

# British Academy of Management Annual Review 2015



# BAM Council Roles 2015

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**Professor Richard Thorpe**  
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MANAGEMENT KNOWLEDGE AND EDUCATION

**Charlotte Warin**  
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**Professor Geoffrey Wood**  
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JOURNAL EDITOR, BJM

# Introduction

In my first year as President of BAM, I have been very impressed with the Executive team's energy and enthusiasm, in many of the relationships we are forging with other professional bodies. The Chair and I have already met with Ann Francke, CEO of the Chartered Management Institute, to discuss a range of ideas of possible partnerships, are planning to meet up with Peter Cheese, CEO of the Chartered Institute of Personnel and Development, to explore where we could work together and with many other professional bodies (eg Irish Academy of Management, ISBE, etc.). We continue in our close working relationship with the Association of Business Schools for the benefit of the sector at large. The SIGS are growing in popularity and growing, as is our membership, with an increasing number of members from outside the UK. It is my intention next year to forge closer relationships with the Academy of Management, and potentially hold a major event at the 2016 AoM conference. The Fellows group is also very active in a variety of arenas, and thinking about how they can contribute more to management academics and strategic initiatives in the future.

All in all, BAM is flourishing and will continue its' quest to partner on activities with significant other professional bodies in the future to enhance its' reputation and reach. It is also anticipated, now that the UK election is over, to facilitate a closer relationship with the Department of Business, Innovation and Skills in supporting their growth and productivity agenda. The coming years should be very exciting and fruitful for our members and the broader management academic community



Professor Sir Cary Cooper  
BAM President (2015)

A handwritten signature in black ink, appearing to read 'C. Cooper', written in a cursive style.

# Review of the year

The year of 2015 was one of exciting activities for BAM. The 2015 conference in Portsmouth saw many academics coming together from around the world to participate in a fruitful and invigorating discussion. It was a busy conference with a very successful doctoral symposium and over 840 participants attended the main conference. In addition, there have been symposia for doctoral students during the year and an increasing level of support for early career researchers. Special Interest Groups have been active, running over 35 events and organising publications of edited collections and special issues. They have also continued to offer informal mentoring and support throughout the community. The research and publications group has continued to work very successfully with the journal editors and publishers. Our two journals are now very highly rated – as befits the excellent quality of the research published in them. Many people in the BAM community act as reviewers and without their scholarly efforts the journals would not be the quality that they are. The journal editors lead the way for us and their dedication is second to none. The Transitions Research Grants have been heavily over-subscribed again and the quality of the projects selected bodes well for BAM's continuing support of the community in this area. The Management Knowledge and Education area has continued to grow with capacity building events, developing prizes to encourage and publicise good practice and new grants for developing practice and reflection on practice.

A few facts and figures for the last year:

Number of members: 1890

Attendees at the Portsmouth Conference: 840

Number of SIG events: over 35

Both BJM and IJMR are consistently very well – ranked by ISI, with 2014 impact factors 1.584 and 3.857 respectively



I am very grateful to the BAM office for their highly professional work in supporting all we do as a community. The Executive, Council and SIG Chairs, fellows and many volunteers, work well beyond the call of duty to enhance the BAM community and it is important that we take note of these contributions.

In the next year we aim to continue our work in supporting the research, capacity building and educational activities of the community. SIGs continue to grow, as does overall membership and we continue to build relationships with professional and vocational bodies in our area.



Professor Nic Beech  
BAM Chair (2015)

*Nic Beech* 3

Reflecting upon the events of September 2015 when the University of Portsmouth hosted the 29th BAM Conference the overwhelming feeling is one of immense pride. In particular, I was proud of the very warm welcome that the University, Portsmouth Business School, and the city of Portsmouth afforded to the many delegates in attendance at the conference. This was the first time that Portsmouth had hosted the BAM conference and indeed the first time it had hosted a conference of this size. It was an honour and privilege to host the conference and facilitate active discussion and debate around the value of pluralism in advancing management research, education and practice. This was an important theme to discuss given the increasingly international and pluralistic nature of the academy itself.

The conference was opened with a keynote by Professor Mats Alvesson of Lund University in which he discussed the phenomenon of grandiosity – sacrificing real understanding for seemingly grand and impressive ideas. The rest of the conference had a fantastic mix of good developmental paper sessions, full paper sessions, and symposia that all stimulated discussion on various aspects related to the theme of pluralism. The social highlight of the conference was the gala dinner at the Guildhall which was marked by a drinks reception with accompanying music by a string trio as well as musical post-dinner entertainment provided by a local Portsmouth band.

There are many people I would like to thank for making BAM 2015 at Portsmouth such a success. Firstly, I would like to thank the organizing committee at the University of Portsmouth for their fantastic efforts at steering the organization of the conference from the Portsmouth side. In addition, I would like to thank all of the staff of the University of Portsmouth Conference and Lettings team, the administration and academic staff of Portsmouth Business School, and the technical, catering and caretaking staff of the University. As previously mentioned, this was the first time that the University of Portsmouth had hosted a conference of this size and scale. For it to be such a success required a total team effort and my heartfelt thanks go out to all staff members who were involved. I would also like to thank the support provided by Visit Portsmouth in organizing the accommodation and tourist advice for conference delegates. Last, but certainly not least, I would like to thank Monika, Lewis, Megan, Oana, and Michael of the BAM office. Without their guidance, tireless work, dedication, and professionalism this conference would not have happened. Working with them was not only an absolute pleasure but, for me personally, a great learning experience in how to organize a successful conference.

So, the baton has been passed to Newcastle University and I look forward to taking part in another successful annual BAM conference.



Dr Alan Tait  
Conference Co-Chair  
(2015)

# Training & Development 2015

The Academy has continued to focus on researcher development and researcher networking in 2015. The Academic Affairs of Conference and Capacity Building Sub -Committee supported many events in 2015 which focused on the development of the Management and Business research community. Work was undertaken with Special Interest Groups to organise and provide training in research methodology and advanced methods, delivering professional development and networking events addressing all career levels. BAM2015 Doctoral Symposium provided doctoral students with high quality development workshops and the opportunity to engage with experienced researchers.

The Academic Affairs of Conference and Capacity Building Sub –Committee aim to engage all career levels through providing a range of opportunities for BAM members in 2016. Planned events for 2016:

1. Preparing your paper for submission to the BAM2016 Conference
2. Publishing in 4\* Journals: From Research Design to Research Impact
3. British Academy of Management DBA Symposium 2016
4. Development Programme for Directors of Research (DPDoR)
5. BAM2016 Professional Development Workshop
6. REF 2014 and the REF going forward - maximising your research impact



# BAM Fellows Report

As usual, the Fellows have had a busy year with a range of different meetings and activities taking place. Many thanks are due Cathy Cassell to for all her work as Dean of the Fellows College during the last year, and also to Arthur Francis who retired from his role in the Dean's Group. Keith Glaister took over as Dean from Cathy Cassell, Ken Starkey became Deputy Dean and Gerard Hodgkinson was elected to join the Dean's Group.

Four new Fellows were elected last year: Professor Jone Pearce, Professor Neal Ashkanasy, Professor Julia Balogun and Professor Yehuda Baruch. They were welcomed to the College at the BAM Annual Conference in Newcastle. The Newcastle conference provided an excellent forum for Fellows conversation. The Fellows-led session on the question 'Should we be concerned about the quality of management research and should we care?' saw contributions from Colin Eden (Chair), Gerard Hodgkinson, Andrew Pettigrew and Ken Starkey. A lively question and answer session ensued. Numerous Fellows also had a role in the doctoral conference in terms of running sessions and contributing to research conversations. In particular there was a 'Question Time' session, with a panel of Keith Glaister (Chair), Colin Eden, Gerard Hodgkinson, Nelarine Cornelius and Fiona Wilson. The continuing alignment of Fellows with SIGs also meant that several Fellows also attended many of the SIG AGMs.

This year saw the sad news of the passing an esteemed member of the college: Professor David Hickson.

The Fellows met at the BAM offices for full day meetings in November and March, and for the Fellows AGM at the BAM conference in Newcastle. During these meetings as well as the usual business items a range of issues were discussed including the criteria for BAM Fellowship, the business and management community and the ESRC, issues around the forthcoming REF, and the future of Higher Education and Business Schools.



Keith Glaister Dean of Fellows College (2016)

# Special Interest Groups (SIGs)

2015 was another very successful year for BAM's Special Interest Groups – with ongoing growth in the number of SIG events and also in developing new ways to engage with their communities. The Special Interest Groups (SIGs) are part of a framework of scholarly communities that includes networks and conference tracks. Most of the annual conference tracks are aligned to established SIGs, with some emerging communities developing a successful track and then moving onto network and / or SIG status. The SIGs underpin the intellectual development of BAM and allows BAM to foster support for emerging areas of research.

The communities take the lead in managing the academic programme at the annual BAM conference through organising the tracks, participating in the Doctoral Symposium and holding specialist meetings. During the year, individual SIGs host separate seminars and events to provide an academic forum for discussion on relevant topics, the development of research and teaching skills and a valuable source of mutual support. Below is a list of the events which SIGs held in 2015:

- BAM Strategy SIG and the OR society event: Improving Scenario Methodology: Theory and Practice
- BAM E-business and E-government SIG and UKAIS Doctoral Workshop
- BAM Innovation SIG and University of Brighton Workshop: Managing Hidden Innovation
- LLD SIG Event: Personal Values and Leadership Challenges Symposium
- BAM Performance Management SIG Event: Developing publishing capabilities in Performance management
- BAM IB&IM SIG Event: Doing Qualitative Research in Asia today: Emic & Etic perspectives
- BAM Strategy Event: Online Workshop for Doctoral Students in Strategic Management
- BAM E-Business and E-Government SIG: Doctoral Workshop
- BAM Corporate Governance SIG Event: Research Conversations: Corporate Governance and Law. Beyond Economics and Compliance
- BAM LLD SIG Event: A voyage around the neglected middle: Developing emerging leaders
- BAM OLSCM SIG: Supply Chain and Procurement Research: Practice and Policy Impact
- BAM Gender in Management SIG Event: Gender Issues in Business Schools: Linking Research & Teaching Practice
- BAM Strategy SIG Event: Crisis as Failed Strategy
- BAM Knowledge Management SIG Event: Knowledge Management -Advancements and future research needs
- BAM OTCD SIG Event: Stability, Change and Organisational Resilience
- BAM Strategy SIG Event: The Second Workshop on Developments in Scenario Planning
- BAM Innovation SIG Event: Innovation in E-Business & E-Government
- BAM Innovation SIG Event: Call for Papers: Born to be Green. The Economics and Management of Green Start-Ups
- BAM IOC SIG Event: Inter-organizational Collaboration for Corporate Sustainability
- BAM Research Methodology SIG event: Teaching Research Methods to Business and Management Students
- BAM Entrepreneurship SIG Event: Raising the Quality of Our Publications and Embedding Impact into Research
- BAM LLD SIG Event: The BAM Responsible Leadership Collaboratory
- BAM Marketing & Retail SIG and MARCOMMS Joint Event: Social Marketing and Behaviour Change
- Joint BAM SRB and OLSCM SIG event: PhD Development Day
- BAM Entrepreneurship SIG event: Framing and Writing for Entrepreneurship Journals
- BAM IB&IM SIG Event: Partial Least Squares Structural Equations Modelling (PLS-SEM)
- BAM Identity SIG Event: Becoming, being, learning, knowing: identity issues in management and professional education and development
- BAM Marketing and Retail SIG Event: Writing for Conferences and Journals
- BAM E-business and E-government SIG Event: Doctoral and Early Career Researcher Workshop
- BAM Sustainable & Responsible Business SIG Event: Paper Development Workshop
- BAM Identity SIG event: Where to, how to, in Identity Research?

SIGs also provide regular information about their activities for circulation to the broader BAM Membership. They do this via email, the BAM newsletter and the BAM website, of which each SIG has its own section. Many SIGs now have a LinkedIn group, with some also using twitter to publicise their activities. A few have disseminated the outputs of SIG related research in special issues of peer reviewed journals and other publications. This helps to reach a wider audience, especially those at the beginning of their academic careers, thus promoting BAM more extensively. As a BAM member you can join three SIGs and networks. By doing so, you gain access to a unique set of communities. SIGs enable you to connect, collaborate and communicate with your colleagues in a highly effective manner with leading edge thinking, research and teaching in your discipline. This can present opportunities to cultivate collaborative research links and help to develop research and teaching interests. Further details about how to set up a track, network or new SIG and to maintaining existing SIG can be found in the BAM SIG Communities Handbook that is available at [www.bam.ac.uk](http://www.bam.ac.uk).



# (SIGs)



## Corporate Governance

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# Statement of Financial Activity 2015

Statement of financial activities (including Income and Expenditure account) for the year ended 31 December 2015

	2015 £	2014 £
<b>INCOME</b>		
Income from charitable activities	719,054	657,810
Income from other trading activities	6,004	15,792
Investment Income	<u>1,920</u>	<u>3,991</u>
<b>Total Income</b>	<u>726,978</u>	<u>667,593</u>
<b>EXPENDITURE</b>		
Expenditure on raising funds	287,383	299,979
Expenditure on charitable activities	<u>343,513</u>	<u>340,857</u>
<b>Total expenditure before exceptional item</b>	629,896	640,836
Exceptional item	<u>29,000</u>	-
<b>Total expenditure after exceptional item</b>	<u>658,896</u>	<u>640,836</u>
<b>Net income and net movement in funds for the year</b>	68,082	26,757
Total funds brought forward	<u>567,399</u>	<u>540,643</u>
<b>Total funds carried forward</b>	<u>635,481</u>	<u>567,399</u>

<b>BALANCE SHEET AS AT 31 DECEMBER 2015</b>	<b><u>2015</u></b>	<b><u>2014</u></b>
	£	£
<b>FIXED ASSETS</b>		
Tangible fixed assets	<u>1,030</u>	<u>2,060</u>
<b>CURRENT ASSETS</b>		
Debtors	150,186	173,529
Cash at bank	<u>615,790</u>	<u>476,059</u>
	765,976	649,588
<b>CREDITORS: amounts falling due within one year</b>	<u>131,525</u>	<u>84,249</u>
<b>NET CURRENT ASSET/LIABILITIES</b>	<u>634,451</u>	<u>565,339</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<u>635,481</u>	<u>567,399</u>
<b>FUNDS</b>		
Unrestricted funds	<u>635,481</u>	<u>567,399</u>

## TREASURERS REPORT

I am pleased to report record levels of activity across the full spectrum of BAM's operations. This is reflected in an increase in membership, conference delegates, journal publications and in SIG activities.

As a direct result of this, BAM has reported a good healthy surplus for the year drawn from across the range of its activities; and a healthy, liquid balance of unrestricted funds as at the end of the financial year.

This allows us to expand on our activities and collaborations from a sound financial base.

**James Johnston**  
Treasurer

# Why Join BAM

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.

## BAM Annual Conference

The Annual Conference is one of the largest and most prestigious international events for business and management scholars. Attracting world class researchers from over 50 countries worldwide, the conference provides a friendly, supportive environment to receive feedback, share ideas and find inspiration.

## Networking Opportunities

BAM membership opens doors to a variety of networks, providing you with the opportunity to enhance your professional development by building contacts and improving your visibility and standing in the academic community.

BAM has over twenty Special Interest Groups (SIGs) and are at the core of the BAM Community, enabling you to connect, collaborate and communicate with your colleagues in a highly effective manner with leading edge thinking, research and teaching in your discipline. Each SIG has a range of activities and events that serve their membership, details of which can be found on individual SIG pages on the BAM Website.



## Training and Development BAM Events

In addition to the BAM Annual Conference and the associated Doctoral Symposium, BAM runs Training and Development activities that provide members with the opportunity to develop and enhance their professional skills throughout the year. You can find out more about the training workshops and events on the website and sign up to them using our online booking system. Also, watch out for event updates via our events bulletin and monthly e-Newsletter.

## Supporting Research and Funding Opportunities

BAM is dedicated to supporting members' research through the BAM Researcher Development Grants Scheme. Through this scheme, BAM provides a number of separate grants with the maximum amount of £4,000 per application. Applications that contribute to the creation and dissemination of management knowledge through research are welcomed. Proposals for research with either a practice or teaching orientation are also encouraged. The scheme is part of the BAM mission to support and recognise rigorous high quality research, scholarship, learning and societal engagement in the management field. More information can be found on the BAM Website.

## Researcher Development Gateway

As part of its Management Capacity Building Initiative, BAM seeks to identify entry routes into the management research profession at various stages in an academic's career. A comprehensive overview of all advanced training events within the community can be found on the BAM website.

## BAM Journals

As a BAM member, you will receive free access to the 4\* British Journal of Management (BJM) and the 3\* International Journal of Management Reviews

(IJMR, via the user-friendly Wiley Online Library platform. The two leading high ranking international journals provide you with the latest thinking in business and management. We have also teamed up with the Journal of Management Studies (JMS) to offer you an optional £20 annual subscription, a discount you will not find anywhere else.

## Costs

Ordinary Membership	£80
Ordinary Membership when paying by Direct Debit (25% discount)	£60
Student Membership	£25
Retired Membership	£25

## BAM Newsletter

Receipt of the monthly e-newsletter containing information on forthcoming events, journal special issue announcements, job advertisements and the latest news from BAM and the wider management community.

If you or your organisation has any events or news that you would like to publicise, please contact BAM.

## BAM Members' Drop-in Facility

As a member visiting London, you are welcome to use our members' drop-in area which offers a quiet and convenient place to work, study or just sit with a coffee. Located at the BAM office in Euston, central London, the facility is wireless enabled so members just need to plug in their laptops. The drop-in facility is available from Monday to Friday, 09:00–17:00, and staff will try to accommodate alternative hours if required.

**Join Now**  
**become part of the BAM Community!**

# BAM Office 2015



**Monika  
Narvydaite**  
Academy Manager



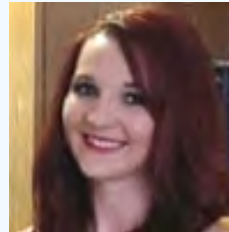
**Michael Fong**  
Deputy Academy  
Manager / Financial  
Controller



**Lewis Johnson**  
Membership and  
Communications  
Administrator



**Oana Mihut**  
Events and Networks  
Administrator



**Megan Smart**  
Events and Communications Assistant

How to find us:

We are conveniently located in Central London on Euston Road. We are 5 minutes from Euston, St Pancras International and King's Cross main line stations, surrounded by underground stations and there are bus stops outside our door.

We look forward to welcoming you!

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# Thank You

BAM would particularly like to thank the following for their contribution:

## 2015 Conference

Alan Tait, University of Portsmouth  
David Denyer, Cranfield University

## Track Chairs 2015

### Corporate Governance

Ruth Massie, Cranfield University

### eBusiness & eGovernment

Savvas Papagiannidis, Newcastle University  
Thanos Papadopoulos, University of Kent

### Entrepreneurship

Dilani Jayawarna, University of Liverpool

### Gender in Management

Adelina Broadbridge, University of Stirling  
Savita Kumra, Brunel University

### Human Resources Management

Jonathan Crawshaw, Aston University  
James Hayton, University of Warwick

### Identity

Chris Coupland, Loughborough University  
Sandra Corlett, Northumbria University

### Innovation

George Tsekouras, University of Brighton  
Nick Marshall, University of Brighton

### International Business and International Management

Pavlos Dimitratos, University of Glasgow  
Haina Zhang, Lancaster University

### Inter-Organizational Collaboration: Partnerships, Alliances and Networks

Qile He, Coventry University  
Colin Pilbeam, Cranfield University

### Knowledge & Learning

Elizabeth Houldsworth, University of Reading  
Alan Tait, University of Portsmouth

### Leadership and Leadership Development

Marian Iszatt-White, Lancaster University  
Richard Bolden, University of the West of England

### Management and Business History

Kevin Tennent, University of York  
Sasha Hodgson, Zayed University

### Marketing and Retail

Heiner Evanschitzky, Aston University  
Keith Glanfield, Aston University  
Anthony Kent, Nottingham Trent University

### Operations, Logistics and Supply Chain Management

Claire Moxham, University of Liverpool  
Liz Breen, University of Bradford

### Organizational Psychology

Alison Legood, Aston University  
Lee Martin, University of Nottingham  
Joanne Lyubovnikova, Aston University

### Organisational Studies

David Weir, York St John University and Edge Hill University  
Robert Price, University Campus Suffolk  
Dave Bamber, University of Bolton  
Robert Mikecz, Canterbury Christ Church University

### Organizational Transformation, Change and Development

Joanne Murphy, Queen's University Belfast  
Richard Jefferies, University of the West of Scotland

### Performance Management

Luisa Huatucu, University of York  
Vinh Chau, University of Kent

### Public Management and Governance

Dimitrios Spyridonidis, University of Reading

### Research Methodology

Gail Clarkson, University of Leeds  
Murray Clark, Sheffield Hallam University

### Strategy

George Burt, University of Stirling  
David MacKay, University of Strathclyde  
Efthimios Poulis, University of East London

### Strategy as Practice

Harry Sminia, University of Strathclyde

### Sustainable and Responsible Business

Sarah Ivory, University of Edinburgh  
Alan Murray, University of Winchester

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