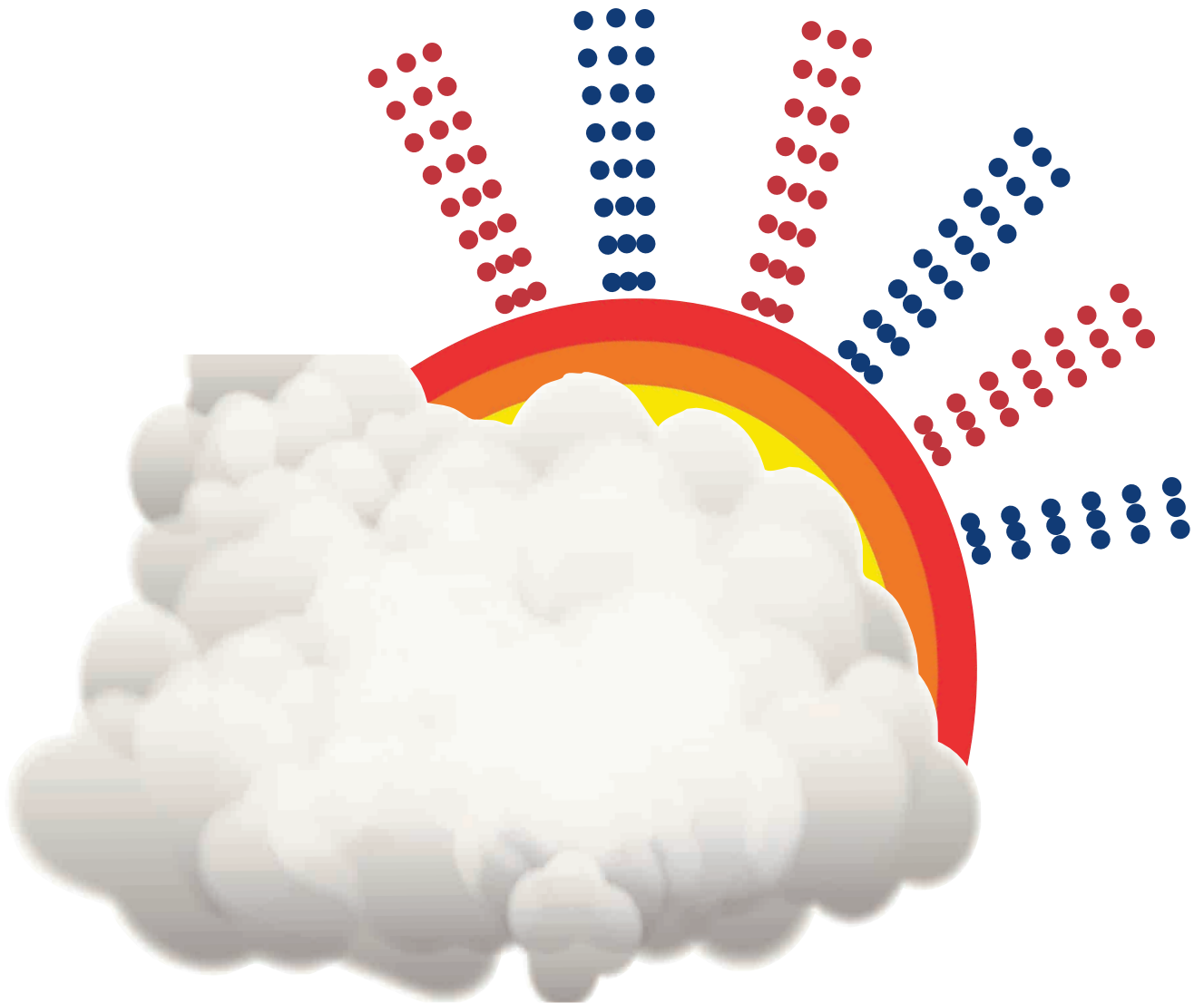
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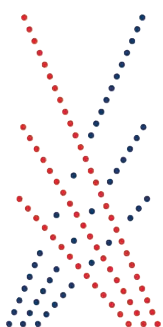
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 Company Number (05869337)
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 Registered in England and Wales

2021

BRITISH ACADEMY
OF MANAGEMENT



Finding a silver lining: Our year in the cloud



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