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| <p>Institution: University of Bradford</p> <hr/> <p>Unit of Assessment: C19 (Business and Management Studies)</p> <hr/> <p>a. Overview</p> <p>The School of Management (SoM) celebrated its 50th Anniversary in 2013 as an international leader in business education, research and knowledge transfer. The Dean is Professor Jon Reast who is supported by a dynamic blend of senior staff, providing research leadership, and high-calibre early career staff. The University has continued to make significant investments in the School in both staff and infrastructure to create an environment where world-leading research can flourish. Research is focused around three interdisciplinary areas: 1. <i>employment relations, social justice, leadership and working lives</i>, 2. <i>international contexts of business and finance</i>, and 3. <i>innovation technology and entrepreneurship</i> and managed through three Research Centres, each led by a Director:</p> <ul style="list-style-type: none"> ○ Centre for Research in Organisations and Work (CROW) ○ Bradford Centre for International Business and Finance (BCIBF) ○ Bradford Research in Innovation Technology and Entrepreneurship Lab (BRITE Lab) <p>The Centres have been built on areas of research strength identified in RAE 2008 and have benefited from focused investment by the University and School. Appointment of new academic staff has ensured the Centres remain vibrant and continue to develop new areas of expertise. They have made a substantial empirical and theoretical contribution to their disciplines along with delivery of impact going beyond the academic community. These impacts are underpinned by research containing methodological innovation, theorised practice and critical policy engagements. The Centres respond to the University's mission of <i>Making Knowledge Work</i> and operate at the interface between high quality research and business engagement. We are leading on interdisciplinary approaches that address organisations in their broadest sense, with consideration of culture, leadership, strategies and behaviour within them, as well as the environmental pressures they face. Research focuses on global organisational issues such as justice, equality, social responsibility, sustainability, innovation and enterprise development, alongside traditional topics related to the performance and growth of organisations. Our vision is supported by a strong track record of working in partnership with over 100 companies in the UK and internationally, many of them 'blue-chip', the NHS and charitable organisations such as The Ellen MacArthur Foundation. We plan to extend relationships with business through effective collaboration to deliver high added value solutions built on world-leading research.</p> <hr/> <p>b. Research strategy</p> <p>A major aim of the research strategy in RAE 2008 was to build on existing areas of research strength. Feedback from RAE 2008 highlighted 'world leading' outputs in all areas with a high proportion in the Marketing, Human Resource Management and Organisational Analysis groups. Establishment of CROW builds on a long-standing area of strength under the Directorship of Harding whose research on working lives has international significance. Staff formerly in the Human Resource Management and Organisational Behaviour research group are core members of CROW along with new appointments (Gall, Royle) who complement the strong leadership of this area. CROW's focus is upon the human side of enterprise with research encompassing individual working lives, with a critical aim of enhancing human rights and equalities at work.</p> <p>Work on International Business is located in BCIBF under the leadership of Wang and is characterised by a collaborative and multidisciplinary approach to translational research. Research is focused on international management and strategy (Owens, McDonald, Wang), foreign trade and investment, European business (Trouille) and empirical research in finance and accounting which aid the international comparison of market behaviour and management practices. Finance researchers examine financial decision-making that has international implications, such as real options analysis of investment decisions in bio-fuel production or asset replacement (Adkins), international corporate governance and emerging financial markets (Cai, Magkonis, Mazouz). BCIBF's research has been influential in development of policy in the international arena, particularly within the United Nations, but also has relevance at a national level evidenced by the work with UKTI.</p> |
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Marketing research has been consolidated within the **BRITE Lab**, to provide marketing expertise to entrepreneurship and strengthen links with business innovation and strategy. The BRITE Lab develops interdisciplinary research, and advances knowledge in the areas of i) knowledge and innovation across boundaries, ii) technology diffusion and value chains, and iii) entrepreneurship in practice. **Jobber** works on conceptual issues around uncertainty, addressing the fundamental underpinnings of entrepreneurship from a marketing perspective. **Taylor** considers how technologies progress and diffuse over time, drawing on an operations management discipline to understand innovation, resulting in a new conceptualisation of the technology life cycle. The Director is **Kalantaridis** who undertakes research on innovation systems, particularly in transition economies, and has successfully led bids to the FP7, IRSES and TEMPUS funds to support and strengthen international networks in the BRITE Lab.

The Research Centres support the development of joint research and provide a hub for extending networks and collaborations outside the University. The structure provides the opportunity for staff to make a contribution to the intellectual development of their discipline and influence dialogue in cognate academic areas. Members of Research Centres work in partnership with the policy and business communities to translate research into practice. Research Centre Directors are members of the School's Research and Knowledge Transfer Committee (RKTSC) and contribute to the direction of the research strategy working closely with the Associate Dean for Research and members of the Professoriate.

Research in the School aligns with the University's mission of *Making Knowledge Work* through producing applied, highly relevant research that makes a difference to the world and has international reach. The University's values (inclusive, ethical, reflective, supportive, adaptable, sustainable) underpin our research through three research threads that transcend disciplinary boundaries. First, researchers at Bradford focus on 'good business' - business that is responsible, ethical and sustainable. Such research emerges in critical studies of management practice (**Gall, Harding, Perrett, Royle, Smith**), studies of organisational ethics (with significant publications in the *Journal of Business Ethics*), governance and accountability (**Pike, Reast, Yasmin**) or examination of contexts such as social entrepreneurship and third sector enterprise (**Cornelius, Howorth, Wallace, Yasmin**). Second, enterprise emerges in innovation, organisational growth, renewal and application of research, particularly in the work of **Kalantaridis** and the *re:centre* (see below). Third, research has an international focus and reach across all areas. The three threads provide a coherence and ethos that promotes collaboration across disciplinary boundaries and challenges embedded models of engagement. The Research Centres are an enabling structure that provide the critical mass to create viable and vibrant research environments. The structure has moved beyond traditional groups based on narrow disciplinary boundaries to focused activity based on shared interests and promotion of interdisciplinary research.

In addition to work conducted in the Research Centres, the SoM has also contributed to pan-university research and knowledge transfer initiatives. The School led on development of the £6.5million externally funded *re:centre* to create a new physical asset in the heart of the campus to partner with businesses and deliver radical business solutions, particularly around sustainability and the circular economy. The *re:centre* formalises the various strands of University research on sustainability and embeds our commitment to corporate social responsibility. This is a key development to enhance research capability by promotion of engagement with business and the community across a broad disciplinary base. In partnership with the Ellen MacArthur Foundation (EMF), the *re:centre* will host the Ellen MacArthur Network hub for the Northern Field Development Officer programme, working with schools to promote the concepts of Circular Economy. We are one of three International Business Schools that have formal agreements with EMF to become 'International Pioneers' in research and knowledge transfer for the circular economy.

The University has recently become a member of the Centre for Low Carbon Futures (CLCF), a collaborative organisation that focuses on sustainability for competitive advantage, with the SoM being a major contributor at the business and policy interface. The CLCF brings together engineers, natural and social scientists from a number of universities including Bradford, Birmingham, Hull, Leeds, Sheffield and York to deliver high-impact research on the current themes of energy systems, green growth, smart infrastructure, circular economy and new business models.

The School has also led on regional initiatives with global reach and recently hosted the launch of a *Producer City* strategy in partnership with the Chamber of Commerce and City Council

following extensive consultation with the business community. The strategy is built around three themes, *Create, Make and Trade* with the School using its expertise to support innovation in design and delivery of new products and services. This approach has resonance with Foresight (2013) *The Future of Manufacturing* published by the Government Office for Science where emphasis is placed on addressing entire system effects, promotion of multidisciplinary teams to develop complex products and adoption of innovative business models.

Support Mechanisms

Research Centres have a coordinated approach to deliver joint projects, seminars and events, and link into national and international research communities. This supports staff to engage in conferences, learned societies, training, and contribute to development of international research agendas and advancement of cutting-edge theories and methodologies. Further mechanisms to support our research strategy include:

1. Support and training

Annual research review meetings have been introduced to enable individual staff to identify development needs and review research plans. Support for external training has been enhanced through engagement with external agencies such as NCRM, ABS, BAM and Northern Advanced Research Training Initiative (NARTI). For example in 2012-13, staff were sponsored to attend 9 research methods training events. A study leave system has been developed to allow staff to participate in international research networks.

2. Peer support for external funding

Incentives to increase applications for external funding include an additional 5% research allowance in the workload model for individuals submitting funding applications over £100,000. The use of internal peer review of grant proposals has enhanced quality and helped target submissions to appropriate agencies.

3. Developing doctoral programmes

Doctoral students contribute significantly to the research community. Improvements in support for doctoral provision include allocation of a dedicated building for PhD offices, co-location of graduate support services, redesign of the research training programme and embedding of doctoral students in the Research Centres.

Key objectives in going forward are specified in the priority development areas:

- Provision of research leadership, training and support to enable academics at all levels to develop to the best of their capacity. New appointments and the building of research centres have provided leadership and focus to drive research activity.
- Support clusters have been established for staff who recognise the need to reactivate their research career and teaching staff who wish to undertake a doctorate.
- A programme of inter-school seminars is planned for 2014, with Leeds, Durham and Lancaster Universities, to focus on capacity building.
- Expansion of support systems, training and development opportunities to enable every researcher to make an ambitious contribution to their field, is a continuing priority.
- Development of research around the *re:centre* to create a group of researchers focused on Business and Society.
- Recruitment and integration of early career researchers (ECR) in areas of strength.
- Recruitment of established researchers to build capacity in areas of strength.
- Monitor, encourage, support and develop high quality funding applications. Research centres have developed 3 year plans for research income.
- Increase the number of doctoral students through planned expansion of the graduate teaching assistant (GTA) programme and PhD scholarships from 2014.
- Continue to promote increased engagement with research users, including businesses (see also section on Impact).

c. People, including:

i. Staffing strategy and staff development

The staffing policy aims to attract and retain high quality researchers. Leadership succession has been supported by new appointments of senior academics (**Cai, Gall, Howorth, Kalantaridis, Reast, Royle**) who provide research leadership in the key areas of strength. **Kalantaridis** and

Howorth provide innovation and entrepreneurship expertise and lead the BRITE Lab, **Gall** and **Royle** are highly regarded in employment relations and are working with **Harding** to develop CROW and **Reast** is Dean of the School with a strong background in organisational ethics research. **Wang** is Director of BCIBF. All are dedicated to developing the research capabilities of Early Career Researchers (ECR). The University has continued to invest in the School with a range of strategic appointments from ECR to Chair. A key priority for the new Vice Chancellor is further investments in new blood high quality academic appointments.

Staff development is embedded in the structure with a particular focus on ECRs. Each ECR has a designated research mentor, normally a Professor in their area of research. Mentoring addresses outputs, networks, skills development and user engagement. Collaboration between ECRs and experienced academics helps develop careers and broaden networks. For example, the BRITE Lab's 'Crossing Boundaries' IRSES project led by **Kalantaridis**, includes Papageorgiadis (ECR), Parkinson (ECR) and Tassabehji. In addition, a long-established structure of research clusters provides peer support, individual mentoring and guidance for all researchers, and provides the link with the School for the management of annual research reviews, conference and training support, and study leave and grant applications. Each Research Centre has two or three research clusters of 4-6 staff, led by a Professor. Research Centre directors usually lead one of the clusters in their group. Every member of research active staff is allocated to a research cluster, giving them regular mentoring, advice, and support. Research cluster heads lead on individual staff development and are all members of the RKTSC.

Policies are in place that emphasise staff training and development, including annual staff research review meetings, financial support for training and workload allowances, in addition to mentoring and support through research clusters and research centres. The University Research Office and the Research Finance Office offer information and technical advice. New staff undergo induction into the University's ethics policy which commits the Institution to high ethical standards in research. The University has a Committee for Ethics in Research, with a sub-panel dealing with Ethics in Human Research to which all staff and students must submit their proposals before undertaking fieldwork. In addition, all research bids are submitted for approval to the Associate Dean for Research following peer review by relevant members of the School who provide guidance on standards, academic rigour, methodology, originality and impact. Training events at national level from bodies such as the British Academy of Management and Association of Business Schools help research coordinators and mentors to develop their leadership capabilities. Academic staff undertake an annual research review with the ADR and their research cluster head, which is separate to the staff performance review, and focuses on research plans and actions to develop research capabilities and skills. Professors have an annual performance review with the Dean. Research Centres provide opportunities for the development of researchers at all levels through joint projects, seminars and sharing opportunities. A study leave system allows staff to apply every three years for a semester's leave to develop research capabilities which has proved to be popular and successful. The workload model provides 10% scholarship allowance for all staff with research active staff having a minimum 20% research allowance rising to 40% for those with incentivised outputs, in addition to their scholarship allowance.

The University is committed to promoting equality, diversity and an inclusive and supportive environment for staff in conformity with the provisions of its Charter. The School recruits staff from a wide variety of countries and ethnic backgrounds: research active staff represent 13 different nationalities or ethnicities. This helps to promote a broad perspective on research agendas and methodologies and aids the development of international research networks. We are committed to ensuring that researchers are not disadvantaged due to issues relating to their personal circumstances or characteristics. Research allowance systems, applications for study leave and performance reviews take full account of maternity and paternity leave and other issues that might affect research performance. The School is committed to equality in the progression of staff; relative to the sector average, a higher proportion of our professors are women, and professors represent eight different nationalities or ethnicities.

ii. Research students

The School has a well-developed doctoral system based on PhD and DBA programmes. All doctoral students have two supervisors, at least one of whom has supervised to completion. ECRs gain supervision experience alongside a senior colleague. New staff are required to attend

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supervisor training provided by the University's Graduate School. Refresher courses are provided for existing staff. The Doctoral Research Board (DRB) monitors progress through allocating a DRB tutor to each student whom they meet regularly in addition to supervision. Compulsory research training for PhD students is provided through the University's Graduate School, with subject and specialist research methods training from the School. The School's membership of collaborative programmes such as NARTI and EDAMBA provide specialist consortia and advanced methods training. Doctoral students have their own seminar series. The long established, high quality DBA is an international programme aimed at experienced executives. Training is provided by SoM staff and consists of 8 compulsory modules on research, methods and processes. Since 2011, the DBA training programme has been refreshed and refocused to provide students with the strongest foundation for undertaking research. Improvements in the Doctoral programmes include tighter monitoring of student performance via a diary system; improved quality of student office accommodation; strengthening of formal transfer panels and independent chairs for viva voce examinations. Students contribute to the research culture through organising seminar series, organising the Graduate School conferences, engaging in School and University seminars and providing links into external organisations. They can access University support to present at national and international conferences, and are encouraged to publish in peer-reviewed journals to enhance their employability. The University's *Statement of Principles Relating to the IPR of Student Research* ensures inclusion of students as authors wherever their research contributes to a paper. Research Centres provide an academic 'home' for doctoral students where they can learn, engage in debate and develop their skills, as well as sharing their expertise and understanding. All of our doctoral programmes include employability skills training. Many of our doctoral students have gone onto academic careers at UK and overseas universities or as analysts with government or private sector organisations.

UoA C19 – Doctoral degrees awarded

| | 2008/9 | 2009/10 | 2010/11 | 2011/12 | 2012/13 |
|----------------------------|--------|---------|---------|---------|---------|
| No of DBA degrees awarded* | 1 | 2 | 2 | 0 | 4 |
| No of PhD degrees awarded | 14.5 | 19 | 19 | 9 | 8.5 |

*not including DBAs studied overseas

In addition to the UK Doctoral degrees awarded a further 24 overseas based Doctoral degrees were made during the REF 2014 Period.

d. Income, infrastructure and facilities

The RKTSC leads on the formulation, implementation and evaluation of the School's research strategy. It is chaired by the Associate Dean for Research (ADR) and is composed of three research centre directors, representatives from the Professoriate, the non-Professoriate, and an equality and diversity representative. Four administrators provide research support in the School, including PhD and DBA programmes. Research support for grant applications and large funded research programmes is provided by the University's Research and Knowledge Transfer Office.

The School has a portfolio of research funding from a range of national and international funding agencies, including, for example, European Commission, ESRC, EPSRC and the Chinese Science Foundation, as well as funding from public and private sector organisations and ERDF. Awards for research funding in CROW include **Smith** with Glasgow University (ESRC, £153,000), **Harding's** study of talent management in the NHS (NHS Yorkshire and Humber, £31,000) and **Perrett's** British Academy Mid-Career Fellowship (£90,036). The BRITE Lab has successfully secured research income from the European Commission: a Framework 7, IRSES (£153,711) project explores innovation across borders (P.I. **Kalantaridis**, including partners the Jawaharlal Nehru University in India, the Higher School of Economics in Russia, University Institute Lisbon and Tallinn Technological University); and the BRITE Lab is leading a project (TEMPUS £615,036, P.I **Kalantaridis**) examining university-industry relationships in Ukraine and Belarus involving the National University of the Kiev Mohyla Academy, Uzhgorod National University and the Ministry of Education and Science of Ukraine. BCIBF research is funded mainly through consultancy contracts, for example for UK Trade and Investment, the TUC and overseas policy makers and

industrialists. In addition, SoM research has been funded through KTPs, local authorities, NHS, the Institute of Chartered Accountants in Scotland, and businesses. The School has a dedicated budget for research training, conference participation and study leave. A key priority development area is to increase our capabilities to attract external research funding. Policies, training, support and incentives have been put in place to achieve this.

Funding also supports the translation of research into policy and practice. Since 2008, our Knowledge Transfer Networks and business engagement activity have successfully secured ERDF funding of £1.1million, in partnership with local authorities, and £435k from Yorkshire Forward. The £6.5million *re:centre* will create a front door for business to promote engagement particularly around sustainability. Bradford manages the £8.2million ERDF-funded Yorkshire Innovation Fund, enabling SMEs to develop innovative practice and technology solutions based on the capabilities in Yorkshire's universities.

The SoM provides a high quality environment for researchers on its self-contained 5.5 hectare School campus with dedicated Library and computer services centre. The School has an 'ethical trading room' with Thomson Reuters Eikon software, as well as simulation trading software for finance, ethics and behavioral research. £12.5m was invested in refurbishment and buildings in 2010. The research environment benefitted from the provision of the Waterhead building as a dedicated facility for doctoral students, visiting faculty and emeritus professors, and extensive new library and computing facilities. The investment in physical assets also provides more and better-equipped meeting rooms and IT systems. The School has reviewed and improved its library provision and research databases. Research is supported by two dedicated subject librarians (Carter, Jukes) and four assistants, who are based on the Emm Lane campus. The Library at the University of Bradford spends over £1.5 million per annum on books, journals, and databases. In addition to around 80 subscription databases, management research has been enhanced by investment in two new databases (Business Source Complete and Sage Online Journals). In 2013, the Library subscribed to the 'eBrary' package, providing more than 86,000 titles of multidisciplinary content for researchers, and purchased the resource discovery tool 'Summon' which enables 'federated searching' across multiple resources for researchers.

e. Collaboration or contribution to the discipline or research base

Staff engage in significant national and international research collaborations, as detailed below. The School's global campus includes ten partner institutions in Asia, the Gulf Region and Europe. The School is leading two EU-funded projects with partners in India, Russia, Portugal, Estonia, Greece, Ukraine and Belarus. Staff also undertake research projects with colleagues at universities throughout the UK. There are contributions to the Northern Advanced Research Training Initiative (NARTI) along with 14 northern UK universities and staff have been active members of EDAMBA since the 1990s. The School hosted the 62nd annual British Universities Industrial Relations Association (BUIRA) conference in June 2012. Bradford is leading a programme of inter-school seminars aimed at developing the management research base with Leeds, Durham and Lancaster Universities, commencing in 2014. Building on the BCIBF seminar on 'Impact After the REF' in November 2013, the first inter-school seminar is planned for Spring 2014 to share knowledge on engaging with research users, with keynote speakers Learmonth (Durham) and Hamilton (Lancaster). This will be followed by a seminar focused on 'Moving up to 4 star research' with keynote speaker Currie (Warwick). Significant contributions to disciplines are made through roles in learned societies, for example the Chair of the Academy of International Business (McDonald), Chair of the Research Advisory and Development Committee of the British Academy of Management (**Cornelius**), roles in SIGs in the British Academy of Management, journal editorships and board members of journals and learned societies. Contribution to specific disciplines is outlined within our three research centres.

Centre for Research in Organisations and Work (CROW)

Within CROW, researchers examine issues such as employment relations, social justice, ethics, human rights, leadership, working lives, gender studies, organisational effectiveness and learning. Since 2008, this work has resulted in high quality outputs including articles in *Work, Employment and Society*; *British Journal of Management*; *British Journal of Industrial Relations*; *Human Relations*; *Business History*; *Critical Perspectives on Accounting*; *Accounting and Business Research*; *Urban Studies*; *Journal of Business Ethics*; *Journal of Business Research*; *Organization*,

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and Public Administration. The Centre has a large number of international collaborations including **Cornelius** who is a Visiting Professor at the University of Paris (Paris X) and Distinguished Visiting Professor at the University of Lagos; **Gall** is a visiting lecturer at the University of Illinois; **Royle** has held external academic appointments as Visiting Professor at the Marco Biagi Foundation, University of Modena and Reggio Emilia, and he has acted as an adviser to the International Labour Organization (ILO) and the Social Affairs Committee of the European Union Parliament. In addition, members of CROW work with colleagues at the Universities of McGill, Witswatersrant, Ife and Sindh (**Cornelius**); Hanken School of Economics (**Harding, Smith**); Monash University (**Kelly**); Hannover, Paris X, Ludwig Maximilian University, University of Murcia and Sindh University, Pakistan (**Wallace**); and EDHEC Business School, IESEG School of Management, Catholic University of Lille (**Reast**). **Cornelius** organises an annual philosophy of management symposium at UNESCO with colleagues at Paris X. Nationally, CROW members work in a variety of collaborations: **Gall** is a Visiting Lecturer in Ruskin College, Oxford and **Cornelius** co-led an ESRC seminar series (£15,000) with colleagues at Manchester, Henley and Brunel. The group have strong networks with commissioners of research including the regional and national TUC (**Perrett** and **Cornelius**), Kent Police (**Cornelius**), the PCS union (**Smith**) and the NHS (**Harding**).

Members of CROW are also involved in journal editorial work: **Cornelius** is the co-editor of *Personnel Review* and has edited special editions of *Journal of Business Ethics* and *Urban Studies*; **Harding** was editor of *Journal of Health Organization and Management* until 2010 and she is an associate editor of *Organization*; **Pike** is on the editorial board of *Accounting and Business Research*; **Reast** is an editor for *Journal of Business Ethics*, and **Royle** has been a member of several journal editorial boards including *Work, Employment and Society* and the *Industrial Relations Journal*. In addition, CROW members contribute to their disciplines through leadership roles in learned societies. **Cornelius** is a member of the ESRC Peer Review College and a Council Member and Chair of the Research and Development Committee at the British Academy of Management. **Royle** served two terms as a member of the *Executive of the British Universities Industrial Relations Association* until July 2009, was for three years a member of the UK Economic and Social Research Council and was also a member of the Executive Council of the Irish Association of Industrial Relations. **Pike** was Chair of the 2008 Interdisciplinary Accounting Perspectives conference BAA/ACCA.

Bradford Centre for International Business and Finance (BCIBF)

Members of BCIBF have shared interests in international contexts of business and finance and the employment of quantitative research methods. Publications since 2008 in high quality journals include: *British Journal of Management*; *Journal of Accounting and Economics*; *Journal of Banking & Finance*; *Journal of Financial and Quantitative Analysis*; *Journal of International Business Studies*, and *Business History*. Bradford research on international business is widely cited in policy papers by DFID, OECD, the World Bank, House of Lords select committee, the International Labour Organization, Institut System–und Innovationsforschung and a report by Harvard Business School for the Swedish Government. The Centre benefits from McDonald's position as Co-Chair of the Special Interest Group in International Business and Management of BAM, and until 2011 as the Chair of the Academy of International Business, UK and Ireland Chapter. In 2013, the Centre hosted two events at Bradford for the BAM SIG, the first aimed at early career researchers and the second to examine 'Impact After the REF'. Research is conducted in an international arena and noteworthy collaborations include **Wang** with Hunan University and **Whitelock** as Visiting Professor at University of Metz and at EADA, Barcelona (2004-10). Members of BCIBF make significant contributions to their disciplines: **Whitelock** is an editor of the *International Marketing Review* and on the board of *Journal of International Marketing*, **Mazouz** is on the editorial boards of the *British Accounting Review*, *Business Research and Financial Intermediation*, the *International Journal of Financial Studies*, and the *Journal of Islamic Accounting*; and **Cai** edited a special issue for the *Journal of Financial Regulation and Compliance* and serves on the editorial board of the *International Small Business Journal*. **Whitelock** and McDonald are members of the ESRC Peer Review Panel. **Whitelock** was elected to the Academic Senate of the Chartered Institute of Marketing and is a member of the Academy of Marketing Research Committee. In 2010, **Whitelock** won the Emerald Leading Editor Award for the third time.

Bradford Research in Innovation, Technology and Entrepreneurship (BRITE Lab)

Researchers in the BRITE Lab share interests in the development and management of new technologies, and the renewal and growth of organisations that is at the heart of innovation and entrepreneurship. The centre has a strong international network, which provides opportunities for collaboration, joint funding applications and development of staff. As detailed above (Section d. Income), **Kalantaridis**, leads a Framework 7, IRSES project (£154k) and a TEMPUS project (£615k) with partners in India, Russia, Portugal, Estonia, Belarus and Ukraine. Very strong and long-established international relationships exist with the Universities of Uppsala and Jonkoping in Sweden, Monash University in Australia and Aalto University in Finland. **Howorth** was Toft Visiting Professor at Jonkoping International Business School in 2010 and 2012. From 2009-2012, she was European leader and global board member of the STEP family business research project involving partners in 34 countries. **Kalantaridis** is researching with Aristotle University of Thessaloniki and **Taylor** with Copenhagen Business School, French Universities of Aix-Marseilles and Blaise Pascal, Sydney Business School and Ecole Superieure, Paris. The BRITE Lab brings together Professors (**Howorth, Jobber, Kalantaridis, Taylor**) with other researchers (**Yasmin, Papageorgiadis, Parkinson, Sharma, Tassabehji**) and teaching staff embarking on their research career (Rasul, Whitehouse), with the aim of developing leading research and building careers of junior academics. In addition to the examples above of the IRSES and TEMPUS projects, **Howorth, Parkinson** and Rasul are leading a research project with four UK universities (Liverpool, Sheffield, Huddersfield, Southampton), examining informal enterprise activity building on Parkinson's PhD research. Publications by researchers in innovation, technology and entrepreneurship since 2008 appear in high quality journals including *Accounting Organisations and Society; Environment and Planning A; Entrepreneurship Theory and Practice; Business History* and *Journal of Management* as well as all the major entrepreneurship journals including *International Small Business Journal; Entrepreneurship and Regional Development; Journal of Small Business Management; Small Business Economics; and Regional Studies*. Members of the group are highly regarded in their field. In a global ranking of family business researchers, **Howorth** was ranked second outside North America (Debicki et al, 2009). In 2008, **Jobber** received the Academy of Marketing's Life Achievement award for distinguished and extraordinary service. In 2009, **Taylor** won the Emerald Leading Editors Award for the second time. The *re:centre* led by Hopkinson is aligned directly with the research activities of BRITE with major contributions being made through the EMF International Pioneer Programme. This provides direct access to EMF founding members such as Renault, BT, B&Q and CISCO.

Members contribute to academic leadership within their field. **Taylor** is on the board of European Operations Management Association (EurOMA). **Howorth** was Chair of IFERA 10th World Family Business Research Conference in 2010, was an IFERA board member from 2009-2011 and Research Vice President of the Institute for Small Business and Entrepreneurship from 2008-2009. **Howorth** chairs the Academic Advisory Panel of the Institute for Family Business Research Foundation. She edited special editions on family business for *Business History, International Small Business Journal* and *Journal of Management and Organisation*. **Jobber** serves on the editorial boards of the *International Journal of Research in Marketing, Journal of Personal Selling and Sales Management, European Journal of Marketing* and the *Journal of Marketing Management*. **Taylor** held the editorship of *International Journal of Operations and Production Management* (2004 to 2009) and is on the editorial boards for this and the *Journal of Operations Management*. **Kalantaridis** is editor of *European Journal of Innovation Management*.

In summary, as we celebrate our 50th Anniversary, the School of Management provides a vibrant research environment with depth of contribution, strong research leadership and a clear research strategy that will enable its researchers to continue to excel.