

Reflections on the new programme launched by the British Academy of Management to support Mid-Career Faculty

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Becoming a Research-oriented Professor....

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It has been a pleasure to work with a team of committed individuals over the last 12 months and more, planning, designing and finally operationalising our new programme, which started on 20th November 2020 and will conclude on 2nd March 2021. The BAM team look forward to awarding a certificate to those who have successfully completed the programme.

Welcoming 47 delegates from a range of institutions within the UK and beyond, we have covered a range of different themes in the two sessions held so far, reflecting on career journeys, choices and pivot points, as well as top tips for writing up your research and building your pipeline.

The final session will turn to the challenge of gaining research funding, offering insight from leading researchers, well as discussion on the challenges we all face, such as where to target, how to craft your bid, working with others on your bid and delivering your research project.

Overall, the programme offers not just the expertise of keynote speakers who have successfully navigated their journey thus far, but also plenty of opportunity for questions and dialogue. As one of our keynotes from the first session, Prof William Harvey, explains, there is no one best way towards becoming a Research Prof, but rather choices to be made both as you move towards your Chair position and indeed as you enter into the role (see Will's useful blog: **'Becoming a Research-Professor'**).

Although institutions are mostly very clear around their expectations for promotion, it is important to understand and internalise those of your own School, and seek advice accordingly. You might find it helpful to see how others outside your institution classify career pathways. Thanks to willing delegates on this inaugural programme (thank you), we have built a databank of career pathways from different institutions, available to all participating delegates on our shared drive

The programme offers the chance for delegates to meet in small groups, albeit virtually in these times of the pandemic, and to raise your own particular challenges with one another and with your facilitator. We hope that people this year have got to know one another a little bit, acknowledging the challenges of working in the virtual space, and look forward to exploring ways of further building dialogue as delegates complete the programme.

Please don't hesitate to discuss any aspect of the programme with me or with the BAM team, either if you are completing the programme this year, or indeed contemplating enrolling next time round.

Wishing you continuing success on your research journey,

Helen Shipton