

**BRITISH ACADEMY  
OF MANAGEMENT**

# Annual Review

**2023-24**

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# Annual Review

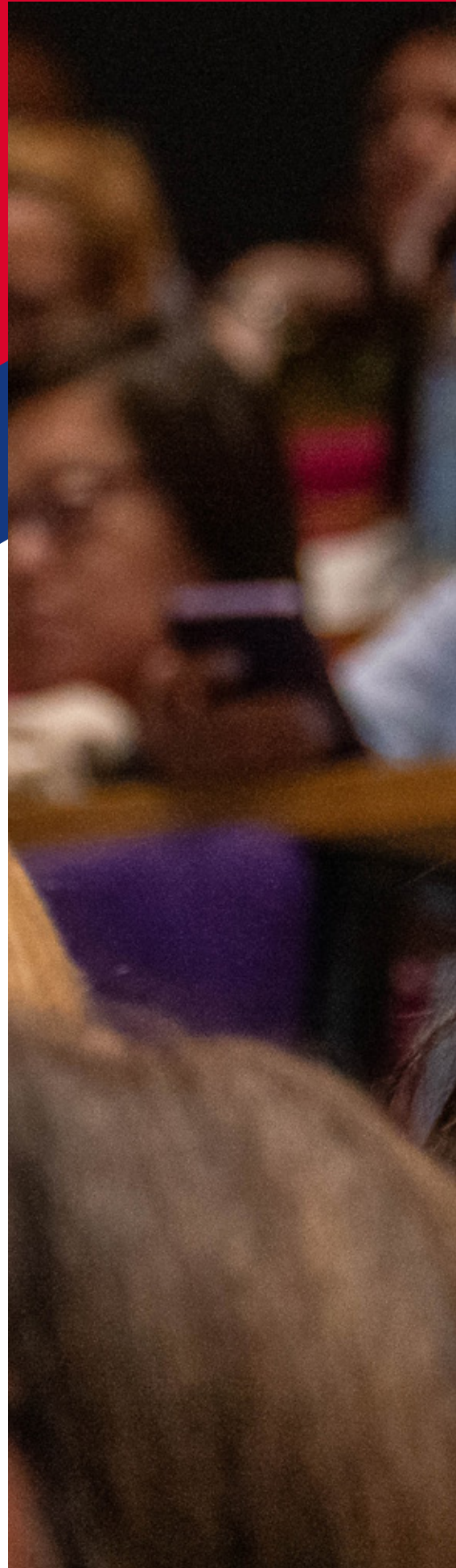
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**BAM is a space for every academic in our field to grow and flourish**



**Professor Emma Parry**  
FBAM, FAcSS, AcademicFCIPD

# INTRODUCTION FROM THE CHAIR

**As I reflect on the previous 12 months, I am incredibly proud of everything that BAM has achieved. At a time when the sector is facing so many challenges, the support that the BAM community offers is more important than ever.**

**It is therefore wonderful that BAM continues to flourish, and to deliver so much more than you might expect, given our limited resources. The face-to-face element of our September conference will again be at full capacity, with the number of members, events, submissions to our journals and activities continuing to grow.**

As always, this success is due to the hard work and engagement of so many of you, who give up your time and energy to contribute to BAM activities. My thanks go to you all – Vice-Chairs, Council Members, SIG and Track Chairs, journal editors and all of you that get involved with our activities – we couldn't do this without you.

A special thank you is needed at this time to our CEO, Madeleine Barrows, who recently announced her retirement and will be leaving us within the next few weeks. Madeleine has been the lynchpin of our community, and I know that you will all want to join me in wishing her the best of luck for the future. We will miss Madeleine greatly – but am confident that the fantastic office team will work with the new CEO to continue her success into the future.

This year marked the launch of our new strategic priorities (2024-28). These focus on our ambition to create sustainable futures for business and management academics and institutions, for BAM and for the planet.

I would like to take this opportunity to highlight one aspect of this strategy – the ambition to promote wellbeing and positive mental health in business and management academics and doctoral researchers. As the sector enters a period of extreme uncertainty, we aim to encourage both individuals and institutional leaders to prioritise mental wellness. With this in mind, you will see this ambition as a thread through many of our activities – alongside our existing values of EDIR and Sustainability.

BAM is already a space for every academic in our field to grow and flourish. Now we seek to increase the impact of our sector on practice and policy and to support it in addressing the challenges that it is facing.

# STRATEGY 2024-2028

**After a year of reflection, development and consultation with our community, we opened 2024 by launching a new five-year strategy for BAM.**

**Our new strategy for 2024-2028 has five new priorities:**

- **To facilitate the impact of business and management research on practice and policy;**
- **To support the sector in addressing the challenges brought by artificial intelligence and digitisation;**
- **To promote wellbeing and positive mental health in business and management academics and doctoral researchers;**
- **To support the development of good equality, diversity, inclusivity and respect practice across the sector;**
- **To ensure sustainability is central to all BAM's activities.**

To support these new priorities, we will: double BAM's membership by 2028; strengthen existing partnerships, and create new partnerships with relevant national and international bodies; engage Council, Fellows, Companions and special interest group leadership as key elements of the BAM community, in line with our strategic priorities; review the activities of BAM to ensure their long-term future sustainability; and develop more effective ways of engaging with our internal and external communities.

These new strategic and supporting priorities sit on top of our ongoing priorities, namely: to promote excellence in research, education and scholarship, through our annual conference, our journals, books and special interest groups; to support and develop scholars across the whole academic career, through our capacity building activities; to provide advocacy and consultation, in relation to the development of effective policy and practice within the sector.

We are a vibrant and energetic, international community, and we want to stay that way. So we have focused on creating a vision that is achievable yet ambitious, and which is firmly grounded in our core values and our mission to enable the business and management scholarly community to make a positive contribution to the world.

This is an ambitious strategy that must be built on sound foundations, so we have carefully integrated supporting priorities that will enable us to maintain what we have created so far and achieve the sustainable future to which we aspire.



# DIVERSITY AND SUSTAINABILITY





## **Equality, diversity, inclusivity and respect (EDIR) lie at the heart of what we do, and we reaffirmed our commitment to this in a four-year strategy we set out in 2024.**

The past year has seen us keep that promise. During the past 12 months we wrote a best practice guide, *'Decolonising the Curriculum'*, to be published during our 2024 annual conference. It will be promoted to wider audiences with the aid of a grant from the Academy of Social Sciences and Economic and Social Research Council, which we were delighted to be awarded.

The guide was produced by our Vice-Chair for EDIR, Professor Martyna Sliwa, and our co-Vice-Chair for Research and Publications, Professor Stephanie Decker.

Our Vice-Chair for Sustainability, Professor Jan Bebbington, convened a meeting of academics who lead research centres that focus on sustainability within UK universities. Academics from 12 centres agreed at the meeting to increase the impact of this work by sharing their knowledge and experience.

Professor Bebbington worked with our office team on sustainability at our own activities, such as a move to 'plant-first' catering options for our events. For our 2024 annual conference, we have published a research-informed guide on sustainability at conferences, which we are sharing with other organisations.

Our Fellows College continued to support the BAM community during the year, carrying out new research on race and gender in senior academic careers.

Our commitment to diversity can be seen in the events we organised on the theme of diversity and respect. The titles give a flavour of the range they tackled: 'Mobilising change for workplace equality'; 'Gender, migration and precariousness at work'; 'The perceptions of mentoring by Black and minority ethnic academics in the UK university sector'; 'Advancing gender equality in business and management schools'; 'Gender, employee voice and social justice'; and 'Gender and disability at work'.

[See the Events section for more on our events.](#)

# BUILDING CAPACITY IN OUR COMMUNITY

**The last year has seen a number of important initiatives to help our members and other business and management academics to develop their careers, organised at grass-roots by our members and also through our sub-committees.**

We began running online drop-in Doctoral Friday sessions, where PhD researchers can share their experiences and get expert advice and support, and we organised workshops on reviewing and publishing. We continued to run our ever-growing Doctoral Symposium, and we supported winter and summer schools run by our Italian counterpart, SIMA.

We set up a new Network for Early Career Academics, which offers professional development events, mentoring, networking opportunities, wellbeing support and a friendly community. This is being formally launched at the 2024 conference. We also supported a UKRI-funded project on the impact of the Covid pandemic on early career academics.

We did not neglect more established researchers, of course. We organised a popular new annual series of online BAM Fellows Masterclasses on topics such as the future of management education and key challenges of process scholarship.

These ran alongside our suite of professional development programmes, which included two mid-career programmes, 'Becoming a research-oriented professor' and 'Becoming an education-focused professor', and our senior programmes, 'Development programme for directors of research' (run in collaboration with Chartered ABS) and the new BAM 'Development programme for leaders of engagement'.

Our Peer Review College recruited its third cohort in 2023. The College has staged free training workshops on reviewing and also provided a pool of reviewers to support our journals, grant-making activity and annual conference. We are grateful to BAM Fellow, Professor Yehuda Baruch, its inaugural Dean, for all he has done to build a strong and useful resource. In 2024, we welcome another BAM Fellow, Professor Dermot Breslin, as Deputy Dean and eventual successor to Yehuda.





**“**  
**We are committed to building local capacity and creating long-term positive impacts within the community.**

# PUBLICATIONS AND GRANTS

**Our journals – *British Journal of Management and International Journal of Management Reviews* – continue to be listed in the top quartile in business and management.**

**In 2023 they received 1,600 submissions between them, a 10% increase on 2022, with almost 1.5 million full text views. Initial figures from 2024 suggest that that growth continues, with submissions up 40% and usage 16%.**

January 2024 saw the commencement of the new publishing partnership agreement with Wiley, supporting and sustaining our journals for another five years.

More submissions has meant we have expanded the editorial team, even though income from journals generally has declined because of the move to open access for scholarly publishing. During the year, we developed and published our own [BAM Open Access strategy](#).

Our [book series](#) with Taylor & Francis on the impact of management research published its fourth volume – *Impact in Doctoral Education* – in early 2024. Work continued during 2023 and 2024 on a forthcoming BAM-Edward Elgar handbook on inclusive teaching and learning.

Of course, our research grants are a vital part of the support we offer to support our members. Over the past 12 months we have been able to continue to support our community by offering focused research funding, using our own resources and in partnership with our international sister bodies, the Irish Academy of Management, Società Italiana di Management and the Australian & New Zealand Academy of Management, as well as the Society for the Advancement of Management Studies.

We offered up to 9 grants of £4,000 each for research by early and mid-career academics and research focused on Management Knowledge & Education, plus a further three schemes run with our international sister organisations in Ireland, Italy and Australia/New Zealand, creating a total offering of £50,000 worth of funding.

With the Society for the Advancement of Management Studies, we also redeveloped the annual grant scheme, following the planned pause for review during 2022, and awarded the new scheme for the first time during 2024, offering £60,000.

[See Building Capacity in our Community for more details](#)

## **Co-Editors-in-Chief**

### ***British Journal of Management (BJM)***

**Professor Paul Hibbert,  
University of Warwick**

**Professor Riikka Sarala,  
University of N Carolina Greensboro, USA**

**Professor Shuang Ren,  
Queens University, Belfast**

### ***International Journal of Management Reviews***

**Professor Jamie Callahan,  
Durham University**

**Dr Marian Iszatt-White,  
Lancaster University**

**Professor Joaquín Alegre,  
University of Valencia, Spain**



**We aim to foster greater inclusivity  
and knowledge sharing within the  
global academic community**



# EVENTS

**The scale and range of our activities is nowhere better demonstrated than in events we have run in the past 12 months.**

**Whether this was a workshop to help our members and others to carry out their research, a doctoral symposium for PhD students, or a seminar to show scholars how best to engage with civil servants and politicians, our events are a comprehensive guide for academics today.**

Of course, our annual conference is our main event. In 2023 we held our 38th BAM Conference at the University of Sussex Business School, attracting 1,107 delegates from 394 institutions in 53 countries who presented 883 papers, making it the largest event we have ever held. For the first time we sold out of in-person tickets, and this enthusiasm for our conference has been repeated in 2024.

The 2023 conference was held in hybrid online/in-person format, allowing many scholars to take part who would otherwise have been unable to present their research or participate in workshops, whether for reasons of disability, funding, care responsibilities or visa problems. This benefits everyone, so we are continuing to embed a full virtual experience within our annual conference, in line with our values of EDIR and sustainability.

This is not to neglect the importance of our other events, which include organising development programmes for Directors of Research and university leaders of Engagement; running development programmes for teaching-focused and research-focused mid-career academics; and maintaining our Peer Review College to build reviewing capacity and skills. See Building Capacity for more details

The scale of our events can be seen from the fact that in 2023 our 24 special interest groups and our networks staged around 100 events, ranging in scale from online drop-in sessions and small workshops to symposia and conferences. This energy continues into 2024.



# OUTREACH

**To fulfil our responsibility to promote the vital work of business and management scholars, we engage fully with the world beyond academia.**



**Over the past 12 months, we have drawn upon our community’s knowledge and insight to respond to public consultations on issues of great importance to the discipline.**

We made our views known in consultations on the next Research Excellence Framework (REF) exercise (in 2029); on equality, diversity and inclusion in academia; and on open access. To do this, we worked with organisations including the British Academy, the Academy of Social Sciences, the Chartered Association of Business Schools (CABS), and the Society Publishers Coalition. Our Chief Executive, Madeleine Barrows, is an invited member of the newly formed CABS Policy Committee.

Our relationship with CABS continues to focus on our flagship, collaboratively-run Development Programme for Directors of Research and on shared policy work. Together with the Chartered Management Institute and CABS, we have developed a new Management Publication of the Year award to recognise substantial work that has the potential to develop practice, underpinned by academic research.

We continued to support applications from our community to external research funding bodies where the proposal has clear alignment with our values and where we feel we can add value. In particular, we supported a project at Oxford Brookes University, funded by the ESRC, which explores the impact of the Covid-19 pandemic on early career researchers; we also supported Research England-funded work at Exeter University on developing business-aware academics.

We also published the findings of research we commissioned into wellbeing in academic careers in business and management, which drew upon the experiences of our members before and during the pandemic to highlight the scale of the problems and the role of structural issues including workload and line management.







**Nearly half our members are now based outside the UK. As part of our outreach work, we promote our community internationally and run research networks research in partnership with sister organisations in other countries.**

# BEYOND THE UK

**We may be called the British Academy of Management, but we are highly international community of scholars.**

In addition to our three partnered grant schemes, we have continued our shared membership scheme with SIMA and are delighted to see ever-increasing collaboration between the two organisations' special interest groups. We co-sponsored, for the first time, the annual methods summer and winter schools run by SIMA and the Italian Academy of Marketing (SIM), held in Tuscany in both 2023 and 2024. UK postgraduate researchers joined their Italian counterparts for an international, English-language exploration of qualitative research methods including ethnography of organisations and consumption, netnography and reflexive interviews in summer 2023, and academic writing in January 2024.

In 2023 we developed a new relationship with our sister body in Spain – ACEDE – signing a memorandum of understanding to set up a shared membership scheme operational from 2024, with plans for further collaboration.

Members of our Executive have supported panel events run by the Africa Academy of Management and we hope to develop this partnership further in the future.

BAM also continued its work with the International Federation of Scholarly Associations of Management (IFSAM), which promotes worldwide collaboration and shares best practice, knowledge and research on a global level. Its membership

includes academies and scholarly associations of management from around the world, and our former President Nic Beech is IFSAM President-elect.

Our 2023 annual conference saw participants from 53 countries taking part, made possible in part by its hybrid format, so that scholars unable to travel to England can still present their research and attend the keynote panel sessions.

Our journals' international profiles are growing and this is shown in the increase in submissions from outside the UK, as well as the diverse composition of our editorial teams and editorial boards.



# ABOUT US

**The British Academy of Management is the leading authority in the academic field of business and management in the UK, supporting and representing a diverse community of scholars, and engaging with international peers.**

**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.**

We have around 2,500 members from the UK and around the world including researchers, practitioners and doctoral students. BAM is a registered charity and is governed by a Council composed of about 40 people elected by the general membership, co-opted or ex officio, which represents the interests of membership and contributes to the activities of the learned society through working with the Vice-Chairs. We are hugely grateful for the dedication of all our volunteers.

An Executive Committee is elected to develop the strategy, work with BAM's CEO and Council, incorporate the voice of the membership, oversee the longer-term direction of the

learned society, and ensure an effective implementation of the agreed strategy. BAM's work is supported by a small office team based in London, led by the CEO, Madeleine Barrows.

In December 2023 Professor Savvas Papagiannidis, co Vice-Chair for SIGs, reached the end of his second term of office and stepped down from the Executive by rotation, and has been elected as Deputy Dean of the BAM College of Fellows, working with Professor Fiona Wilson who succeeded Professor Sue Vinnicombe as Dean. Professor Papagiannidis was succeeded as co Vice-Chair for SIGs by Professor Zoe Morrison of Robert Gordon University. However, during 2024, Professor Morrison moved to work in practice and found herself unable to continue as a member of the Executive; Dr Glennon will continue as sole Vice-Chair for SIGs until the end of his term of office.

Professor Martyna Śliwa and Professor Jan Bebbington reach the ends of their terms

of office in December 2024 and will step down. We are delighted to welcome Dr Emily Yarrow of Newcastle University, and Professor Emma Macdonald of Strathclyde University as Vice-Chairs for EDIR and Sustainability from January 2025. Professor Sarah Robinson was re-elected for a second term of office.

We continue to be grateful for the dedication and skill of our office team, which works well beyond expected capacity. During the year we said farewell to Martha Mellors and Róisín Durning-Broderick, and took the opportunity to reshape these and other roles to reflect emerging priorities. We welcomed Justin Brown and Ines Andrade in their places. In 2024, the CEO, Madeleine Barrows announced her intention to retire and recruitment of her successor is underway during summer 2024.

In 2024 we successfully renegotiated the lease on our office at Five Kings House, providing additional stability for the next five years.



# BAM EXECUTIVE



**Chair:**

**Professor Emma Parry,**  
Cranfield University

**President:**

**Professor Katy Mason,**  
Lancaster University

**Treasurer:**

**Dr Charles Thornton,**  
University of Plymouth

**Vice Chair (EDIR):**

**Professor Martyna Śliwa,**  
Durham University

**Vice Chair (Sustainability):**

**Professor Jan Bebbington,**  
Lancaster University

**Co-Vice Chairs  
(Academic Affairs  
of Conference  
& Capacity Building):**

**Professor Sarah Robinson,**  
Rennes School of Business,  
France

**Professor David Sarpong,**  
Aston University

**Co-Vice Chairs  
(Management Knowledge  
& Education):**

**Professor Kate Black,**  
Northumbria University  
**Dr Ashley Roberts,**  
University of Warwick

**Co-Vice Chairs  
(Research & Publications):**

**Professor Pawan Budhwar,**  
Aston University  
**Professor Stephanie Decker,**  
University of Birmingham

**Co-Vice Chairs  
(Special Interest Groups):**

**Professor Savvas  
Papagiannidis,**  
Newcastle University  
**Dr Russ Glennon,**  
Manchester Metropolitan  
University

## Executive 2024

**Chair:**

**Professor Emma Parry,**  
Cranfield University

**President:**

**Professor Katy Mason,**  
Lancaster University

**Treasurer:**

**Dr Charles Thornton,**  
University of Plymouth

**Vice Chair (EDIR):**

**Professor Martyna Śliwa,**  
Durham University

**Vice Chair (Sustainability):**

**Professor Jan Bebbington,**  
Lancaster University

**Co-Vice Chairs  
(Academic Affairs  
of Conference  
& Capacity Building):**

**Professor Sarah Robinson,**  
Rennes School of Business,  
France

**Professor David Sarpong,**  
Aston University

**Co-Vice Chairs  
(Management Knowledge  
& Education):**

**Professor Kate Black,**  
Northumbria University  
**Professor Ashley Roberts,**  
University of Warwick

**Co-Vice Chairs  
(Research & Publications):**

**Professor Pawan Budhwar,**  
Aston University  
**Professor Stephanie Decker,**  
University of Birmingham

**Co-Vice Chairs  
(Special Interest Groups):**

**Dr Russ Glennon,**  
Manchester Metropolitan  
University  
**Professor Zoe Morrison,**  
Robert Gordon University  
(Jan- July 2024)

## BAM Office Team (August 2024)

**Madeleine Barrows,**  
CEO

**Justina Senkus,**  
Head of Events  
& Programmes

**Sharon Miller,**  
Finance Manager (P/T)

**Stuart Hull,**  
Grants Administrator (P/T)

**Emma Missen,**  
Managing Editor BAM  
journals and Peer Review  
College Administrator (P/T)

**Lewis Johnson,**  
Conference &  
Communications Manager

**Ambra Risca,**  
Programmes Co-ordinator

**Justin Brown,**  
Communications and Events  
Co-ordinator

**Ines Andrade,**  
Membership and Systems  
Officer

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