



**BRITISH ACADEMY
OF MANAGEMENT**

BAM and Partner Grant Schemes 2023

Guidance for Applicants

SECTION 1: GENERAL GUIDANCE

Introduction

The British Academy of Management (BAM) together with the Australian and New Zealand Academy of Management (ANZAM), Irish Academy of Management (IAM) and Società Italiana di Management (SIMA) are pleased to announce the launch of the 2023 grant schemes.

These schemes are part of BAM's mission to build a thriving, pluralistic research community by supporting relevant, ethical and innovative management and business research.

- BAM Transitions 1 Research Grant (maximum £4,000 per project for up to 3 projects) for early career researchers
- BAM Transitions 2 Research Grant (maximum £4,000 per project for up to 3 projects) for established researchers
- BAM Management Knowledge and Education (MKE) Award (maximum £4,000 per project for up to 3 projects)
- BAM/ANZAM Collaborative Research Award (maximum £6,000 for up to 1 project)
- BAM/IAM Collaborative Research Award (maximum £4,000 for up to 1 project)
- BAM/SIMA Collaborative Research Award (maximum £4,000 for up to 1 project)

ABOUT THE SCHEMES:

BAM Transitions 1 Research Grant Scheme

This Scheme is aimed at BAM members who are early in their career, who hold a PhD or comparable level doctorate qualification, and who wish to develop an empirical research project that advances business and management scholarship and improves their research capacities. Proposals may be related to any subject area within the Academy's intellectual remit.

The Principal Investigator must have been awarded their PhD or comparable level doctorate qualification less than 5 years before the deadline for applications. Co-Investigators are welcomed, and if they do not fit the early career definition, the application must clearly explain their role in the work and in developing the skills of the Principal Investigator. The Principal and any Co-Investigators do not have to be based in the UK. The scheme is open to BAM Members; non-members wishing to apply to the scheme can join BAM prior to submitting their application.

BAM Transitions 2 Research Grant Scheme

This Scheme is aimed at BAM members who are experienced researchers and who wish to develop an empirical research project that advances business and management scholarship and develops their research capacities in an empirical or intellectual domain. Proposals may be related to any subject area within the Academy's intellectual remit.

The Principal Investigator must have been awarded their PhD or comparable level doctorate qualification more than 5 years before the deadline for applications. Principal and Co-Investigators do not have to be based in the UK. The scheme is open to BAM Members; non-members wishing to apply to the scheme can join BAM prior to submitting their application.

BAM Management Knowledge and Education (MKE) Award

This Scheme is aimed at BAM members who want to propose a research project that informs scholarly debate around management knowledge and education. Research projects should contribute to theoretical and philosophical understandings that inform the practice of management educators. Potential themes include: management learning and teaching, pedagogy, andragogy, leadership development or the generation and circulation of management knowledge and knowing. Priority will be given to proposals that advance BAM's strategic objectives with regards to management knowledge and education.

This scheme is open to all BAM Members regardless of when they were awarded their PhD or comparable level doctorate qualification. Principal and Co-Investigators do not have to be based in the UK.

BAM / Australian and New Zealand Academy of Management (ANZAM) Collaborative Research Award

This scheme gives priority for the development of BAM/ANZAM members who are at an early stage in their careers. Proposals may be related to any subject area within the Academies' intellectual remits. Priority will be given to proposals with clear and effective publication, dissemination and impact plans; and that enhance early career research skill development.

It's preferable for the Principal Investigator to have been awarded their PhD or comparable level doctorate qualification less than 5 years before the deadline for applications. More established researchers are welcomed as investigators, and if they do not fit the early career definition, the application must clearly explain their role in the work and in developing the skills of the Principal Investigator.

At least one investigator must be employed at an academic institution in either Australia or New Zealand and another investigator must be employed at an academic institution in the UK to ensure collaborative research with fieldwork being required in both regions. The scheme is open to all ANZAM and BAM Members; non-members wishing to apply to the scheme can join either ANZAM or BAM prior to submitting their application.

BAM / Irish Academy of Management (IAM) Collaborative Research Award

This scheme is aimed at supporting and advancing international research collaborations between management researchers in the Republic of Ireland and the UK. It seeks to support the development of BAM and IAM members who are at an early stage in their careers. Proposals may be related to any subject area within the Academies' intellectual remits. Priority will be given to proposals with clear and effective publication, dissemination and impact plans; and that enhance early career research skill development.

It's preferable for the Principal Investigator to have been awarded their PhD or comparable level doctorate qualification less than 5 years before the deadline for applications. More established researchers are welcomed as investigators, and if they do not fit the early career definition, the application must clearly explain their role in the work and in developing the skills of the Principal Investigator.

At least one investigator must be employed at an academic institution in the Republic of Ireland and another investigator must be employed at an academic institution in the UK to ensure collaborative research with fieldwork being required in both countries. The scheme is open to all IAM and BAM Members; non-members wishing to apply to the scheme can join either IAM or BAM prior to submitting their application.

BAM / Società Italiana di Management (SIMA) Collaborative Research Award

This scheme is aimed at supporting and advancing international research collaborations between management researchers in Italy and the UK. It seeks to support the development of BAM and SIMA members who are at an early stage in their careers. Proposals may be related to any subject area within the Academies' intellectual remits. Priority will be given to proposals with clear and effective publication, dissemination and impact plans; and that enhance early career research skill development.

It's preferable for the Principal Investigator to have been awarded their PhD or comparable level doctorate qualification less than 5 years before the deadline for applications. More established researchers are welcomed as investigators, and if they do not fit the early career definition, the application must clearly explain their role in the work and in developing the skills of the Principal Investigator.

At least one investigator must be employed at an academic institution in Italy and another investigator must be employed at an academic institution in the UK to ensure collaborative research with fieldwork being required in both countries. The scheme is open to all SIMA and BAM Members; non-members wishing to apply to the scheme can join either SIMA or BAM prior to submitting their application.

Important information before starting an application

- The deadline for applications to be submitted via the BAM Grants Platform is Thursday 16th March 2023 at 16:00 GMT / 17:00 CET. The earliest project start date is 1st October 2023 and projects are expected to be between 12 and 18 months in duration.
- Applicants must ensure that they have read this guidance document and the separate Grant Terms and Conditions document before applying to any of these Schemes. A separate Frequently Asked Questions document is available on the BAM grants web page at [BAM and Partner Grant Schemes 2023](#)
- *For BAM grants:* the Principal Investigator, and all Co-Investigators who are based in management or business schools, must have an up-to-date membership with the British Academy of Management at the point of applying. Non-members wishing to apply to the scheme can become members before applying. More information is available at [BAM Membership Benefits](#)

For Collaborative Research Awards: the Principal Investigator and Co-Investigators based in Australia, New Zealand, Ireland or Italy must be current members of their respective Academy at the point of applying. Non-members wishing to apply to the scheme can become members before applying. More information is available on the websites for [ANZAM](#), [IAM](#) and [SIMA](#).

- *For BAM Grants:* Proposals should demonstrate alignment with one or more [BAM Special Interest Group](#) and with the Academy's [Mission and one or more of its Strategic Objectives](#) (<https://www.bam.ac.uk/about-bam/strategy-2024.html>).

For Collaborative Research Awards: proposals should also demonstrate alignment with the mission and one more of the strategic objectives of the relevant Academy - [ANZAM](#), [IAM](#) and [SIMA](#).

- *For all schemes:* Proposals are equally welcomed from established subject areas and newly emerging domains. Priority will be given to proposals with clear and effective publication, dissemination and impact plans; and that enhance early career research skill development.
- Applications should make a commitment to disseminating and sharing learning from the project throughout the wider business and management academic community.
- Individuals may **apply to only one** of the above six schemes in any one application round, whether as Principal Investigator or Co-Investigator.
- Current and incoming members of BAM, ANZAM, IAM or SIMA Councils or Management Boards are not eligible to apply whether as Principal Investigator or Co-Investigator.

- Previously unsuccessful applicants may not submit an application that is substantially the same as any previously submitted applications. Proposals should be substantially different in terms of project concepts, proposed methodology and fundamental research questions.
- Previous holders of a BAM grant or Collaborative Research Award wishing to apply to one of the schemes must have completed their previous project at least 2 years (24 months) before the deadline for the current round of schemes. They must also have satisfactorily submitted any end of grant reports and supporting financial evidence.
- Applications submitted by the deadline will go through an administrative desk reject process at which point incomplete applications will be rejected. Applications will also go through an academic desk reject process at which point academically weak or incoherent proposals will be rejected before the peer review process begins.

Summary requirements for successful grant holders

Successful Grant Holder(s) are required to fulfil the following key conditions upon being awarded a grant:

- *For BAM grants:* the Principal Investigator and all Co-Investigators who are based in a business or management school must maintain valid membership of BAM for the duration of the project.
For Collaborative Research Awards: the Principal Investigator and Co-Investigators based in Australia, New Zealand, Ireland or Italy must maintain valid membership of their respective Academy for the duration of the project; Investigators based in the UK must maintain valid membership of BAM for the duration of the project.
- The lead institution is responsible for monitoring the conduct of the award and ensuring that ethical standards are met. In cases where the research is not completed or ethical standards are not met, recipient organisations will not be eligible for any future funding through this grants scheme.
- The Principal Investigator must submit a 6-monthly to the BAM Grants Administrator 'Interim Project and Financial Report' using a template provided by BAM. This is to ensure that the project is proceeding as planned and to update BAM regarding how much of the funding has been spent or committed.
- The Principal Investigator must submit to the BAM Grants Administrator an 'End of Grant Project and Financial Report' of no more than 1,000 words using a template provided by BAM within two months of the completion of the project. Lists of transactions under each of the key budget headings included in the application will be required together with supporting financial evidence.
- *For BAM grants:* at least one full paper on the research outcomes must be presented at the BAM Annual Conference during the life of the project or at the next possible conference following completion of the project. Failure to present at a BAM Conference will result in the funds needing to be returned to BAM. Costs for travel, accommodation and subsistence, and conference fees for attendance at the conference cannot be claimed against the grant.
For Collaborative Research Awards: full papers can be presented either at the BAM Annual Conference or the relevant ANZAM, IAM or SIMA annual conference. Costs for travel, accommodation and subsistence, and conference fees for attendance at the conference cannot be claimed against the grant.

- The Principal Investigator and all Co-Investigators must acknowledge BAM and ANZAM, IAM or SIMA's, as relevant, for support for the project in any written or electronic publication that arises as a direct result of the project, including the grant reference number.
- Grant holders must respond to requests from BAM for updates on publications and other project related outcomes and impact after the end of the grant. Projects will be allocated an individual project summary page on the BAM Grants Repository which will include general information about the project, an abstract, and any publicly available findings specifically from the project including copies of, or links to, openly accessible versions of any publication arising from the research.

How to submit your application

Applications must be submitted electronically via the BAM Grant Schemes application portal at <https://bam.grantplatform.com/>. You can register on the grants portal at any time. The online application form is available from **Monday 14th November 2022**.

The Deadline to submit your application is 16.00 [GMT] / 17.00 [CET] on Thursday 16th March 2023. Applications will strictly not be accepted after the deadline, so it is recommended that you start your application in the grants portal well in advance of the deadline and submit your application before the day of the deadline.

It is recommended that you draft your application in a separate Word document using the Application Form Questions for Reference template available at [BAM and Partner Grant Schemes 2023](#) before inputting your answers into the grant portal.

Please note that there is no requirement to anonymise your application. Please include PI and Co-I names and institutions when drafting your application.

Application requirements

In addition to completion of the online application form, the following attachments are required for applications to the scheme. If any attachment which is required is not attached to an application, it will be rejected at the initial administrative review stage.

Essential attachments for administrative and academic checks:

The following documents are all required to be uploaded to the grant portal.

Curriculum Vitae (for Principal and each Co-Investigator) - Maximum 2 pages per person, Arial or other standard sans-serif type font, size 11pt, single spaced and standard (2cm margins)

Institutional letter of support from your Head of Department/School – The Principal Investigator must obtain a letter from their Head of Department/School confirming the support of their university to conduct the research. This statement must confirm that the host institution will use the grant solely for the purpose of the project and that Applicants are to receive the full grant awarded to carry out the specified research. It must also include a commitment to financially support the mandatory attendance at the BAM Annual Conference, or ANZAM, IAM, or SIMA Annual Conferences in the case of Collaborative Research Awards.

Supporting letter from your Research Office or Administrative Authority – The Principal Investigator must provide a letter from the host institution’s Research Office or Administrative Authority confirming the proposal has been checked, the proposal is in line with this general and financial guidance, and the terms and conditions are accepted and that they understand that the standard terms and conditions cannot be changed.

Review criteria

Applications will go through an administrative and academic desk reject process as described above. Any incomplete applications, or applications that are not sufficiently developed will be rejected at this stage.

Complete and developed applications will be peer-reviewed by two experts in the field against the following criteria:

Quality of the project

1. Does the application demonstrate sound knowledge the field including literature(s) relevant to the project?
2. Are the proposal methodology, research design and method of high quality and original?
3. Are the project and the project workplan viable?
4. Does the project have potential to contribute to the field (i.e. conceptual originality and relevance to the wider management and business community)?
5. Have the ethical implications of the project been appropriately investigated and considered in the application?

Engagement with the BAM (and ANZAM, IAM or SIMA where applicable) communities

1. To what extent does the project fits with the Grant Scheme remit?
2. To what extent does the project relate either to one or more BAM Special Interest Groups or the BAM Management Knowledge and Education group?
3. To what extent is the project aligned with BAM’s Mission and one or more of BAM’s Strategic objectives? For Collaborative Research Awards, to what extent is the project aligned with ANZAM/IAM/SIMA’s Mission and Strategic Objectives?

Publication, dissemination and impact plans and value for money

1. Is the project publication and dissemination plan ambitious, specific and aligned with the Grant Scheme remit?
2. Is the project impact and engagement plan ambitious, specific and aligned with the Grant Scheme remit?
3. Does the project offer value for money?
4. Do the proposed outcomes justify the funding requested?

Alignment with BAM Special Interest Groups

You must select at least one Special Interest Group that your proposed research project is closely aligned with.

- Corporate Governance
- Cultural and Creative Industries
- e-Business and e-Government
- Entrepreneurship
- Financial Management
- Gender in Management
- Human Resource Management
- Identity
- Innovation
- Inter-organizational Collaboration: partnerships, alliances and networks
- International Business and International Management
- Inter-Organisational Collaboration: Partnerships, Alliances and Networks
- Knowledge and Learning
- Leadership and Leadership Development
- Management and Business History
- Management Knowledge and Education
- Marketing and Retail
- Operations, Logistics and Supply Chain Management
- Organisational Psychology
- Organisational Transformation, Change and Development
- Performance Management
- Project Experiences
- Public Management and Governance
- Research Methodology
- Strategy
- Sustainable and Responsible Business

SECTION 2: FINANCIAL GUIDANCE

BAM, together with ANZAM, IAM and SIMA in the case of Collaborative Research Awards, will evaluate applications that are submitted under the six Schemes based on the following financial principles and specific funding criteria.

1. BAM is committed to funding up to three grants for each of the Transitions 1, Transitions 2 and MKE Schemes, dependent on the quality of submissions received, to a maximum value of £4,000 per application.
2. BAM, together with ANZAM, IAM and SIMA are committed to funding up to one grant for each Collaborative Research Award dependent on the quality of submissions received. BAM/IAM and BAM/SIMA funding is up to a maximum value of £4,000 per application. BAM/ANZAM funding is up to a maximum value of £6,000 per application.
3. The Grant cannot support full economic costing of projects in relation to staff costs, including both salaries and overheads, given BAM's position as a Registered Charity.
4. The Grant will be contracted between BAM and the Principal Investigator's Research Office. In the case of Collaborative Research Awards, BAM remains the contracting party, and administers the grants on behalf of the partner academies.
5. The Principal Investigator's organisation ('host organisation') will issue an invoice to the BAM Grants Administrator to claim the grant.
6. The Grant holder(s) must not commit any expenditure prior to the contract being issued and the period of the grant having commenced. All expenditure must have taken place within the dates of the project and been accounted for within two months of the project end date.
7. The host organisation must agree not to use the grant for other purposes than funding of the project. Applicants are to receive the full grant being awarded to carry out the specified research. This agreement must be included with the application.
8. The Principal Investigator must include a letter from their Research Office confirming the application terms and conditions and financial guidelines have been read and accepted.
9. The host organisation must include a financial commitment to support attendance at the British Academy of Management Annual Conference where the project will be presented over and above standard conference support. This agreement must be included with the application. For Collaborative Research Awards, the commitment can be to present either at the BAM Annual Conference, or the ANZAM, IAM or SIMA Annual Conference.
10. Priority will be given to applications that demonstrate value for money and financial clarity.

Eligibility of costs under the Grant Scheme

Please note, the following items are costs that ***will not be covered*** under the Grant Schemes:

- Salaries of existing staff
- Tuition or other fees
- Hardware and computer purchase

The following items are indicative of costs that **are covered** under the Grant Schemes:

Accommodation, Travel and Subsistence

Applicants should provide estimates of, and justification for all accommodation, travel and other subsistence costs directly relating to the project.

- **Accommodation:** Applicants should obtain reasonably priced hotel accommodation in accordance with their own institution's travel and subsistence policy.
- **Travel:** Applicants should book early and take advantage of cheaper advance tickets, where possible, and be by the most economical means of transport. The Academy expects that travel will be at the lowest available fare, which should normally be economy/standard travel.

Transcription/data input/translation/research assistance/other external services

Assistance in transcription, data input, translation, research assistance or other external services may be funded from the grant if the following conditions are met:

- The application must include details of how the estimated number of hours has been calculated.

Consumables and other costs:

The following items **may be covered** under the Grant Schemes if sufficient justification is provided:

- Stationery
- Computing consumables (e.g. USB data sticks, CDs), equipment rental charges and software fees or purchases specifically required for the project
- Specialist publications that cannot be obtained through the applicant's institution
- Subject/interviewee incentives
- Cost of microfiche records
- Specialist reprographic services
- Copyright permission fees

Conference attendance – travel, accommodation and fees:

- BAM may, in certain circumstances, consider expenses relating to a single conference attendance if the theme and subject of the conference is of direct and particular relevance to the project and there are no other sources of funding available to the applicant. This does not replace the requirement to present a full paper at an annual BAM Conference.