

Submission of the British Academy of Management to GO Science concerning the impact of the proposed new immigration system on the science, research and innovation community

June 6, 2019

Overview

1. The British Academy of Management (BAM) welcomes the call for evidence by the Government Office for Science into the impacts of the proposed new immigration system on the science, research and innovation community. [BAM](#) is the leading authority on the academic field of business and management (B&M) in the UK. As a learned society, we support the community of scholars in this inter-disciplinary field and foster engagement with our international peers. We have around 2000 members, almost a quarter of whom are based outside of Britain, and who range from world-renowned thought leaders and top academics in our field to early career researchers and doctoral students.
2. Ensuring a stream-lined, flexible, and easy to use future immigration system that is fit for purpose will be essential for the continued vitality of the business and management research and innovation community, which has a crucial role to play in the delivery of the industrial strategy. Business and Management is a core social science that has a key role to play in the answering both the global and national challenges we face today – whether that is how to slow the rate of climate change or how to successfully navigate the digital revolution. Business and management research, for example, plays a particularly crucial role in helping bring new technologies to market in a commercially viable and sustainable manner. Case studies demonstrating the added value of incorporating B&M research into the UK's national economic growth and industrial strategy work are available at: <https://charteredabs.org/research-impact/>.
3. The UK has had great success in attracting the best and brightest global talent to its science and social science research and innovation community under the current migration system, with three out of every ten academics at UK universities being of international origin.¹ **The Business and Management community, however, has even higher numbers of international-origin academic staff, making it vital that under the proposed future immigration system we have the continued ability to retain and recruit global talent – from early career researchers to esteemed professors.**
4. Many of these staff are recruited for their unique expertise and international perspective, bringing with them skills that are in short supply in the UK, but which are not as easily quantifiable as they might be for some STEM fields. We are aware, however, that many international recruits in the B&M discipline – as in many of the social sciences – bring with them quantitative and data skills needed in the UK, and difficult to replace from within the current pipeline of UK post-graduates alone.² This is not surprising when only 1 in 5 UK students enter university to study management with a post-16 maths qualification.³
5. We provide detailed evidence below of the levels of international staff in the B&M community, and of their regional and contractual composition. This evidence highlights the potential impact that factors like the proposed £30 annual pay threshold for skilled migrants, suggested in the government's White Paper on the future migration system, will have on future retention and recruitment.

Detailed Evidence

6. No matter how the numbers of international-origin staff are 'cut', there are high levels of international-origin staff in the B&M community. There are two ways by which staff in different research fields may be

accounted for using the same HESA Staff Record from 2012/13 to 2016/17: either by the *discipline* with which UK-based academic researchers have self-identified to their universities or by the *cost centres* UK universities use for accounting purposes. We have included information on our field cut both ways, as the first allows us to show regional data and demonstrate that this is a UK-wide phenomena, and the second allows us to provide additional data for academic staff on fixed-term and atypical contracts, who may be most affected by the £30K threshold proposed as part of the new immigration regime.

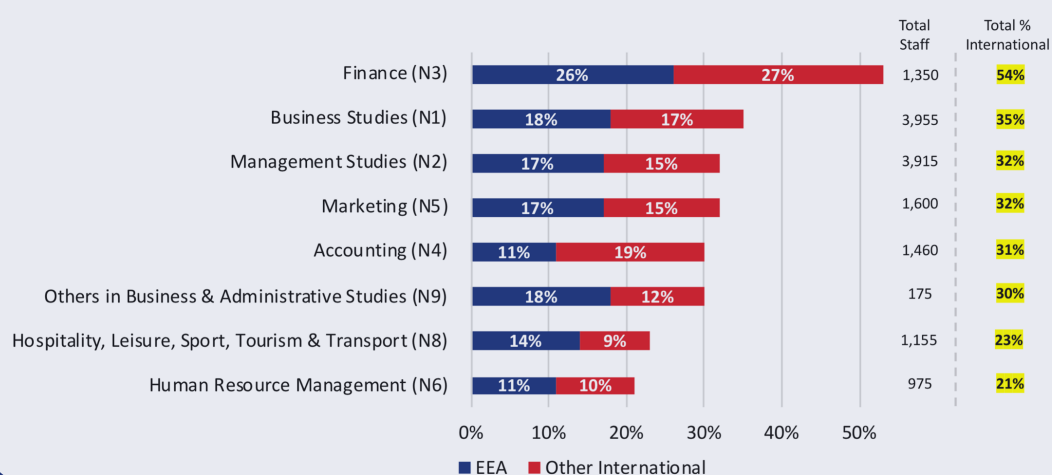
Academic Staff by Discipline

7. **One in 3 researchers (or 33%) in the discipline of Business & Administrative studies were of international origin in 2016/17**, accounting for 4,840 out of 14,590 staff on regular academic contracts. **This was also the fifth highest raw number of international staff by discipline that year.** Only Engineering & Technology (6,820), Social Studies (6,300), Physical Sciences (6,060), and Biological Sciences (5,745) had higher numbers of international staff.⁴

7.1. Business & Administrative studies includes: Business Studies; Management Studies; Finance; Marketing; Accounting; Human Resource Management; Office Skills; Hospitality, Leisure, Sport, Tourism & Transport; and other Business & Administrative Studies.⁵

7.2. **Management Studies and Business Studies are the largest subjects**, with 3,915 and 3,955 academic staff each in 2016/17. Together they account for over half of the academic staff in Business & Administrative Studies and, like the broader discipline, **roughly 1 in 3 researchers in Management Studies and Business Studies come from outside the UK.**⁶ Specifically, 35% of the academic staff in Business Studies, and 32% of those in Management Studies, were of international origin in 2016/17.⁷

Figure 1. Composition of Staff by Academic Discipline (Principle Subject) at UK Universities in 2016/17⁸



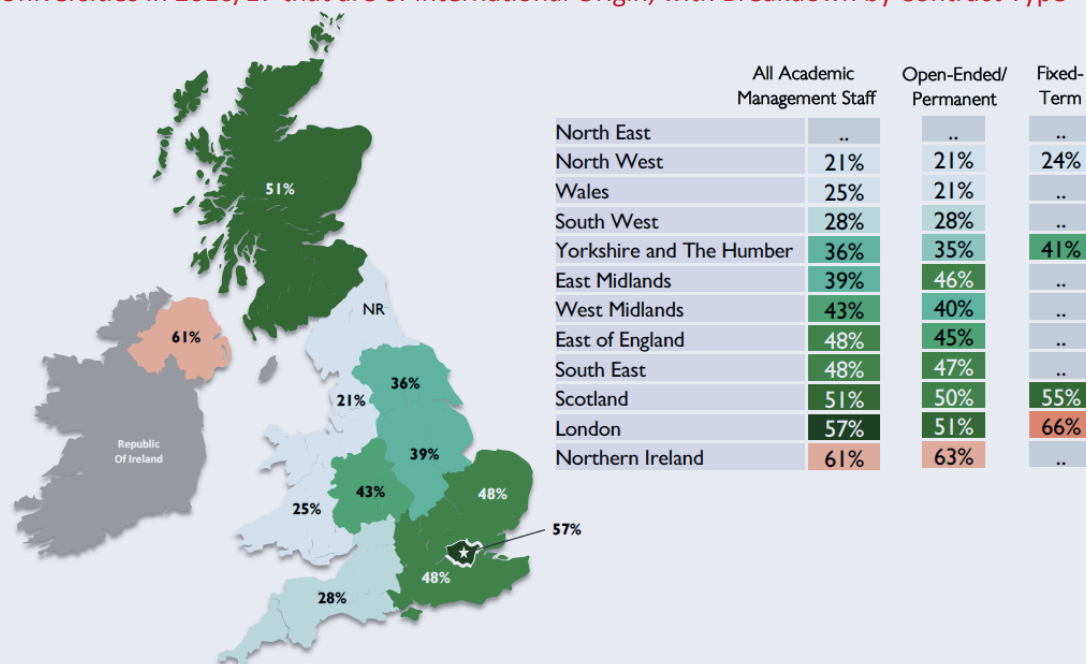
8. **Significantly, over half of international staff in the B&M community come to the UK from other countries in the European Economic Area (EEA).** These EEA-origin staff will need to acquire visas for the first time under any post-Brexit immigration regime, meaning that this regime must simple enough to allow for maximum retention, as well as ease of future recruitment. In Management Studies, for example, 17% of regular academic staff are of EEA origin, as are 18% in Business Studies (see Figure 1).⁹

9. At the research-intensive Russell Group universities, the proportion of international staff are even higher. In fact, 50% of all regular academic staff in Business Studies at Russell Group universities are of international origin, as are 42% of those in Management Studies.¹⁰ Figures 2, 3, 4, and 5 below are reproduced below with permission from the Campaign for Social Science report [A World of Talent](#), which analysed regional data from the 2012/13 to 2016/17 HESA Staff Record to show the international composition of staff by subject and region.

Management Studies

- 9.1. More than a third of regular academic staff in Management Studies at the Russell Group (RG) universities were of international origin in 8 out of 11 UK regions for which there was reportable data in 2016/17. More than half of RG academic staff in Management Studies were international in three regions: Scotland (51%), London (57%), and Northern Ireland (61%). Global talent notably accounts for researchers across contract types, representing high proportions of staff on both open-ended and fixed-term contracts (see Figure 2).

Figure 2. Total Proportion of Regular Academic Staff in Management Studies at Russell Group Universities in 2016/17 that are of International Origin, with Breakdown by Contract Type

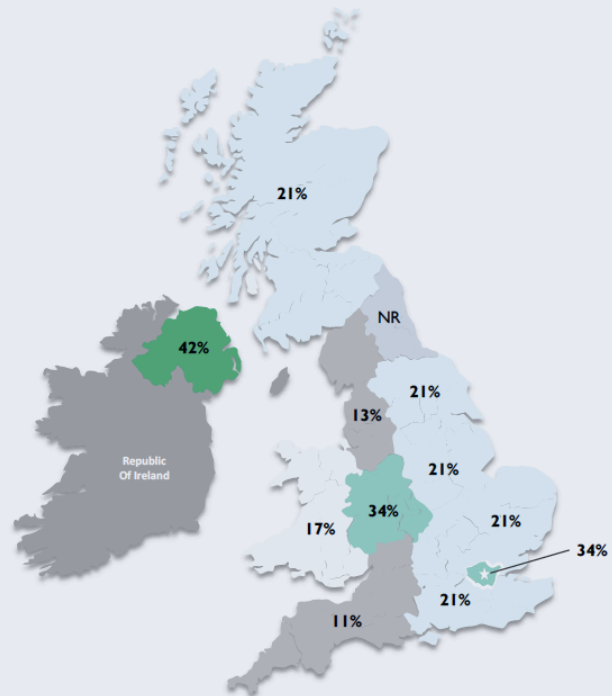


Source Note: Graphic Reproduced from Figure 16 in Lenihan & Witherspoon (2018). *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science, p. 15.

- 9.2. EEA-origin staff alone account for more than 20% of regular academic staff in Management Studies at Russell Group universities in 8 out of 11 UK regions for which there was reportable data. They also accounted for more than a third of all regular staff in three regions: London (34%), the West Midlands (34%), and Northern Ireland (42%; see Figure 3).

Figure 3. Total Proportion of Regular Academic Staff in Management Studies at Russell Group Universities in 2016/17 that are of EEA Origin or from Other Non-UK Countries

	Total EEA	Other Internationals
North East
South West	11%	17%
North West	13%	9%
Wales	17%	8%
Yorkshire and The Humber	21%	16%
South East	21%	27%
Scotland	21%	30%
East Midlands	21%	18%
East of England	21%	26%
London	34%	23%
West Midlands	34%	9%
Northern Ireland	42%	18%



Source Note: Graphic Reproduced from Figure 17 in Lenihan & Witherspoon (2018). *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science, p. 15.

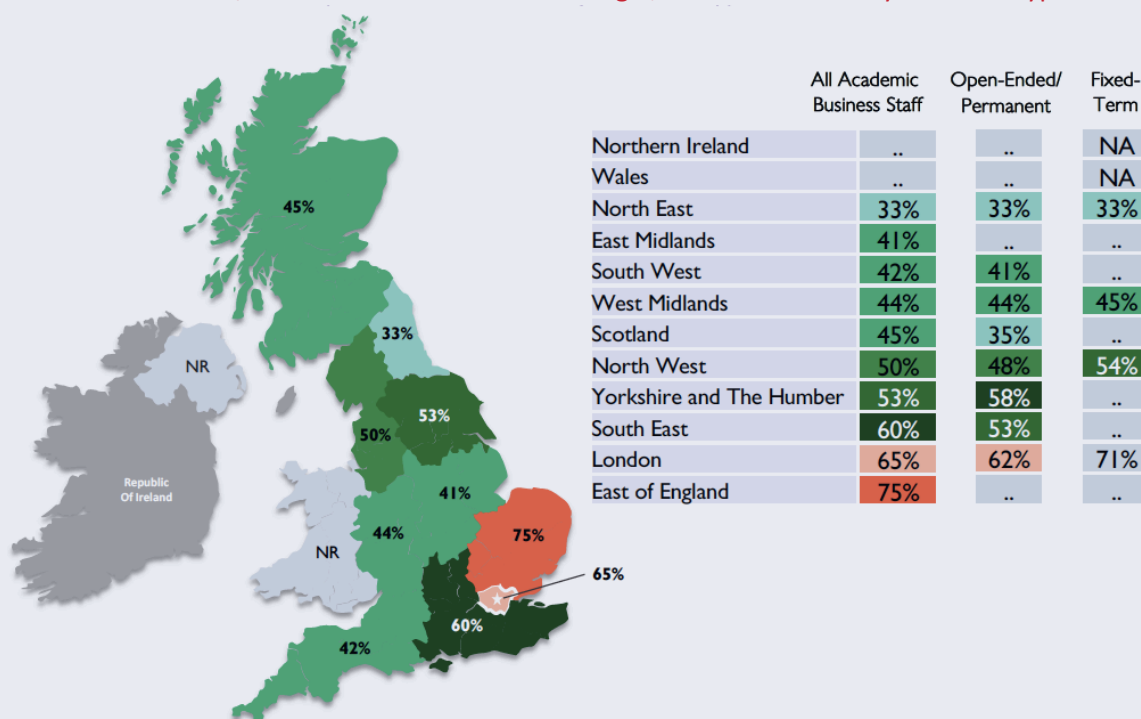
Business Studies

9.3. International staff accounted for at least a third or more of Russell Group academics in Business Studies across all 10 of the UK regions for which there was reportable data in 2016/17. In 5 of these regions, half or more of them were from outside the UK. In fact, international staff accounted for 50% of RG academic staff in Business Studies in the North West, 53% in Yorkshire, 60% in the South East, 65% in London, and 75% in the East of England (see Figure 4).

9.3.1. As with Management Studies, global talent clearly accounts for high numbers of researchers across contract types.

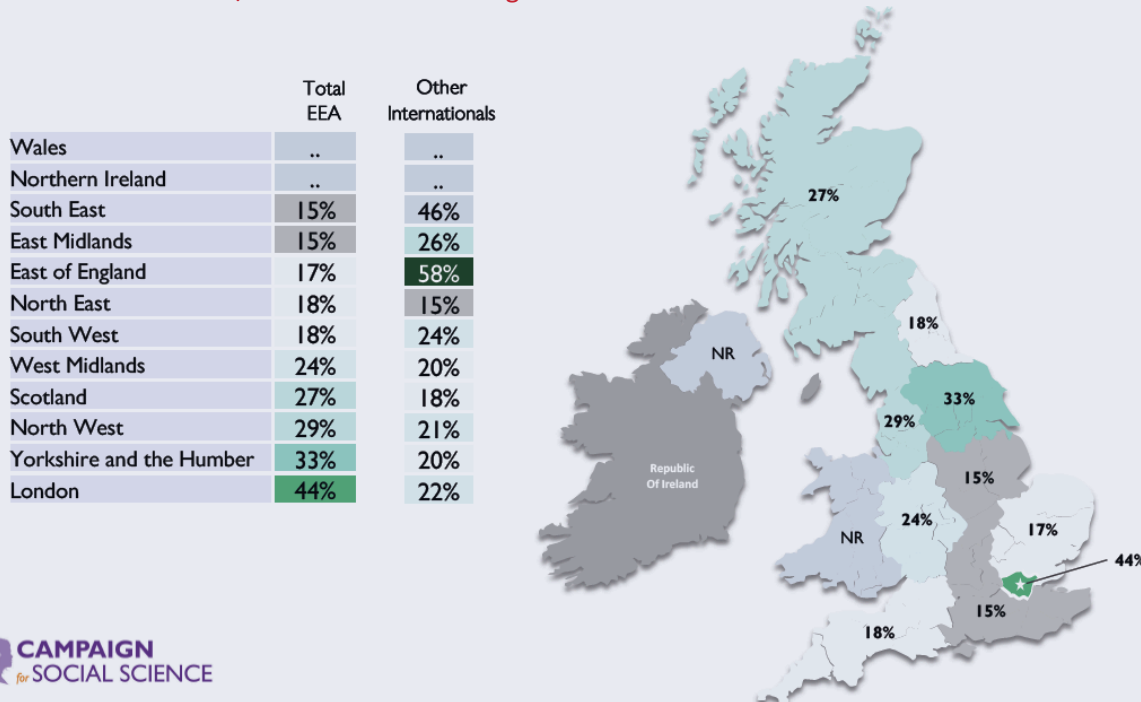
9.4. EEA-origin staff account for more than a quarter of regular academic staff in Business Studies at Russell Group universities in 4 out of 10 UK regions for which there was reportable data. They accounted for a third or more of all regular staff in two regions: Yorkshire (33%) and London (44%).

Figure 4. Total Proportion of Regular Academic Staff in Business Studies at Russell Group Universities in 2016/17 that are of International Origin, with Breakdown by Contract Type



Source Note: Graphic Reproduced from Figure 14 in Lenihan & Witherspoon (2018). *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science, p. 14.

Figure 5. Total Proportion of Regular Academic Staff in Business Studies at Russell Group Universities in 2016/17 that are of EEA Origin or from Other Non-UK Countries



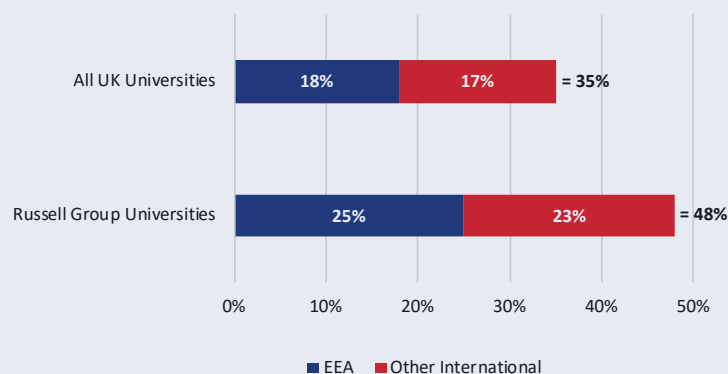
Source Note: Graphic Reproduced from Figure 15 in Lenihan & Witherspoon (2018). *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science, p. 14.

Academic Staff by Cost Centre

10. There were 15,285 regular academic staff – meaning those on open-ended or fixed-term contracts – assigned to the Business & Management (B&M) Studies cost centre by UK universities in 2016/17. In total, **35% of these were of international origin, and over half of all international staff were of EEA-origin.**¹¹

10.1. At the Russell Group universities there were 3,390 regular academic staff assigned to Business & Management Studies in 2016/17. **Nearly half (or 48%) of these regular academic staff in Business & Management Studies were of international origin. A quarter (25%) of regular academic staff in B&M Studies were from the EEA, meaning that over half of all international B&M staff on regular academic contracts will require a visa for the first time under any new post-Brexit immigration system.**¹²

Figure 6. Total proportion of International Academic Staff in Business & Management Studies in 2016/17¹³

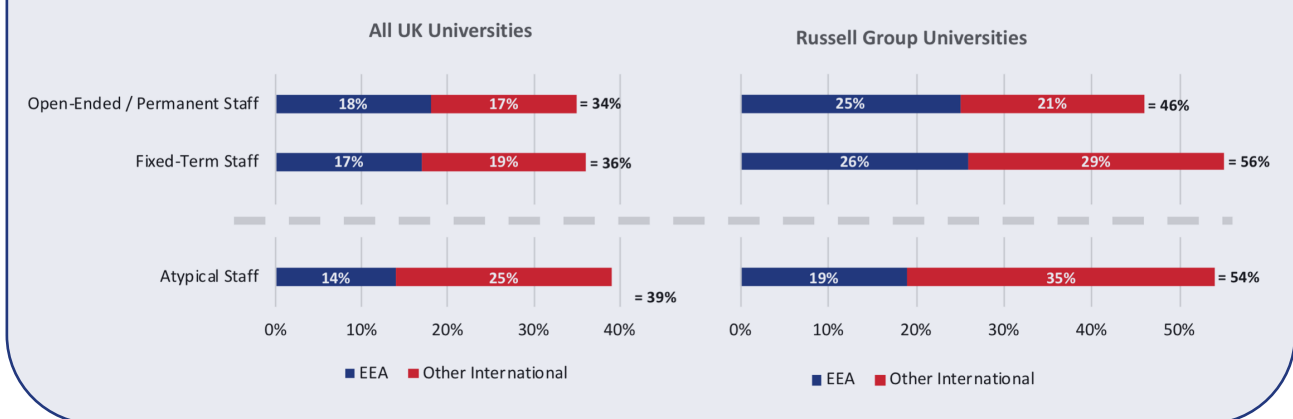


11. The HESA data on cost-centres allows us to look at the national composition of staff by contract type for atypical as well as regular staff.

11.1. As discussed above, **regular academic staff** include those on open-ended/permanent contracts (who range from full professors to earlier career researchers on the track to professorship) and those on fixed-term contracts (who range from lecturers hired for courses to those on multi-year teaching or research contracts).¹⁴ Data on these staff are collected by HESA from universities at the same time and in the same manner, and are therefore directly comparable.

11.2. **Atypical academic staff** include those carrying out ‘a variety of activities ranging from: “visiting lecturers, expert consultants or industry professionals” and academics “organising a conference” or collaborating on a standalone project, to hourly-paid teaching staff (such as some course tutors) and those on zero hours contracts.’¹⁵ This category of staff thus covers those from ‘early career researchers to senior visiting academics or practitioners, all of whom provide important services for UK universities’ and fill important teaching and research roles within the community as a whole.¹⁶ Data on atypical staff is collected by HESA at a different time from that of regular staff and reporting is not compulsory. While that means it is not directly comparable to data on regular staff, information on the international composition of atypical staff is still valuable, as these are staff that often fill important roles at UK universities and may be most affected by the changes to the UK immigration system.

Figure 6. Total proportion of Academic Staff in Business & Management Studies in 2016/17 by Contract Type¹⁷



12. Figure 6 shows that the proportions of international staff on fixed-term contracts in Business & Management studies are consistently higher than those on open-ended/permanent contracts. Across all UK universities, 17% of B&M academic staff on fixed-term contracts are from the EEA, with 36% from outside the UK in total. At the Russell Group Universities, 26% of B&M academic staff on fixed-term contracts are from the EEA, with a surprising 56% from outside the UK in total.
13. Figure 6 also shows the high proportions of international-origin staff on atypical contracts. Almost 2 in 5 (39%) academics on atypical contracts come from outside the UK, and at Russell Group universities well over half (54%) of academic staff on atypical contracts are of international origin.
14. **Academics on fixed-term and atypical contracts are the categories of regular staff most likely to be affected by the £30K annual pay threshold. Annual pay scales for research assistants, for example, can hover just below this threshold, especially outside of London and the Oxford-Cambridge corridor.** A fixed-term position for a research assistant at the Russell Group's Newcastle University Business School, for example, was recently [advertised at £27,831 to £29,515 per annum](#) to work on a collaboration between the Newcastle University, Sheffield University and the University of Oxford mapping and facilitating the 'Internet of Things.' The person hired will assist with industrial engagement and knowledge exchange as well as research. This is an important project that can contribute to the UK industrial strategy and future productivity, but which may have difficulty recruiting those with needed skills from outside the UK if the £30K threshold is adopted.
15. **The proposed immigration system is also unclear about how it will handle migrants on one of the many fixed-term contracts (above and below the £30K annual pay threshold) that are only offered part-time (pro-rata of the annual salaries quoted).** For example, a fixed-term position for a Teaching Fellow in Sustainability and Consultancy at the Russell Group's University of Leeds is being [advertised at £33,199 to £39,609 per annum](#) to teach on the MSc in Sustainability and Business – but the position is half time, meaning that the pro-rata annual salary would be well below the £30K threshold at £16,600 to £19,805.
16. **It will be important for government to closely examine how many positions reported by universities at the £30K annual pay grade are actually offered full time, given the high numbers of international staff on fixed-term and atypical contracts.**

Conclusions & Recommendations

17. The above has shown that **the Business and Management community has high levels (by raw numbers and proportions) of international academic staff across all regions and contract types**. Moreover, EEA-origin staff account for roughly half of the academics in our field, and they will need to acquire a work visa for the first time under the proposed new migration system.
18. **Ensuring a stream-lined, flexible, and easy to use future immigration system that is fit for purpose, will be essential for the continued vitality of the business and management research and innovation community.** Given the importance of our field to the successful implementation of the UK Industrial Strategy and achieving prosperity for all, the ability to retain and recruit such global talent – from early career researchers to esteemed professors – in the post-Brexit environment will be vital.
19. **The £30K annual pay threshold suggested in the government’s White Paper on the proposed future skills-based migration system therefore poses an unnecessary barrier to retention and recruitment of international staff across contract types after Brexit.** It is unclear how part-time contracts will be handled under the proposed system, potentially entrenching gender biases as well as making it difficult to hire global talent with needed skills to fill the many research and teaching positions that are offered part-time on regular contracts or through atypical contracts. These positions are least likely to meet the £30K threshold, but nevertheless fill important functions for universities and the research base. Those in such positions may also face difficulties meeting the sponsorship requirements for skilled workers under the proposed new immigration system. As the National Academies recently joined together to say, the £30K threshold would, quite simply, [‘be detrimental for research and innovation.’](#)¹⁸

NOTES

¹ The percentage of regular academic staff of international origin equals the total number of international (i.e. – ‘other EU’ plus ‘other EEA’ plus ‘other non-EU’) academic staff divided by the total academic staff of a known nationality (i.e. – the total number of regular staff less those of an unknown origin at UK HEIs), excluding atypicals. Original source of data was the HESA Staff Record 2012/13-2016/17 as analysed in: Ashley Lenihan and Sharon Witherspoon (2018) *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science: London. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2018/10/A-World-of-Talent-International-Staff-at-UK-Universities-the-Future-Migration-System.pdf>.

² Ashley Lenihan and Sharon Witherspoon (2018) *Positive Prospects*. Sage: London. Available at: <https://uk.sagepub.com/en-gb/eur/positive-prospects/book263186>.

³ Hodgen, Adkins and Tomei (2017). *The Mathematical Backgrounds of Undergraduates: Interim Report*. According to Hodgen et al., these data cover the ‘mathematical attainment for all honours students from the English GCSE cohort of 2007/2008, who completed A-level between 2008/2009 and 2010/2011’ (pp. 4 & 5).

⁴ Ashley Lenihan and Sharon Witherspoon (2018) *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science: London, page 4. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2018/10/A-World-of-Talent-International-Staff-at-UK-Universities-the-Future-Migration-System.pdf>.

⁵ Business and administrative studies (JACS subject area code D) includes principal subject codes: (N0) Broadly-based programmes within business & administrative studies; (N1) Business studies; (N2) Management studies; (N3) Finance; (N4) Accounting; (N5) Marketing; (N6) Human resource management; (N7) Office skills; (N8) Hospitality, leisure, sport, tourism & transport; and (N9) Others in business & administrative studies. Information on the national composition of staff in Office Skills (N7) and Broadly-based programmes within business & administrative studies (N0) were not included in the *Campaign for Social Science* reports cited here, likely because staff sizes of a known nationality were too small to be reportable. Further information on the JACS classification system used by HESA is available at: <https://www.hesa.ac.uk/support/documentation/jacs/jacs3-principal>.

⁶ In 2016/17 international origin staff made up 35% of the 3,955 staff on regular academic contracts in business studies (N1) and 32% of the 3,915 such staff in management studies (N5). Analysis is of data sourced from the HESA Staff Record 2012/13-2016/17, undertaken in: Ashley Lenihan and Sharon Witherspoon (2018) *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science: London, p. 9. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2018/10/A-World-of-Talent-International-Staff-at-UK-Universities-the-Future-Migration-System.pdf>.

⁷ See: Ashley Lenihan and Sharon Witherspoon (2018) *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science: London, p. 9. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2018/10/A-World-of-Talent-International-Staff-at-UK-Universities-the-Future-Migration-System.pdf>.

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¹⁰ See: Ashley Lenihan and Sharon Witherspoon (2018) *A World of Talent: International Staff at UK Universities & the Future Migration System*. Campaign for Social Science: London. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2018/10/A-World-of-Talent-International-Staff-at-UK-Universities-the-Future-Migration-System.pdf>.

¹¹ Ashley Lenihan and Sharon Witherspoon (2019) *Technical Annexes for A World of Talent II*. Campaign for Social Science: London, page 8. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/Technical-Annexes-World-of-Talent-II-FINAL.pdf>.

¹² Ashley Lenihan and Sharon Witherspoon (2019) *Technical Annexes for A World of Talent II*. Campaign for Social Science: London, page 8. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/Technical-Annexes-World-of-Talent-II-FINAL.pdf>.

¹³ Ashley Lenihan and Sharon Witherspoon (2019) *Technical Annexes for A World of Talent II*. Campaign for Social Science: London, page 8. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/Technical-Annexes-World-of-Talent-II-FINAL.pdf>.

¹⁴ Ashley Lenihan and Sharon Witherspoon (2019) *A World of Talent II: International Social Science Staff across the Higher Education Workforce*. Campaign for Social Science: London, page 3. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/World-of-Talent-II-20.02.19-ATL-FINAL.pdf>.

¹⁵ Ashley Lenihan and Sharon Witherspoon (2019) *A World of Talent II: International Social Science Staff across the Higher Education Workforce*. Campaign for Social Science: London, page 3. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/World-of-Talent-II-20.02.19-ATL-FINAL.pdf>.

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¹⁷ Ashley Lenihan and Sharon Witherspoon (2019) *Technical Annexes for A World of Talent II*. Campaign for Social Science: London, page 8. Available at: <https://campaignforsocialscience.org.uk/wp-content/uploads/2019/03/Technical-Annexes-World-of-Talent-II-FINAL.pdf>.

¹⁸ See: <https://www.thebritishacademy.ac.uk/sites/default/files/30k-immigration-threshold-explainer.pdf>