



**BRITISH ACADEMY
OF MANAGEMENT**

Annual Review

2022-23

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Professor Emma Parry
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INTRODUCTION FROM THE CHAIR

As I write this, I have just learned we have reached full capacity for the face-to-face element of our 2023 conference.

This is testament to the fantastic community that BAM is, and the continued enthusiasm that people feel about being part of it. This Annual Review illustrates some of the reasons behind this in the successes and evolution of BAM over the past year.

BAM's thriving is due to our wonderful volunteers – the Vice-Chairs, Council members, Fellows, SIG Chairs and committee members, Track Chairs, journal editors and everyone who has supported our activities over the past year. I would like to express my gratitude and appreciation to you all. While we have a small office team who continue to punch above their weight in relation to their achievements, we would not be the organisation that we are without you.

I became Chair of BAM in January 2023. I would like to recognise the amazing job that the outgoing Chair, Katy Mason, and President, Nic Beech, have done in developing the organisation that is BAM. This 'changing of the guard' marks a period of both continuity and evolution as we develop our strategic priorities for the next four years (2024-28).

We continue to work towards our overarching ambition of creating sustainable futures for BAM, business schools and business and management academics. We will carry on supporting our community in creating excellent scholarship in both research and education and in developing their own careers. We will also continue to represent you in our discussions with professional and policy bodies. Our values of Equality, Diversity, Inclusivity & Respect (EDIR) and Sustainability remain key – and we will continue both to act as role models in these areas and to support others in being inclusive and sustainable.

We have also added to our ambitions. We will build on our recent research on mental wellness in business and management academics to develop guidance for both individuals and business schools in promoting wellbeing and positive mental health. To promote the impact of business and management research, we will take steps to engage with its potential beneficiaries and facilitate the dissemination and exploitation of research to practitioners and policy makers. We recognise the challenges that artificial intelligence (AI) is bringing to our community and will gather evidence on the potential impact of AI on education and research and support our community in navigating these challenges.

We understand that the achievement of these ambitions is dependent on a strong and secure Academy, therefore we will seek to grow our membership and to develop new and existing partnerships with other national and international learned societies and professional bodies. We will continue to professionalise our organisation by reviewing and reflecting on our activities to ensure our own sustainability into the future.



I am looking forward to working with you all as we strive to achieve these ambitions and to take BAM forward to a prosperous and exciting future.



Professor Emma Parry
FBAM FAcSS Academic FCIPD

DIVERSITY AND SUSTAINABILITY



In 2020 we reaffirmed our commitment to equality, diversity, inclusivity and respect (EDIR) as part of the four-year strategy we published. We are pleased to say that this commitment has borne fruit over the past 12 months.

We continued our work to make BAM a sector leader in this important area by publishing the final report from academic research we commissioned on EDIR in UK business and management schools.



This work, led by Professor Martyna Śliwa, our Vice Chair for EDIR, analysed official data to find that while half of teaching and research assistants and fellows are women, only a quarter of business and management professors are. The outlook is better for people from ethnic minorities, as they comprise 27% of staff, though they are a smaller proportion among professors and senior managers.

The study, which also interviewed staff in UK universities, concluded that: “Cultural change is required as a priority, through those with privilege championing organisational change and sponsoring individuals with less. Target setting and transparent monitoring of targets by business schools are needed.” An accompanying [scholarly paper](#) was published in the journal *Gender, Work and Organisation*.

Work on our other strategic research project, which explores mental wellness in UK academic staff, has continued and is feeding into our new strategy.

BAM is teaming up with Edward Elgar publishers to produce a compendium of knowledge on inclusive learning and teaching practice in business schools, for which we invited our members to contribute chapters. This is needed because inequalities persist in the extent to which students from different backgrounds benefit from higher education.

The book will tackle areas such as inclusive approaches to teaching, learning and assessment; building social capital by fostering community; targeted interventions for specific student groups; and digital solutions to inclusive practice.

We continue to promote [All Welcome!](#) – a practical guide to running inclusive, accessible and sustainable events, produced in partnership with the Chartered Association of Business Schools. An update is in development.

BAM’s responsibility goes beyond helping ensure fairness within academia, to using the skills of academics to move to a more sustainable way of life for all.

We created a new Vice Chair role for Sustainability, and appointed Professor Jan Bebbington, Director of the Pentland Centre at Lancaster University, as the first role holder. She has begun to shape a programme of work to improve our actions with regard to sustainability – of both people and planet – which is central to a learned society that supports its community. The concept of sustainability can be interpreted not just in terms of our use and consumption of material objects, but additionally in terms of creating a community that is socially strong, administratively stable and resource secure.



Professor Jan Bebbington
Vice-Chair for Sustainability

BUILDING CAPACITY IN OUR COMMUNITY

Our commitment to our members extends to supporting their careers by offering programmes specific to their stage of development and career path, grants to fund their work, and high-quality journals in which to publish the results.

We continued to use the [BAM Framework](#) to guide our provision of training and development opportunities. In 2022, with help from a group of international experts, we designed, launched and ran a new senior career level Development Programme for Leaders of Engagement, facilitated by Professor Tim Vorley OBE. The inaugural cohort, comprising both academics and professional staff leading on engagement within their universities, enjoyed a diverse range of senior speakers and extending their understanding of the meaning of engagement. One delegate wrote on completing the programme: *'Participating in this training was transformative; it crystalized my understanding of engagement's pivotal role in academia, equipping me with invaluable insights that I now apply in my role as Director of Engagement'*.

Our long-established Development Programme for Directors of Research, run jointly with the Chartered Association of Business Schools, continues successfully with Professor Natasha Mauthner as its facilitator. Our mid-career programmes, 'Becoming a research-oriented professor' and 'Becoming an education-focused professor' are now fully established within our annual programme of events. A more systematic offering for early career academics and a forum for newly appointed professors are in development.

Many of our one-off events also dealt with career progression: 'The doctoral journey: your route to excellence' was one example, as was 'Crafting careers as early career academics'.

Our Peer Review College, led by its Dean, Professor Yehuda Baruch, recruited further annual cohorts of Fellows and Members, and the College has contributed strongly to our journals and our grants work, while providing members with an opportunity for growing their skills.





Fostering careers through tailored programs, expert guidance, and transformative insights, shaping engagement-driven leaders of tomorrow.

PUBLICATIONS AND GRANTS

Our journals - *British Journal of Management (BJM)* and *International Journal of Management Reviews (IJMR)* – continued to grow in strength over the year, thanks to the devotion and expertise of the editorial teams

Submissions and usage both continue to increase strongly year-on-year, with combined downloads exceeding 1.29 million and more than 1,400 submissions in 2022 alone.

Our journals' international profiles are growing, as shown in the significant increase in submissions from outside the UK, especially from Asia, and in the composition of our editorial teams and editorial boards.

In 2022 we said farewell to Editors-in-Chief Professor Dermot Breslin and Professor Douglas Cumming, who had reached the end of their terms of office. We welcomed in their stead Professor Joaquin Alegre of the University of Valencia, Spain, and Professor Paul Hibbert of the University of St Andrews UK.

Professor Hibbert is also leading the establishment of a new section of *BJM* focusing on management knowledge and education (MKE).

We closed 2022 by signing a renewed publishing agreement for both journals with Wiley, securing a stable and sustainable future for our journals, and are very pleased to continue our very successful partnership. Our book series on the impact of management research, edited and authored by leading members of our community and published with Taylor & Francis, continues to flourish. Existing volumes on *Delivering Impact in Management Research; Impact and the Management Researcher*, and *The Research Impact Agenda* will be joined in 2024-25 by volumes on: *Impact and Management Doctoral Programmes; What is Impact and Why Does it Matter?;* and *The Impact of Executive Management Education*.

In 2023 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. We appointed BAM Council member Professor Stefanie Reissner as Chair of BAM Grants to lead this area of work.

In 2022 our major five-year joint scheme with the Society for the Advancement of Management Studies (SAMS) reached a planned pause for review.

As a result of some external changes, the scheme was re-designed during 2022 by a joint SAMS-BAM working group. A new proposal has since been accepted by the boards of both organisations and will be advertised in the autumn of 2023.

Our volunteers are also running training workshops on reviewing grants and in applying for funding to help build those important skills within our community.



Nurturing Scholarly Growth: Thriving journals, impactful research funding, and collaborative knowledge exchange at the heart of our community.



EVENTS

Building on our BAM Framework, our community's enthusiasm to stage events for all career levels and paths continues to abound and we recruited an extra member of staff to support this growth.

Our 24 special interest groups and our networks ran 63 events during 2022; these included online symposia and workshops as well as panel discussions and café-style networking events. Most of these have remained online as we have found that this leads to larger and more international audiences. Some events have had over 100 participants. Online events have lower delivery costs, allowing us to offer most of these free to members.

Our events covered a diverse array of topics, important not just for business and management scholars, but for society generally. The titles give a flavour: 'Decolonial and pluriversal perspectives on gender in management'; 'Moving to the "dark side": an exploration of bad leadership and the measurement of psychopathy in managers'; 'How can we save our climate? understanding the challenges of climate change adaptation and exploring business and management responses'; 'Crafting careers as early career academics'; and 'Data and AI and ethics'.

Our main event, our annual conference, is too important an opportunity for networking to continue to hold it solely online, so we piloted a hybrid in-person/online model in 2022 for the first time.

BAM2022, hosted by the Alliance Manchester Business School with an overarching theme of 'Reimagining business as a force for good', was our largest ever conference; over 1,000 delegates from more than 50 countries joined us, three-quarters of them in person. Over 650 papers were presented, and over 300 individual sessions took place. The associated doctoral symposium had more than 160 participants. We have continued with hybrid format for 2023, and registrations indicate that this will be bigger still.

In Manchester we welcomed Professor Quinetta M. Roberson, Banji Adewumi and Professor Anthony Rafferty to discuss inclusive leadership as a force for good with our President, Professor Nic Beech. Other keynote panels included industry leaders and commentators considering the role of business in solving society's biggest challenges: reimagining capitalism and net zero, productivity and green recovery.

One of the most memorable events in Manchester was the standing ovation that a packed plenary theatre gave to Professor Beech as he prepared to stand down after nearly a decade leading BAM ably and inclusively through a process of transformation and growth.



OUTREACH



The research carried out by our members and other academics is too important to stay just within journal and conferences, so BAM carried out an extensive range of activities to help them promote their work to decision makers in government and wider society.



Professor Nic Beech

During 2022 we responded to a number of consultations that affected our community in various ways. We made recommendations to the Quality Assurance Agency's consultation on subject benchmarks for business and management undergraduate and taught postgraduate courses.

More recently we have shared our experiences with the EU-funded DIAMAS (Developing Institutional Open Access Publishing Models to Advance Scholarly Communication) project that is looking at the future of scholarly publishing, in particular 'Diamond OA' models. In January 2022 we responded to UKRI's consultation on impact in research and in March, to its consultation on equality, diversity and inclusion. In April we responded to the UK HE Funding Councils' Future Research Assessment Programme (Future REF), and are consulting our community for their 2023 consultation.

We are also engaging with the Academy of Social Sciences-ESRC project on equality, diversity and inclusion, with the UKRI-funded EDI Caucus, and as an invited body on the British Academy's Strategic Forum for the Social Sciences.

We continue to work closely with our sister body, the Chartered Association of Business Schools, in much of our policy and advocacy work on behalf of the business and management scholarly community. Our events during the year included 'Engage with the UK Parliament to support better policy', which helped researchers to understand ways to work with the MPs and the Lords.

Our former President Nic Beech is now President-elect of IFSAM, the International Federation of Scholarly Academies of Management, and we continue to work closely with this important global community. Our special interest groups are increasingly engaging with their counterparts in Italy. Conversations and shared actions have been opened with other groups including a shared panel at the Africa Academy of Management conference in Cairo in January 2023, and with the Spanish Academy of Management (ACEDE).

Our 2022 annual conference saw press coverage of the research presented in 50 media outlets including Sky News, the Daily Mail and other online media.



ABOUT US

BAM is the leading authority on the academic field of management in the UK, representing and supporting a 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 over 2,300 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 or co-opted, which represents the interests of membership and contributes to the activities of the learned society through working with the Vice-Chairs.

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, led by the CEO, Madeleine Barrows, which is based in London. As our activity continued to expand, we recently increased the office staffing with the appointment of an additional member to our Events team.

Professor Katy Mason and Professor Nic Beech reached the end of their permitted terms of office in December 2022 and were required to step down by rotation. Professor Mason was elected as President and Professor Emma Parry as Chair for two years from January 2023. Professor Martyna Śliwa was re-elected for her second term as Vice Chair for EDIR. Professor Jan Bebbington of Lancaster University has become our first Vice Chair for Sustainability.

Professor Beech's role was the culmination of 25 years of devoted and effective contribution to BAM, including as the longest-serving Chair. During our conference we also recognised the five years of service given by our Treasurer Dr Neil Pyper, noting his important contribution to keeping BAM on a sustainable footing during times of change and challenge, and especially his work investing some of BAM's reserves to create additional income.

Our finances have remained on a stable footing and we continue to develop new income streams for a sustainable future. We are investing for growth too, as we have expanded our editorial teams.

During 2023 our Executive has been developing a new four-year strategy, building on the current one and enabling BAM to deliver its charitable purposes more strongly and broadly, as a stable and sustainable organisation.



IN MEMORIAM

Remembering leading figures of the BAM community who we have recently lost



Professor Robin Wensley FBAM
RIP October 2022



Professor Geoff Easton
RIP March 2023



Professor John Burgoyne FBAM
RIP April 2023



BAM EXECUTIVE

Executive 2022

Chair:

Professor Katy Mason,
Lancaster University

President:

Professor Nic Beech,
Middlesex University

Treasurer:

Dr Neil Pyper,
Birkbeck University of London

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 Emma Parry,
Cranfield University
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 2023

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

BAM Office Team (August 2023)

Madeleine Barrows,
CEO

Justina Senkus,
Head of Events & Operations

Sharon Miller,
Finance Manager (P/T)

Stuart Hull,
Grants Administrator (P/T)

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

Lewis Johnson,
Conference & Communications
Officer

Ambra Risca,
Programmes & Events Co-
ordinator

Martha Mellors,
Programmes & Events
Co-ordinator

Róisín Durning Broderick,
Membership &
Administration Officer

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Five Kings House
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