The British Academy of Management’s Code of Ethics and Best Practice

‘The creation of management knowledge through research and its dissemination through teaching and application’

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Introduction

About the British Academy of Management

The British Academy of Management (BAM) was founded in 1986 and is a not-for-profit organisation dedicated to developing academic management researchers at every stage of their career. The Academy supports the professional development of members through specialised training events, and provides opportunities to network and improve visibility in the wider academic community. BAM also plays a central role in representing the voice of the academic community to Government and to the Research Councils. It has strong links with a number of related organisations both in the UK and internationally. BAM’s mission is to become the pre-eminent European learned society in business and management.

About the British Academy of Management’s Code of Ethics and Best Practice

The British Academy of Management (BAM) has produced the Code of Ethics and Best Practice Policy, outlining the principles for all BAM members to adhere to and uphold. All individuals should endeavour to maintain the highest standards of professional conduct.

Aims

Vision, Mission and Strategic Objectives

The principles outlined in the Code of Ethics and Best Practice Policy are aligned with BAM’s Vision, Mission and Strategic Objectives.

Vision:
To become the pre-eminent European learned society in business and management

Mission:
- Support vigorous, relevant, ethical, and independent research in business and management
- Promote ethical and reflective business and management education
- Provide a prominent voice for the BAM community
- Showcase business and management scholarship within the national and international arena
- Develop alliances and networks with stakeholders including Business Schools, employers, practitioner communities, and learned societies

Strategic Objectives:
- To offer distinctive research and teaching capacity building opportunities
- To promote responsible, effective and innovative teaching and learning and contribute to its development
- To increase membership and offer members a first class service with training, networking and career development provided through every stage of their career
- To strengthen communication with key stakeholders
- To ensure effective working relations with key stakeholders – business and management schools, funders of research, policy makers, employers, accreditation bodies, employers bodies, practitioner communities, media, national and international learned societies to advance and promote business, management and related subject areas
- To further internationalise the academy through BAM journals and links with related organisations
BAM’s Responsibilities

The principles of the Code of Ethics and Best Practice Policy are to enhance the learning of others and the effectiveness of organisations. BAM will be responsible in ensuring the creation of business and management knowledge and its dissemination through teaching, research and application. There are four major responsibilities:

1) To our members
   - Striving to support teaching excellence
   - Encouraging research and scholarship of high academic quality and of value to practice
   - Showing respect and sensitivity to everyone
   - Maintaining objectivity and fairness

2) To the advancement and creation of Business and Management knowledge
   - Conducting and reporting
   - Planning and implementation
   - Dissemination
   - Grants and contracts

3) To BAM and the Wider Business and Management Academic Community
   - Sharing and dissemination of information through teaching and application
   - Commitment to professional standards of conduct
   - Strengthening and renewal of BAM
   - Preserving the ethos of BAM
   - Membership in the professional community
   - Connecting members to each other and to external societies and organisations

4) To both managers and the practice of Business and Management Academic Community
   - Credentials and capabilities
   - Obligations to members and other organisations
   - Member and other organisations relations

BAM Membership

BAM Membership is open to all individuals who are:

- academic members of staff of Business and Management Studies;
- postgraduate research students of Business and Management Studies;
- related faculties in institutions of Higher and Further Education;
- individuals and organisations who are concerned with the advancement and creation of management knowledge through research and its dissemination through teaching and application.

BAM Membership Types and Fees

The membership fees shall be determined by BAM. By creating an account and providing BAM with your personal information, you consent to the storage and processing of information provided by you.
Additionally, individuals warrant that the information provided is accurate. This represents a binding contract between the member and BAM.

The Membership Year is a twelve-month period that begins immediately on the day the member has joined BAM and paid for their membership. The membership fees must be paid in full and are non-refundable. Non-payment of membership fees constitutes a breach of the membership contract and will result in immediate cancellation of membership. **Please note that BAM Membership is not transferable to anyone else.**

### Renewing BAM Membership

All Student and Ordinary Members are given a two week reminder, informing them that their membership is due for renewal and will expire in two weeks.

All Ordinary Members paying by Direct Debit are given a one month advance notification that their membership is due for renewal and the next membership payment will be taken from their bank account on or after the Fifth of the following month.

### Cancellation and Termination BAM Membership

The reasons for cancelling or terminating BAM membership are:

- The member retires;
- The member does not wish to renew their membership at the end of their membership year;
- The member fails to pay their membership fees within 30 days since joining BAM or renewing their membership;
- The member has breached/violated any of the principles stated in this guide.

If a breach has occurred, the member’s membership will be terminated, following consultation with the BAM Executive and Academy Manager. A resolution to remove a member from membership may only be passed if:

- The member has been given at least twenty-one days notice in writing of the date of a meeting of the BAM Executive at which the resolution will be proposed,
- The member or the member’s representative has been allowed to attend and present their case why their membership should not be terminated.

### The Principles of the Code of Ethics and Best Practice Policy

The principles outlined in the document are described in a statement of values, reflecting the fundamental beliefs that should guide the ethical reasoning, decision-making and behaviour of all BAM members.

All members are expected to act in accordance with the principles outlined in the document.

The code is based on seven key principles outlined below.

- **Responsibility and Accountability:** All members are aware of their ethical, legal and professional responsibilities incumbent to the specific communities in which they work and also to BAM. All individuals should avoid any misconduct that might bring BAM or the reputation of the profession into disrepute.
Integrity and Honesty: All members should endeavour to demonstrate accuracy, truthfulness, openness and transparency within their professional conduct with others.

Respect and Fairness: All members will not discriminate against others on the basis of: ethnicity, gender, age, religion, disability, sexual orientation, social background, political beliefs, personal history or any other aspects of personal identity. All members should promote equal opportunity, celebrate diversity and encourage an environment free of discrimination.

Privacy and Confidentiality: All members respect the individual and collective rights to privacy and maintain confidentiality in compliance with UK and International law and regulations.

Avoidance of Personal Gain: All members should neither offer nor accept bribes or inducements either on a personal basis or on behalf of BAM.

Conflict of Interest: All members should declare any competing professional or personal interests that may be pertinent to their activities within BAM. Any activities undertaken in BAM’s interest must be consistent with BAM’s vision, mission, strategic objectives and the principles outlined in this guide. Any competing interests can make it difficult to fulfil the duties impartially and steps should be taken to eliminate any potential conflicts of interest that may arise.

If a conflict of interest does arise, the individual must inform the BAM Executive and Academy Manager immediately and following the consultation must undertake any of the below or any other actions deemed necessary:
- abstain from certain actions;
- return the given task to a fellow colleague or
give up their role.

Failure to do so, may lead to the imposition of sanctions, including termination of their BAM membership.

Collegiality: Collaboration between other societies and organisations should be encouraged in order to develop guidance relevant to the creation of management knowledge through research and help disseminate learning and good practice. This will help to further strengthen the integrity of the Business and Management Academic Community.

Summary

The Code of Ethics and Best Practice Policy has established the principles for all BAM members to adhere to, and uphold the highest standards of professional conduct. However this guide does not aim to provide the answer to every issue that may arise for individuals.

The Code of Ethics and Best Practice Policy encourages trust and respect from its members and non-members. Furthermore, through this guide, BAM will continue to have a strong reputation for integrity, openness, fairness and transparency within the Business and Management Academic Community.
A wide range of ethical codes, membership policies and guidelines were consulted in the compilation of this guide. A full list of these sources is contained in the Bibliography. Additionally, a working committee was also set-up to look into producing the Code of Ethics and Best Practice Policy, in order to prevent instances occurring that breached unethical behaviour and what should be done if a breach has occurred.

This guide will be reviewed on an annual basis and BAM reserves the right to update and amend the contents of this guide at any time.
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