

President's Report to the Membership, 2014

Thank you for being a member of the Academy of Human Resource Development. You are part of a unique organization that focuses on leading HRD through research. As members, we share a belief in the importance of research and theory, and the impact they can have on the practice of HRD. Beyond that, we share in the belief that HRD itself can have an impact on the lives of individuals across the globe and, in turn, on whole nations. These are a lofty set of beliefs, and they help to drive us as HRD researchers and consumers of HRD research.

By tradition, the President of AHRD provides an annual report to members at the time of the conference in the Americas each February/March. In this report, my Board colleagues and I provide an overview on: AHRD Finances; Membership; Conference & Events; and Journals & Awards.

AHRD Finances – *Report from Darren Short (President)*

The 2012-2013 financial year ran from July 2012 to June 2013, and it delivered a strong financial performance for the organization (see Appendix). The net income for the year (all income minus all expenses) was \$35,770 (up 29% on the previous financial year). This was due, in part, to an extremely successful 2013 conference in the Americas, indeed the most financially successful conference ever, which generated \$56,606 in net income. As in previous years, the main AHRD expenses relate to the Main Office and associated professional fees (\$91,567), and to the journals (\$34,766). The total AHRD assets (retained earnings) stood at \$208,131 at the end of the financial year (up 21% on the previous financial year), reflecting the solid financial position of the organization.

The strength of our financial position owes much to the approaches of past Presidents and past Boards, and in particular to Darlene Russ-Eft, who was President from 2010-2012. Through her leadership, the Board made tough financial decisions, and did so with the care and attention needed. At a time when many other organizations struggled financially, ours has been weathering the storm ready to position us for potential future investments in support of our mission.

AHRD Membership – *Report from Holly Hutchins (Sr. VP Membership, Communications & Practice), Martin Kormanik (VP Membership & SIGs), Robin Grenier (VP Practice & Member Communications)*

Table 1 (see appendix) shows membership trends from 2004 to the present. Our current membership (as of January 7, 2014) was 542, marking a steady increase over the last six months of 2013, but places us at a lower member count than in other years. The membership numbers historically have increased during the first few months of the year, so our revised numbers should be higher by the 2014 conference date.

Membership retention and engagement continue to be an important goal for the Board. Many of our conversations and initiatives focus on providing greater value for our members. Similar to the statement you hear on most airlines “We know you have several choices in how you travel..”, the Board understands that there are several professional organization options our members can choose to invest their time and resources. We have many conversations among the Board members and with you about “What makes AHRD the preferred professional organization?” From these discussions, we’ve learned a lot about what our members want: more engagement, more resources, and more opportunities for development. A few of the 2013 initiatives that underscored our member value offering include: Launching a new AHRD website that offers greater interaction, resources, and better branding; continued broadening of our social media presence; reductions to membership fees; and conference site location(s) that offer affordable, yet enticing travel options. New this year will also be the beginning of new AHRD merchandise that will be previewed at the 2014 Conference to further our branding. These steps, among several others planned for 2014, are aimed at maintaining and growing our AHRD global community.

Special Interest Groups

The purpose of the SIGs is to engage members, renew levels of membership energy and be an exciting opportunity for AHRD members and friends to come together and share ideas on meaningful research topics, provide leadership, and build meaningful networking relationships and friendships.

2014 celebrates five years for the SIG program, and the past year saw continued growth and evolution. First, affiliation with the SIGs has grown to 90% of AHRD members, with most members signing up for two or more SIGs. Second, ratification of the Korea HRD SIG charter established the 13th SIG. The past year also marked an evolution in the SIG program, with the leadership of one SIG deciding to disband. The benefit and vitality of the SIG program depends on member interest and active participation. Each SIG steering committee welcomes member involvement and leadership.

The SIGs continue to provide opportunities for enhancing member interaction during the annual conference and throughout the year. SIGs have contributed Symposia, Innovative Sessions, Food-N-Thoughts, and Preconference Workshops to the conference program, and have served as active track chairs and reviewers during the conference submission process. SIG activities have also expanded members’ networking opportunities, leading to research partnerships, topic-specific webinars, and journal publications. SIG websites offer the opportunity for sharing research, highlighting academic programs, trading course syllabi, and publicizing accomplishments!

Communications

Under the leadership of Robin Grenier, the communication footprint of AHRD continues to expand. This year, the AHRD Digest provided timely and informative information such as member and Board profiles, requests for research participation, and highlights of trends and issues important to the AHRD community. In addition to the Digest, The Student Potential/Member webpage for the AHRD website was completed in 2013 and is now available on the AHRD website. This site was designed primarily as a tool for faculty wishing to inform potential students about membership benefits and opportunities for students and can be found here: www.ahrd.org/?student_membership_2. How can you make the Digest even better? Members and those in AHRD leadership positions are encouraged to contribute. In particular, more contributions from members/SIGs/journal editors and guest contributors and would be welcomed in order to expand the range of content and opinion.

Another major accomplishment this past year was the completion and launch of the revised/re-imagined AHRD website (www.ahrd.org). The new site has increased functionality and capabilities including a streamlined home page, well-defined member only discussion boards, and updated links and resources. Members and the board are encouraged to utilize the website functions for discussions and sharing of materials and resources in order to enhance the value of membership.

Finally, our digital presence using social media continues to expand. Last year at this time, the AHRD Facebook page had 136 fans, and today we stand at 342! Expansion of our use of Twitter also continues to enlarge our brand awareness and communication. For example, at the 2013 conference a hash tag (#AHRD2013) was introduced so attendees could Tweet about their experiences. We hope to continue with that and grow involvement in conference tweeting to increase exposure of the AHRD conference and its members, and build excitement about AHRD events.

Conferences & Events – *Report from Ron Jacobs (President-Elect), Rajashi Ghosh (VP Strategic Relationships), Khalil Dirani (VP Webcasts & International Conferences), and Seung Won Yoon (VP Americas Conference)*

Americas Conference

Following the celebration of the 20th annual conference, AHRD enters its third decade of serving the needs of HRD scholars globally. For the 2014 annual conference, we will have 223 peer-reviewed papers to be presented. In addition, there will be 21 Food and Thought Sessions, designed to encourage dialogue and collaboration on emerging ideas. Finally, the conference will have 17 Innovative Sessions, which are creative and unique formats for presenting research and/or practice.

This year, we implemented at least two major changes to the conference. First, we reduced the number of tracks to eight

from 13 last year. Reducing the number of tracks was done to help manage the distinctiveness and size of each track. Further, track chairs were challenged to not only coordinate the review of the papers in their respective tracks, but they were also asked to design and promote innovative sessions that would facilitate greater interaction among participants and speakers. This was a new expectation and is consistent with the Board's goal of providing greater opportunities for interaction among conference attendees. We have come to recognize the need to balance the number of peer-reviewed papers and innovative sessions as a means to enhance the conference experience. Each Track Chair was confirmed by the Board of Directors, which was our explicit way of recognizing the significant role and the expectations for excellence for those confirmed for the role.

Second, Track Chairs were asked to take a more visible leadership role to organize and design their concurrent sessions. The Conference Team, consisting of Program Chair Julie Gedro, Proceedings Editor Diane Chapman, and Associate Proceedings Kate Guerdat, held a webinar training and orientation session for Track Chairs to provide them with information about the new collection system, called "OmniPress," which has enhanced functionality over last year's system.

Throughout the conference planning, our partners at Ewald Consulting, led by Kathie Pugaczewski and Carissa Wolf, provided much appreciated collegial support and oversight. Ron Jacobs, president elect, has served to provide strategic perspective on the conference planning, which resulted in some subtle, but hopefully impactful, design changes. The Conference Team also included the invaluable input from Seung Won Yoon, Julia Storberg-Walker, and Wendy Ruona.

With the assistance from Ewald, we have identified our 2015 and 2016 conference sites, which should be a delightful surprise to all.

AHRD-Affiliated International Conferences

Under the leadership coordination of AAhad Osman-Gani, AHRD Asian Chapter Coordinator, and Mesut Akdere, Incoming Asian Chapter Coordinator, the Academy continues to collaborate with other universities and organizations to provide successful research conferences in Asia and MENA. Concerning Asia, on November 5-8, 2013, we held the 12th International Conference of the Asia Chapter in Taipei, Taiwan, with the assistance of National Taiwan Normal University. The theme of the conference was "New Perspectives of HRD and Social Networking in a Globalizing Workplace." The participants of this conference came from many different countries in Asia, the Middle East and North Africa, Europe, Australia, South America, and North America. Please note the call for papers for the 2014 conference appears in the Americas Conference program, and the paper guidelines follow those required for the AHRD Americas Conference. Please see the AHRD website for more information; the full call for papers will also be located in your AHRD Events Page.

The University Forum for Human Resource Development (UF-HRD) and AHRD held the 14th International Conference on Human Resource Development Research and Practice across Europe on June 5-7, 2013 in Brighton, UK. The conference was hosted by the Brighton Business School of University of Brighton. The theme was “HRD in Turbulent Seas - Continued Global Economic Uncertainty: Challenges and Opportunities.” This successful conference drew participants from Europe, the Americas, the Middle East, North Africa, and Asia. Looking forward, UFHRD and AHRD will sponsor the 15th International Conference on Human Resource Development Research and Practice across Europe in Edinburgh, Scotland. The host will be Edinburgh Napier University, and the theme of the conference will be “HRD: Reflecting upon the Past, Shaping the Future.” Please join your colleagues June 4-6, 2014 in Edinburgh, Scotland.

AHRD Research Education and Development

– Report from Darlene Russ-Eft (Past-President & Sr. VP Research, Education & Development), Carole Elliott (VP Journals & Awards), Wendy Ruona (VP Development & Education)

AHRD Research and Journals

Central to the mission of AHRD is research. As a result, we have made every effort to enhance the quality and impact of our journals. AHRD sponsors/co-sponsors the four premier journals in the HRD discipline (Human Resource Development Quarterly--HRDQ, Human Resource Development Review--HRDR, Advances in Developing Human Resources--ADHR, and Human Resource Development International--HRDI).

A year ago our Main Office staff worked with the publishers to provide journal access through the AHRD website. This has provided easier access to members along with reduced pricing to AHRD for the journals. That reduction in the costs for the journals has resulted in a reduction in the costs for membership for everyone. Furthermore, we have discovered that very few of our members have expressed an interest in receiving hard copies.

A major challenge continues to revolve around SSCI ranking for our journals. HRDQ received that ranking, and there is a need to continue to focus on citations of recent HRDQ articles in other SSCI journals in order to bolster the ranking. In addition, we need to support HRDI and HRDR as they strive to attain SSCI ranking.

During the past year, a taskforce examined the direction and processes involved with ADHR. The taskforce included the four journal editors (Alexandre Ardichvili, Jamie Callahan, Andrea Ellinger, and Kim McDonald), as well as Joshua Hawley, Ronald Jacobs, Michael Leimbach, Wendy Ruona, and Darlene Russ-Eft, as chair. These members considered various new directions and new processes for the journal. The taskforce reported to the AHRD Board, and recommendations concerning new processes emerged. Kim McDonald, Editor of ADHR, and ADHR’s editorial team (with Wendy Ruona supporting them on behalf of AHRD’s

board) are working to implement those new processes. This should result in streamlined reviewing process as well as innovative ideas to bolster the content in and rigor of ADHR.

AHRD Research and the Conference

Given the centrality of research, AHRD sponsors the Emerging Research course in order to support HRD academic programs introducing graduate students to HRD research and the conference. These graduate students come from all parts of the U.S., and some from outside the U.S. Because of the expansion of attendance in this course, during the 2013 course the organizers provided for specialized sessions aimed at doctoral students separate from master’s students. This will continue in this conference.

There are also two exciting pre-conferences that will be offered at the 2014 conference to provide scholars and scholar-practitioners the opportunity to delve more deeply into special topics. This year there are two such offerings – one focused on Scholarly Writing and Publishing and a second titled Mining for Gold: Translating and Positioning the Best of HRD Theory and Research to Improve Practice.

Program Excellence Network

The AHRD Board, led by Wendy Ruona, is working with the Program Excellence Network (PEN) to support renewed interest and commitment to the aims of PEN. On PEN’s agenda for 2014 is a longer meeting at the 2014 conference, development and administration of a Benchmarking Survey that will allow PEN member universities to share critical information about their programs with each other, and exploration of a program(s) that would recognize excellence in utilizing AHRD’s academic standards as well as instruction/teaching.

AHRD Research and Awards

A highlight of the 2014 Americas conference is the opportunity for members to celebrate and applaud excellence in HRD research during the Awards ceremony. All members of each Award committee devoted a great deal of time and energy to reading and selecting papers, books, and dissertations to arrive at the eventual winner of each award. With the help of the Main Office staff, we have streamlined the approach to the Awards. All Award nominations, apart from the journal ‘best paper’ awards, are now submitted to the AHRD website, rather than via email. Thanks are in order to Board Member Carole Elliott for overseeing the various Awards committees.

Personal Reflections – Report from Darren Short (President)

The work of this year’s Board provided further evidence that AHRD is made up of committed volunteers who are willing to dedicate many hours of their personal time because of their belief in the organization and its vision. Without their passion, energy, ideas and drive, AHRD would surely disappear.

At the same time, the year also demonstrated our limits, as it does every year. As an organization of around 600 members, we attempt to punch well above our weight. We spread our energies across four journals, three conferences, many SIGs, webinars, membership communications, and more. In doing this, we seek to be meaningful to different constituencies, and to provide opportunities for anyone who believes in our vision and is willing to work with us. That challenges us by spreading us thinly across many work streams and deliverables.

This year, the Board returned to a core strategic discussion of how we focus our energies toward our vision and mission, and how such a drive influences key decisions related to our deliverables. This is part of a larger conversation related to how AHRD evolves in its third decade, and what it will look like by 2023 when we hold our 30th Americas conference. The Board is working on this, and will be engaging membership in that discussion in the coming months.

Finally, I would like to say “thank you” to everyone within the AHRD family. For 16 years, I have been proud to call this my professional home. I find myself energized by the scholarly nature of our discussions and publications, and I find myself supported by a network of members who share my belief in the importance of research to advance HRD. I am constantly impressed by the commitment of our members, and I look forward to seeing all that we can achieve together in the coming year.

Thank You!

Finally, a few reflections on the AHRD Board. I am now completing my two-year term as AHRD President. It has been a great honor to serve this organization as President, and also to work with such a wonderful group of AHRD Board members. As an organization, we are very fortunate to have such committed leaders who are willing to volunteer their time, energy and ideas. For example, we have been so fortunate to have benefited from the nine years that Darlene Russ-Eft has spent on the AHRD Board. She is now leaving the Board after serving as President from 2010-2012, and I want to thank her for all she has done to serve AHRD. Her substantial legacy is that we are in a strong position financially having survived the global economic challenges of recent years, and we are now ready to invest in support of our vision. As I end my term, I also want to pass on my best wishes to Ron Jacobs who takes over as AHRD President after the conference in Houston. Ron has a special blend of strategic vision, experience, credibility and passion, and I am looking forward to serving him in my capacity as Past-President.

Table 1
MEMBERSHIP 2004-2014

<i>Date</i>	<i>Regular Membership</i>	<i>Student Membership</i>	<i>Regular - HDI Membership</i>	<i>Total Membership</i>
March, 2004	330	218	18	566
March, 2005	359	343	16	718
March, 2006	376	222	27	625
March, 2007	446	224	29	699
March, 2008	376	216	15	607
February, 2009	432	253	27	712
March, 2010	434	234	55	723
February, 2011	439	173	63	678 (3 SIG)
February, 2012	402	174	11	591 (4 SIG)
January, 2013	373	200	12	587 (2 SIGs)
January, 2014	339	187	13	542 (3 SIGs)

Table 2
END OF YEAR FINANCIAL SUMMARY

	FY 2004-2005	FY 2005-2006	FY 2006-2007	FY 2007-2008	FY 2008-2009	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013
INCOME									
Conference Fees	\$94,787.39	\$90,450.36	\$108,022.17	\$82,583.49	\$114,020.00	\$89,960.00	\$119,155.99	\$126,966	\$136,318
Membership Dues	\$85,700.00	\$85,360.00	\$103,286.00	\$140,030.00	\$122,550.00	\$109,810.00	\$104,934.99	\$101,066	\$97,850
Dividend & Interest	\$0.00	\$1,008.29	\$527.33	\$913.75	\$878.32	\$2.79	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$3,117.28	\$12,332.92	\$10,182.06	\$1,147.46	\$2939.58	\$475.00	\$1,825	\$3,142
Royalties	\$0.00	\$0.00	\$0.00	\$0.00	\$1,709.87	\$22,445.59	\$13,804.09	\$24,599	\$20,531
TOTAL INCOME	\$180,487.39	\$179,935.93	\$224,168.42	\$233,709.30	\$240,305.65	\$225,157.96	\$238,370.07	\$254,456	\$257,841
EXPENSES									
Credit Transaction Fees	\$0.00	\$3,053.67	\$4,128.89	\$6,479.59	\$7,613.43	\$7,699.96	\$7,349.65	\$7,300	\$7,515
Committee Expenses	\$0.00	\$1,830.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Awards	\$2,320.98	\$2,590.41	\$1,946.84	\$2,342.88	\$2,498.49	\$3,783.12	\$1,277.34	\$889	\$1,100
Board Meetings	\$9,972.83	\$17,659.71	\$10,452.94	\$14,963.56	\$9,981.70	\$7,623.35	\$7,016.84	\$719	\$5,765
Management (Personnel)	\$41,147.07	\$39,676.97	\$38,660.85	\$42,800.56	\$47,694.93	\$78,000.00	\$82,604.96	\$82,385	\$82,000
Office Expenses	\$3,985.63	\$3,604.13	\$2,994.45	\$8,949.08	\$13,349.00	\$5,204.08	\$5,815.87	\$2,003	\$2,134
Publications (AHRD Journals)	\$42,809.50	\$43,081.77	\$50,462.44	\$63,571.19	\$52,943.83	\$70,472.15	\$50,421.92	\$44,895	\$34,766
Professional Fees (accountant, Insurance, Web Hosting)	\$9,178.25	\$1,596.80	\$3,596.73	\$4,959.50	\$14,029.00	\$5,490.40	\$14,096.25	\$5,043	\$7,433
Research Grants	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$1,564.30	\$1,724.77	\$3,666.89	\$2,431.94	\$1,461.02	\$5,911.06	\$0.00	\$0.00	\$0.00
Other		\$2,057.61	\$4,196.11	\$3,655.00	\$7,427.13	\$5415.00	\$430.00	\$1,860	\$1,647
Conference	\$48,867.78	\$50,598.98	\$66,828.60	\$74,141.20	\$69,102.52	\$57,424.04	\$89,369.01	\$81,723	\$79,711
TOTAL EXPENSES	\$159,846.34	\$179,214.93	\$196,934.74	\$224,294.50	\$226,184.99	\$247,023.16	\$258,381.84	\$226,816	\$222,071
INCOME MINUS EXPENSES	\$20,641.05	\$721.00	\$27,233.68	\$9,414.80	\$14,120.66	-\$21,865.20	-\$20,011.77	\$27,640	\$35,770
ASSETS & LIABILITIES									
TOTAL ASSETS	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,244.06	\$172,896.77	\$140,486.78	\$171,508	\$208,131
ACCOUNTS PAYABLE						\$12,517.91	\$119.69	\$3,501	\$4,352
TOTAL LIABILITIES & EQUITY	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,224.06	\$172,896.77	\$140,486.78	\$171,508	\$208,131
Conference Profit	\$45,919.61	\$39,851.38	\$41,193.57	\$8,442.29	\$44,917.48	\$32,535.96	\$30,123.50	\$45,243	\$56,606