



The Forum

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From the Desk of Lane Morris, Conference CEO:

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The **2008 AHRD International Research Conference in The Americas** in beautiful Panama City Beach, Florida, is only a month away, and we want to use this newsletter to provide you with logistical and content information about the conference.

Logistical Information

Conference Hotel – Bay Point Marriott

The conference will be held Wednesday, February 20 through Sunday, February 24 at the beautiful Bay Point Marriott. Overlooking St. Andrew's Bay, Bay Point Marriott Resort offers a relaxing location, complete with top-rated golf courses, water sports, and exciting recreational and play activities. Experience everything from deep-sea fishing to thrilling wave runner rides and dolphin tours at this first-class Panama City hotel resort.

This newly renovated Florida Gulf Coast vacation spot is a sanctuary for golfers, boaters, and those simply in search of a soothing escape. The natural setting provides guests with countless ways to relax. With 316 guest rooms, including 78 deluxe villas, you'll enjoy select comfort amid an array of on-site recreational activities and fine dining. Four restaurants are on the premises, including 30 Degree Blue, Kingfish, and Limes, a bay-front café. Serenity Spa offers a host of soothing treatments. For more information on the hotel, please visit their web site at <http://www.baypointmarriott.com>. Resort pictures can be found at <http://marriottbaypoint.com/photos/index.html>.

Hotel reservations can be made through the AHRD website at www.ahrd.org. Room rates for singles and doubles are \$135 per night (plus tax). Triple occupancy rooms are \$145 per night (plus tax) and quad occupancy rooms are \$155 per night (plus tax). All rooms include a refrigerator, and your choice of king or double beds. The business center is free, with multiple computers and laptop hook-ups, and located adjacent to the conference session rooms. Free wireless is also available in the lobby area.

Please see *Conference* on page 2

Conference from page 1

Getting There

The Panama City airport is a small regional airport that is within driving distance of several other airports (see the table for distances), thus expanding your travel options. All major car rental companies offer services at all of these airports. In addition, shuttle service is available from the Panama City and Fort Walton Beach airports. The street address for the Bay Point Marriott is 4200 Marriott Drive, Panama City Beach, FL 32408.

Shuttle transportation to and from the Panama City airport can be arranged through the hotel at 850-236-6000. Advance reservations can also be made directly with Executive Shuttle at 850-233-8299. These charges can be billed to your hotel room.

Transportation to and from the Ft. Walton Beach Airport can be arranged through Beachside Express. These charges cannot be billed to your room. Contact Gram with Beachside Express at 850-685-3586 or visit their website at www.beachsideexpress.com. Pricing is \$95 one way for 1 to 3 passengers, \$20 for each additional person after that.

An additional option for transportation from Fort Walton Beach is APlus Shuttles (<http://aplusshuttle.com>).

Conference Activities

Keynote Address

This year's keynote address will be delivered by Debra J. Cohen, Ph.D., SPHR, Chief Knowledge Officer for the Society for Human Resource Management, where she oversees the Knowledge Development Division. Prior to joining SHRM in May, 2000, Dr. Cohen spent 15 years as an academic, teaching HRM at George Washington University and George Mason University. Dr. Cohen has published over 40 articles and book chapters and has been published in several well-known journals. She remains professionally active, serving as an Advisory Editor for *Human Resource Management* journal, on the editorial review boards of *Human Resource Management Review*, the *Journal of Management*, and the *Academy of Management Learning and Education* journal, and doing ad hoc reviewing for *Human Resource Development Quarterly*. Dr. Cohen received her Ph.D. in Management and Human Resources in 1987 and her Master's Degree in Labor and Human Resources (MLHR) in 1982, both from The Ohio State University. Her remarks are entitled "Business and Workplace Trends." The keynote address will be held Saturday, February 23rd at 10:30 a.m.

Town Hall Forum

This year's Town Hall Forum focuses on the question, "Enterprise-Wide Technology—Is HRD Harnessing the Potential?" Held Thursday, February 21st with a reception at 5:45 pm and the forum itself beginning at 7:30 pm, the Town Hall Forum is hosted this year by the Technology Committee. This year's three-part Forum first explores practical dimensions of enterprise-wide technology, then considers the opportunities and responsibilities that it provides to researchers.

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Airport Name	Airpt Code	Miles to Resort
Panama City – Bay County International Airport, Panama City, FL <u>Shuttle service available—see article</u>	PFN	11
Destin/Ft. Walton Beach/Okaloosa County Airport, Ft. Walton Beach, FL <u>Shuttle service available—see article</u>	VPS	66
Dothan Regional Airport, Dothan, AL	DHN	101
Tallahassee Regional Airport, Tallahassee, FL	TLH	106
Pensacola Regional Airport, Pensacola, FL	PNS	107
Mobile Regional Airport, Mobile, AL	MOB	200
Montgomery Regional Airport, Montgomery, AL	MGM	200
Valdosta Regional Airport, Valdosta, GA	VLD	205
Jacksonville International Airport, Jacksonville, FL	JAX	297

*Conference from page 2*Journal Certification Plenary Session

Journal certification continues to be an very important topic of discussion in our Academy. On Friday afternoon a plenary session has been scheduled for the purpose of informing the Academy about its efforts to obtain certification for our AHRD journals. The session will be an opportunity for the Academy at large to meet with our four journal editors to discuss strategies and next steps in the important task of achieving certification.

Views From the Summit

These interactive sessions are designed to provide an in-depth exploration of three principal themes of the Academy of HRD: Research and Theory, Scholarly Practice, and International HRD. The "Views" will be held on Friday, February 22nd at 10:30 am. Each "Views" session is sponsored by a different Academy committee.

Awards Ceremony

This year all Academy awards will be presented together during an awards ceremony on Friday, February 22nd at 5:30 pm. We encourage all of you to attend the presentation to recognize the outstanding efforts of your fellow members.

New Student/Member/Professional Session

We invite all new students, members, and HRD professionals to attend this session on Thursday, February 21st at 5:00 pm. A brief overview of the Academy will be provided with an opportunity to meet board members and committee chairs. This session will provide a great opportunity for members to find out how to get involved with the Academy.

New Learning Project

In order to collect evaluation data about this year's conference, an email will be sent to attendees after the conference with a link to surveymonkey.com to complete a short evaluation. NO MORE PAPER SURVEYS! We appreciate your support and feedback to continue to make the conference a success!

We are looking forward to making the 2008 AHRD International Research Conference the best yet. We invite you to support your fellow members in presenting their research, network with colleagues you haven't seen all year, and enjoy the festivities!

Attend the Journal Certification session to find out why this issue is vital to the future of the Academy.

Panama City Welcomes HRD Practitioners

*By Darren Short, AHRD VP for Membership
Board Liaison to the Scholar-Practitioner Committee*

In recent years, we have seen an explosion of conference activities designed for Scholar-Practitioners, and trend continues in Panama City. Practitioners will find plenty of opportunities to hear about cutting-edge research and its implications for practice, to discuss how to apply research and theory to common problems faced in current HRD practice, and to network. To highlight just a few of the sessions of interest:

The Scholar-Practitioner Committee invites you to attend a session a day focused on:

- What it takes to be a successful scholar-practitioner in corporate America (Thursday)
- How scholar-practitioners influence the HRD research agenda (Friday)
- How we expand the vibrant scholar-practitioner community in AHRD (Saturday)

Preconferences of particular interest include Consulting 101 and Critical Skills for the Scholar-Practitioner.

Main conference sessions exploring evaluation, management, career development, diversity, 21st century workforce, and training transfer all offer much that will be of value to scholar-practitioners.

A practitioner-focused View from the Summit session will address applying enterprise-wide technology to workplace learning.

The Scholar-Practitioner community within AHRD is vibrant and welcoming! We look forward to seeing you at the conference, and to learning with you and from you. If you have any questions about scholar-practitioner activities at the conference, please email me at dazinseattle@aol.com.

AHRD Grants Awardee Session

By Darlene Russ-Eft, VP for Research

A year ago, AHRD held a grant-award competition, and many worthy proposals were received. A session held from 1:30p to 3:00p on Saturday, February 23 will feature three of the four award winners reporting on the research they've been conducting using the grants.

Symposium 35: AHRD Grant Winners

A Healthcare Organization Response to Mandated Standardization of Written and Oral Communication: A Case Study of Organizational Learning

*Ira Todd Cohen, Maria Cseh, Christi Corriveau, and Karen Smith
The George Washington University*

A Multiple Case Study of Innovation

*Wei Zheng, Northern Illinois University
Anne E. Khoury, Lawrence Livermore National Laboratory*

A Cross-cultural Validation of a Psychometric Measure of Managerial Expertise in China, The Netherlands, France, and the United States

*Marie-Line Germain, St. Thomas University
Beatrice I. J. M. van der Heijden, Maastricht School of Management,
Open University of the Netherlands, University of Twente
Jinyu Xie, Fudan University, China*

Be sure to attend this symposium to learn about these exciting research projects, funded by AHRD and the AHRD Foundation.

Emerging Research Course Reminder

By Darlene Russ-Eft, VP for Research

Last month's newsletter provided an overview of the Emerging Research course. This course, undertaken in conjunction with the AHRD conference, will enable you to:

- Describe the role of research and theory in HRD.
- Report perspectives on the "scholarly journey" as identified by experienced HRD scholars and practitioners.
- Understand research paradigms and related methods used to conduct and report research and describe the standards for good research in HRD.
- Critique and, with a team, present a critique of a conference paper.
- Participate fully in the Academy of Human Resource Development (AHRD) annual conference.

The course begins on Wednesday morning with the preconference registration and runs until noon on Thursday. The cost for the course at the conference is \$75. What a bargain!

If you have any questions about the course, please contact one of your faculty members or email Darlene Russ-Eft at zmresearch@aol.com

So, we look forward to your participation in the Emerging Research Course.

Upcoming Meeting of the Program Excellence Network (PEN):

Exploring Trends in Graduate Education

*By Wendy E. A. Ruona
Program Excellence Network Chair*

The Program Excellence Network (PEN) is excited to share details about its upcoming meeting which will be prior to the AHRD 2008 International Research Conference in the Americas.

The PEN, established by the AHRD in 2007, is committed to strengthening HRD academic programs and promoting excellence in teaching HRD. It provides a forum for its members to explore, learn, and work together to shape the future direction of HRD education. This includes professional development as well as fostering the scholarship of teaching.

This year's meeting will focus on exploring trends in graduate education. There is a distinctive movement afoot in the United States and in the European Community to explore and interrogate the state of research preparation for both academics and practitioners pursuing graduate study. Indeed, increasingly college and programs are restructuring their programs to better prepare graduates—and in so doing are pushing on the fundamental questions of: What is the purpose of a doctorate? Whom does the doctorate serve? Is the doctorate for advanced practitioners or professional researchers or both? Can we distinguish between these "theory/practice" roles? If academic programs can or did, what would be the implications for academic preparation (doctoral and masters levels)—especially as related to skills in research and theory-building? How does all of this affect the link between theory and practice? How does all of this affect a field's aim to build a solid theoretical base?

The PEN meeting this year will explore these (and likely many more related) questions as we work together to learn about and understand the trends affecting graduate education—both masters and doctoral levels—especially as related to implications for research preparation.

We are very excited to announce that David Imig, Head of the Carnegie Initiative on the Doctorate (CID) (<http://www.carnegiefoundation.org/programs/index.asp?key=29>) will be a featured speaker—kicking off the first afternoon of our meeting to help us explore the current trends as well as the very exciting things that are going on as related to the CID, which was a five-year project that involved dozens of Universities in leading reform in graduate education.

We have much more in store for Thursday morning as we continue working together to understand what all of this might mean for our academic programs. We've just about finalized guests from Europe who will help us learn about trends and movements around graduate education in their context. And, we'll have a few activities that help us to bring it all together! Throughout the session, PEN members will have opportunities to discuss their own issues, successes, and challenges related to teaching research to both practitioners and scholars.

This year's meeting is on **Wednesday, February 20** (1:00-5:00 p.m.) and **Thursday, February 21** (9:00-noon).

Please see *PEN* on page 7

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Finally, we are also excited to be able to invite PEN delegates to a dinner on Wednesday evening (6:00-8:00 p.m.) for some designated time to network together and talk about issues related to administering and leading their programs. This dinner will be graciously sponsored by the Jack and Patti Phillips Workplace Learning and Performance Institute at the University of Southern Mississippi (<http://www.usm.edu/wlpi/index.html>). Program Directors, please be sure to RSVP for this event ASAP (on your [renewal form](#)).

For more information, about the upcoming event or PEN, contact Wendy Ruona at wruona@uga.edu or 706-542-4474. Or, PEN Members, to renew your membership and [sign up for this event](#), visit the [AHRD web site](#) (People and Communities / Program Excellence Network). If your academic program is not yet a PEN member, you can also visit the AHRD web site for more information on how to join as well as to sign up for the upcoming meeting.

From the Desk of the President**Results of the 2007 Elections**

It is with great pleasure that I welcome **Darlene Russ-Eft** to the AHRD Board and Executive Committee as our new President Elect. Darlene is finishing a term as a Board member during which she served as Vice President for Research. For the next two years she will serve as Conference CEO in addition to being part of the Executive Committee. The Academy is fortunate to have such a capable and energetic member stepping forward to lead us in our mission of Leading HRD Through Research.

The Academy also elected three new Board members to replace Tim Hatcher, Wendy Ruona, and Darlene. Your new Board members, who will serve for three years, are:

Jamie Callahan, Texas A&M University

Sally Sambrook, University of Wales

Greg Wang, University of Texas at Tyler

See you in Panama City,

Jerry Gilley

AHRD President

International Conference News

*By Larry M. Dooley
AHRD Past President and International COO*

News

The Academy of Human Resource Development is on the brink of becoming a truly global organization. From its humble beginnings in 1993 on the campus of Georgia State University, your Academy is now poised to become the global leader as we *Lead Human Resource Development through Research*.

As the International COO for the AHRD, it is my responsibility to lead and coordinate all activities international to the USA. As you are aware, we currently have three conferences, the International Research Conference in The Americas, the Asian Chapter Conference, and the conference in partnership with the University Forum for Human Resource Development, held in Europe each year.

It is becoming clear that we can no longer provide global leadership in HRD with just three conferences. As we move forward globally, the AHRD is considering requests to create chapters and hold conferences in Africa and the Middle East and possibly Latin America. Moreover, I have recommended to the Executive Committee a task force that will study the feasibility of different membership models for different parts of the world. It is clear that the current membership fee structure does not allow us to grow membership in all global markets. Look for more on these issues to be discussed in Panama City.

I invite all members attending the International Research Conference in The Americas to join us for the Asian Chapter meeting to be held Saturday, 23 February from 2:00 PM – 5:00 PM in Spanish A room.

Conferences

European Conference

The Academy of Human Resource Development and the University Forum for Human Resource Development will jointly sponsor the *9th International Conference on Human Resource Development Research and Practice across Europe* May 21-23, 2008. Hosted by Lille Catholic University School of Management, this year's conference promises to be truly outstanding. The conference theme this year is "Developing Leaders and Managers." Three keynote speakers have been identified so far: Bruno Dufour, Jamie Callahan, and Jim McGoldrick.

Hedley Malloch and his team are putting together a truly great conference. Please check out the conference web site for all the information you will need. This is a really detailed conference

*2008 European
Conference
May 21-23, 2008
Lille, France*

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web site that provides information from travel suggestions to housing to eating out. <http://hrd.ieseg.fr/index.html>

Please note the following key dates:

1 February – Authors notified of review decision

2 April – Date for receipt of all final manuscripts

2 April – Early bird registration closing date

31 April – Final registration closing date

21-23 May – Conference

Asian Chapter Conference

The Asian Chapter of the Academy of HRD announces the 7th Asian Conference of the Academy of HRD. The conference will be held November 3–6, 2008, and will be hosted by the School of Human Resource Development, National Institute of Development Administration (NIDA), Bangkok, Thailand. This will be the second Asia Conference hosted by Thailand and the second conference coordinated by Chiraphra Tan Akaraborworn and her team.

The goal of the conference is to bring together scholars and practitioners in the field of HRD (and its related disciplines, such as HRM, education, business management, public administration, economics, sociology, psychology, and others). It will also be an effective platform for networking and professional interactions among HRD scholars and practitioners from around the globe.

The theme of this year's conference is: *Ethics and Quality of Work Life for Sustainable Development*. The term "sustainable development" has become a goal for organizations and countries around the world. HR practices in Ethics and Quality of Work Life have been of interest in the Thai society due to the King's philosophy of an efficiency economy that offers a way to sustain a company by balancing stakeholder benefits.

The full call for papers will be in the conference program as well as on the Proceedings CD for the International Research Conference in The Americas in Panama City, Florida. The call for papers is available now on the AHRD web site (www.ahrd.org, see Events); the conference web site should be up and running by the end of the January.

Please note the following key dates:

June 15 – full paper submission deadline

July 20 – authors notified of review decision

August 20 – date for receipt of final manuscripts

2008 Asian Conference

*November 3-4, 2008
Bangkok, Thailand*

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