



## CALL FOR SUBMISSIONS

# 2015 ACADEMY OF HUMAN RESOURCE DEVELOPMENT INTERNATIONAL RESEARCH CONFERENCE IN THE AMERICAS



### Program Committee

**Diane D. Chapman**  
*Program Chair*  
*North Carolina State University*

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*SUNY Empire State College*

### Conference Chair

**Wendy E.A. Ruona**  
*University of Georgia*

**Additional information about registration and membership  
can be found at [www.ahrd.org](http://www.ahrd.org)**

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## Conference Information

The Academy of Human Resource Development (AHRD) exists to encourage the systematic study of Human Resource Development (HRD) theories, processes, and practices; to disseminate information about HRD; to encourage the application of HRD research findings; and to provide opportunities for social interaction among individuals with scholarly and professional interests in HRD from multiple disciplines and from across the globe. AHRD's vision is "Leading Human Resource Development through Research."

**Conference:**     **February 19-21, 2015 (Thurs – Sat)**  
**Pre-Conference:**   **February 17-19, 2015 (Tues – Thurs)**  
**Location:**       **St. Louis, Missouri**  
Hyatt Regency St. Louis at the Arch  
315 Chestnut Street  
St. Louis, MO 63012  
Phone: +1 (314) 655-1234  
<http://www.stlouisarch.hyatt.com/en/hotel/home.html>

This will be the 22<sup>nd</sup> *AHRD International Research Conference in the Americas* and the program promises to include leading scholars and practitioners reporting their cutting-edge research and theorizing. The program will be comprised of blind, peer-reviewed submissions that offer a diverse range of topics, perspectives, and research paradigms. In addition the conference will include several types of non-refereed sessions that offer excellent opportunities for bringing together conference participants to engage in generative learning through both formal and informal interactions about topics of mutual interest. AHRD is an inclusive organization and invites all those who are interested in research and scholarship in the field, regardless of professional role and/or stage of career.

In addition to the information contained in this *Call for Submissions*, important details are found on the *Conference Central* link at [www.ahrd.org](http://www.ahrd.org). The *Conference Central* site will be your go-to location for news about conference updates, pre-conference workshops, hotel and travel information, access to the program (available January 2015), and registration. Information about the benefits of AHRD membership—including journals, on-line networking, Special Interest Groups (SIGS), professional development, awards, and other events, including the conferences in Europe and Asia–MENA—can also be found on the AHRD website.



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## 2015 Conference Theme

### “HRD Research: Gateway to New Frontiers”

St. Louis, Missouri is home to the internationally renowned Gateway Arch. The Gateway Arch is a monument that recognizes the pioneering spirit of those who ventured into the Western part of the United States in the early-1800's. In the shadow of the Gateway Arch, conference participants will come together to engage in their own discovery and exploration of the frontiers of HRD.

Frontiers are the “outer limits in a field or endeavor, especially one in which the opportunities for research and development have not been exploited” (Dictionary.com). Frontiers offer us the opportunity to move beyond traditional constraints and towards creativity and generativity. They beckon for pioneers to venture into the unknown to open up new areas of thought, research, and development.

Conference submissions that are aligned with this theme will contribute to the shared expedition of HRD scholarship and practice and will explore uncharted areas in need of research/theorizing, unanswered questions, and unaddressed opportunities and challenges. Submissions that are spotlighted as highly relevant to this year's conference theme will pull us towards conversations and scholarship that are important for the territories that lie beyond and/or ahead as related to workplace and organizational learning, performance, and change. And, in doing so, help us to envision greater things.

## Submission Tracks

The *Academy of Human Resource Development* welcomes submissions from researchers and scholar-practitioners in all academic fields and disciplines that focus on workplace and organizational learning, performance, change, and related issues and challenges.

### **Conference tracks for this year are:**

- Workplace Learning
- Organization Development and Change
- International, Global & Cross Cultural Issues
- Leadership and Career Development
- Critical, Social Justice, and Diversity Perspectives in HRD
- HRD Performance and Strategy
- Technology, E-Learning & Virtual HRD
- Assessment and Evaluation

Track Chairs serve a critical leadership role to ensure the integrity and consistency of the tracks.

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## Submission Categories

Within each track, authors will assign their submission(s) to one of the following categories. However, the Conference Program Committee reserves the right to reclassify submissions based on reviewer feedback or program time limitations. Examples of submissions for each category (as available) can be viewed on the *Conference Central* website ([www.ahrd.org](http://www.ahrd.org)).

Submissions that strongly align with the conference theme—*HRD Research: Gateway to New Frontiers*—may be grouped together as a featured session and/or highlighted in the program. If your submission is strongly related to this theme, please make the connection explicit in your materials.

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### Refereed Categories

The following three types of submissions are refereed (blind-reviewed). Please be sure to remove all author-identifying information from the uploaded document that is submitted for review, including acknowledgements, since this is the document that the reviewers will be reading. Proposals are judged based on overall quality, innovativeness, and contribution. Full criteria the reviewers will use will be available on the *Conference Central* website ([www.ahrd.org](http://www.ahrd.org)) by mid-August.

Authors may elect to delineate any of these refereed submissions as a *Scholar-Practitioner* submission during the submission process. A *Scholar-Practitioner* submission is a manuscript/abstract that should clearly address a practical problem (i.e., the problem had some genesis in practice or is a potential / partial solution to a significant challenge). Equally important, a *Scholar-Practitioner* submission must include detailed implications not only for research and theory, but also practice. These implications should be logical in terms of the context of practice and detailed enough to guide practitioners to integrate the recommendations into their own practice based on their nuanced understanding of the cultures and needs that comprise that practice, *and* sufficiently evocative to inspire the practitioner to do so. Submissions delineated as *Scholar-Practitioner* will be reviewed by at least one reviewer who identifies as a *Scholar-Practitioner* reviewer using the same review criteria used for all refereed submissions, with a particularly keen focus to the elements described in this paragraph.

1. **Refereed Full Manuscript** (8,000 word maximum, inclusive of references): This is a fully developed, scholarly product sharing completed empirical studies and/or substantive theoretical/conceptual works. AHRD is committed to papers representing the majority of the submissions on the conference program; and manuscripts demonstrating theoretical and practical relevance and rigorous methods and results are preferred.

*Scheduling in the Conference Program:* Up to four individually submitted papers will be grouped together to share a 90-minute session. Individual presenters will be allocated 15 minutes to present the manuscript, and the session will be facilitated with opportunities for participant interaction and conversation.

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2. **Refereed Abstract** (2,000 word maximum, inclusive of references): Abstracts for consideration as a refereed presentation can include conceptual/theoretical work, empirical studies, and other research. Abstracts should outline completed work (fully developed ideas, conclusions, findings, etc.) or scholarship that is in the *advanced* stage of development. Work that is in the early-stage of development is *not* appropriate for this category, and should instead be submitted as an Interactive Roundtable Dialogue (non-refereed).

*Scheduling in the Conference Program:* Up to six individually submitted abstracts will be grouped together to share a 90-minute session, and abstracts will *not* be scheduled with full manuscript papers. Individual presenters will be allocated 10-15 minutes to present the abstract, and the session will be facilitated with opportunities for participant interaction and conversation.

3. **Refereed Symposium:** Symposia provide the opportunity for a group of authors to submit a pre-defined group of either 3-5 full manuscripts or 3-5 abstracts. Each individual manuscript or abstract must meet the requirements outlined for that type of submission (see above).

In addition to the 3-5 full manuscripts or abstracts, the organizer(s) of the session should submit an additional document (2,000 words maximum, inclusive of references) that briefly outlines the theme of the session, describes each paper/abstract, justifies the relevance or need, and summarizes how the paper/abstract combine to contribute to the advancement of HRD.

*Scheduling in the Conference Program:* Refereed Symposiums will be scheduled as one 90-minute session that will be facilitated by the organizer(s) of the session. Whether the session features refereed manuscripts or refereed abstracts will be clearly specified in the conference program.

### Non-Refereed Categories

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**\*\* SPECIAL NOTE \*\***

***“Innovative Sessions” are being replaced with more specific types of non-refereed sessions this year. And, there will not be a call for further submissions of any type after this initial Call for Submissions.***

***All proposals for all types of sessions are due on the date outlined in this Call for Submissions.***

The following submission types are *not* blind reviewed. The reviewers of the proposals for these sessions will see the names of the presenters, participants, and organizers. Proposals are judged based on overall quality, innovativeness, and contribution. The full criteria the committees will use to review these proposals will be available on the *Conference Central* website ([www.ahrd.org](http://www.ahrd.org)) by mid-August.

Space for each of these types of sessions during the 2015 conference is limited, and we anticipate a *highly* competitive selection process. Proposals that align particularly well with the conference theme will be preferred (and any alignment with the theme should be explicitly addressed in the submitted proposal).

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All non-refereed sessions will be scheduled in the conference program with the title, a brief description of the session, and a list of the sponsors/facilitators/presenters. *There will be no materials printed in the conference proceedings for these sessions.* Organizers of these sessions are invited to provide handouts (at their own expense) in whatever format they wish during the session at the conference to enable the aims of the session (please honor APA formatting for citations and references).

Since these are proposals for sessions (and not manuscripts or abstracts), authors may use business-style formatting for the proposal *or* may format according to traditional APA 6<sup>th</sup> ed. formatting guidelines. Be sure that each of the requested elements for the type of session is addressed in the proposal (headings are helpful with this). And, if business-formatting is used, please use APA 6<sup>th</sup> ed. formatting for references and citations.

4. **FOCUS Session:** This format allows the opportunity to offer a session that focuses in-depth on a specific topic area. These might be colloquiums, expert panel discussions, or other kinds of session designs that foster scholarly exploration as related to a specific topic.

Sponsor(s) should submit a proposal that provides:

- a) Abstract/description of the session (100 words maximum) and keywords that describe the session (maximum of three)
- b) Description of the session (including substantiation of the need for the session; description of the various perspectives offered by each participant/facilitator, and how these fit in the session format and intent; and description of how the session contributes towards the advancement of HRD (3,000 words maximum, including references)
- c) Relevant biographical information for the sponsor and for each presenter/facilitator, specifically highlighting expertise as related to the focus of the session (200 words maximum per person)

*Scheduling in the Conference Program:* FOCUS sessions will be scheduled as one 90-minute session that will be facilitated by the organizer(s) of the session.

5. **Interactive Roundtable Dialogue:** The roundtable format is designed for small groups to focus on topics of common interest. The organizer frames the topic, poses guiding questions, and facilitates a dialogue with participants joining the table.

*While historically at AHRD, Roundtables have been largely limited to soliciting feedback on “works-in-progress,” we’re hoping to shift this cultural norm going forward. Submissions of all kinds are invited for this category as these are tremendous spaces to connect with colleagues and engage in in-depth conversation about a specific topic. Creativity and innovation invited and encouraged! Roundtable proposals that are specifically seeking feedback are on “works in progress” will be indicated as such in the conference program.*

Author(s) should submit a brief (no more than 2,000 words, inclusive of references) proposal that provides:

- a) Abstract/description of the Roundtable (100 words maximum) and keywords that describe the session (maximum of three)
  - b) Description that outlines the focus of the Roundtable and the questions that will be explored
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- c) Description of how the Roundtable will be designed to be interactive and foster mutual learning related to advancing HRD research/theory
- d) Relevant biographical information for each author, specifically highlighting expertise as related to the focus of the Roundtable (200 words maximum per person).

*Scheduling in the Conference Program:* Roundtables typically include 15 minutes of presentation followed by 30 minutes of dialogue and feedback, with author and participants convened around the table. Attendees of these sessions will be able to attend two roundtables in one 90-minute session (each 45 minutes in length). There are no audio-visual aids provided, but organizers are welcome to use their own laptop at this session if desired.

6. **Professional Development Workshop:** A Professional Development Workshop (PDWs) provides the opportunity for colleagues to share knowledge and expertise that fosters professional development of AHRD members around capabilities to support research, theory-building, and/or scholarly practice. These should be highly engaging and interactive sessions with clearly outlined learning objectives that can be achieved within a 90-minute session. *Note: AHRD will not accept proposals for workshops that include descriptions of commercial products that the presenter is marketing.*

Proposals for a Professional Development Workshop should include:

- a) Title of the workshop
- b) Name(s) of the Facilitator(s)
- c) Abstract/description of the workshop (100 words maximum) and keywords that describe the workshop (maximum of three)
- d) Clearly identified target audience for the workshop
- e) Substantiated need for this workshop for scholars and/or scholar-practitioners
- f) 3-5 page overview of the workshop (clearly outlining the learning objectives, the session's flow and time usage, and the specific ways the workshop will actively engage participants)
- g) Relevant biographical information for each facilitator, especially highlighting expertise as related to the focus of the workshop (200 words maximum per person).

*Scheduling in the Conference Program:* Professional Development Workshops will be scheduled as one 90-minute session that will be facilitated by the organizer(s) of the session.

7. **Food 'n' Thought:** Food 'n' Thought (FNT) sessions are informal brown bag sessions where participants engage in thoughtful conversations about topics important to HRD researchers and scholar-practitioners. These are designed to be learning spaces that encourage lively dialogue, networking, and community-building.

Proposals for the following categories are invited:

- Research & Practice: This category allows for scholars and practitioners to team up and share perspectives.
  - Research Horizons: This category creates an opportunity to exchange innovative dialogue on a topic of current or future research interest in AHRD.
  - Book Club: This category brings members together to review and engage in dialogue on a *recent* book of interest.
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Proposals for a FNT session must include:

- a) Type of FNT proposed (Research & Practice, Research Horizons, Book Club)
- b) Title of the FNT
- c) Name(s) of the Facilitator(s)
- d) Abstract/description of the FNT session (100 words maximum) and keywords that describe the session (maximum of three)
- e) More detailed description of the FNT session (including focus of the session, its relevance, and how the FNT will be facilitated to actively engage participants) (500 words maximum, including references)
- f) Relevant biographical information for the those involved in sponsoring/hosting/facilitating the FNT, specifically highlighting expertise as related to the focus of the session (200 words maximum per person)

*Scheduling in the Conference Program:* Food 'n' Thought are 60-minute sessions scheduled during breakfast and lunch times each conference day. There are no audio-visual aids provided, but organizers are welcome to use their own laptop at this session if desired.

## Other Formatting Guidelines for Submissions

All submissions must comply with the guidelines outlined in this document to be reviewed for inclusion in the conference. *Any submissions that are not in compliance will not be reviewed and/or accepted.*

### Formatting of Both Refereed and Non-Refereed Submissions

- Submissions must comply with the word limits specified in the guidelines as described in the submission categories (above sections). *Submissions exceeding word limits will not be reviewed.*
- Document is saved as a Microsoft Word document (.doc or .docx). *Please do not submit PDF documents (even in final submission in November).*
- Document should be formatted for 8 ½ x 11 paper (with 1" margins).
- All submissions must comply with formatting and writing style standards as defined by the *Publication Manual of the American Psychological Association* (6<sup>th</sup> ed.), unless the proposal requirements allow for exceptions.
- Citations in text (accuracy of formatting according to APA, remember et al. rules, listing all citations in references, and long and short quotation rules).
- References (accuracy of APA formatting, DOI's included, alphabetized, all references cited in manuscript).
- All tracked changes have been accepted and document is saved without comments or tracked changes.

### Additional Formatting Requirements for Refereed Submissions Only

- All author-identifying information has been removed (including information in document file properties).
  - The document should be in Times New Roman font (12 pt.) and double-spaced.
  - Running head according to APA, with page numbers in upper right hand header.
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- Separate title page formatted as outlined in APA (include Title only for blind-review submission – no author identification for manuscripts or abstracts that will undergo blind, peer review).
- Abstract page formatted as outlined in APA—including succinct overview and keywords (limit of 3).
- Headings (level 1, level 2, etc., according to APA).
- Tables and Figures (APA labeling format).

## Rule of Three

An author can be named on no more than three refereed submissions (manuscripts or abstracts), regardless of the author order. There is no limit for involvement on other conference submissions. Please note that conference organizers prepare the conference program to minimize scheduling conflicts. However, only first authors are usually guaranteed to have a conflict-free presentation schedule.

## Presentation Schedule

Authors must be able to present at any time during the conference (February 19-21, 2015). The presentation schedule as well as presentation guidelines will be available on the *Conference Central* website approximately six weeks before the conference.

## Important Notes, Dates and Deadlines

September 8, 2014	Final ( <b><i>NO EXTENSIONS</i></b> ) submission deadline
October 20-24, 2014	Decision notifications to authors
November 28, 2014	Camera-ready submissions due (refereed manuscripts & abstracts)
December 29, 2014	Author(s) of accepted submissions must be registered for conference
January, 2015	<i>Session Chair</i> volunteers recruited
February 19-21, 2015	Conference (with pre-conference activities February 17-19)

1. All submissions must be submitted online via the AHRD website by **September 8, 2014, midnight PST**. *This submission closing date is firm and no extensions will be granted.*
2. All authors who submit refereed full-paper manuscripts must attest that the submission complies with articles outlined in the *Representation of Authorship and Agreement as to Publication of Materials* form (available on the *Conference Central* website at [www.ahrd.org](http://www.ahrd.org)).
3. Accepted submissions in the refereed categories will be published online in limited release and only conference registrants will have access to the conference proceedings. This is aligned with APA's policy of "limited circulation"; and, thus, AHRD believes this does not interfere with authors submitting their work for publication to a journal in the future according to APA's standards (section 1.09). However, authors should always be transparent with publishers about any prior publication.

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4. Accepted submissions in the refereed categories will be published only if both of the following two conditions are met:
    - Final, camera-ready submission is accepted by the Track Chair by November 28, 2014;
    - At least one author of each accepted submission is registered for the Conference by December 29, 2014.
  5. Accepted submissions in the non-refereed categories will be scheduled on the program only if at least one author of each accepted submission is registered for the Conference by December 29, 2014.

## Questions? Please contact...

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**We'll meet you in St. Louis!**

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