

President's Report to the Membership, 2015

Thank you for being a member of the Academy of Human Resource Development. You are part of a unique organization that seeks to lead HRD through research. We believe in the importance of research and theory, and the impact these processes can have on the improvement of HRD practice. Beyond that, we believe that HRD can impact the lives of individuals across the globe and, in turn, on entire nations. These lofty beliefs help to drive us as both HRD researchers and consumers of HRD research.

By tradition, the President provides an annual report to members at the time of the conference in the Americas. In this report, I will provide an overview on: AHRD Finances; Membership; Conferences, Journals and Awards, and two Board initiatives.

When I assumed the role of president, one of my first actions was to change the Board structure, if just slightly. At this time the Board structure and responsibilities of each Board member are the following:

MEMBER	LEAD	SUPPORT
Jeff Allen		<ul style="list-style-type: none"> Professional Development Special Interest Groups
Khalil Dirani	Global Strategy and Planning	
Julie Gedro	Task Force on selecting Conference Software	<ul style="list-style-type: none"> Conference in the Americas Membership Recruitment and Retention
Rajashi Ghosh	Global Strategy and Planning	
Robin Grenier	Communications and Branding	
Holly Hutchins	Professional Development	<ul style="list-style-type: none"> Special Interest Groups (SIGs) Membership Recruitment and Retention
Ron Jacobs		<ul style="list-style-type: none"> Global Strategy and Planning Research to Practice Initiative
Jessica Li	Special Interest Groups (SIGs)	<ul style="list-style-type: none"> Research to Practice Initiative Professional Development
Wendy Ruona	Conference in the Americas	<ul style="list-style-type: none"> Journals and Awards
Ellen Scully-Russ	Journals and Awards	
Darren Short	Research to Practice Initiative	
Seung Won Yoon	Membership Recruitment and Retention	<ul style="list-style-type: none"> Conference in the Americas

AHRD Finances

As shown in Table 2, The 2013-2014 financial year ran from July 2013 to June 2014, and it delivered a strong financial performance for the organization (see Appendix). The net income for the year (all income minus all expenses) was \$34,311.20. This was due to an extremely successful 2014 conference in the Americas, indeed one of the most financially successful conference ever, which generated \$79,602.39 in net income. As in previous years, the main AHRD expenses relate to the Main Office and associated professional fees (\$94,162.02), and to the journals (\$39,783.32). The total AHRD assets (retained earnings) stood at \$242,625.27 at the end of the financial year (up 14% on the previous financial year), reflecting the solid financial position of the organization.

The strength of our financial position owes much to the wisdom of our past Presidents and Boards, and in particular to Darren Short and Darlene Russ-Eft. Through their leadership, the financial situation of the AHRD is at a steady state. In fact, this past year the Board approved a plan to invest \$100,000.00 of our cash assets to a conservative money market program through Wells Fargo Bank. Our Wells Fargo banker specializes in investments for non-profit organizations. At this time, the investment has resulted in modest gains, but at least the gains exceed what we would otherwise receive through our bank savings account.

AHRD Membership

Table 1 shows membership trends from 2004 to the present. Our current membership (as of January 30, 2015) is 509, marking a relatively steady number historically. But the number places us at a lower member count relative to past 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.

Under the leadership of Seung Won Yoon, membership retention and engagement continues to be important an issue of concern for the Board. Many of our conversations and initiatives focus on providing greater value for our members, especially our senior scholars and our new scholars. 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 organizations related to our field in which our members

might 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 in informal and formal venues, more resources, and more opportunities for development. A few of the 2014 initiatives underscored our member value offering, with particular emphasis on the new mentoring program being unveiled at this conference. I want to thank Holly Hutchins and Rajashi Ghosh for their leadership in the mentoring program.

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. For six years, SIGs have experienced continued growth and evolution. Affiliation with a SIG has grown to 90% of AHRD members, with most members signing up for two or more SIGs.

Under the coordination of Jessica Li, the SIGs continue to provide opportunities for enhancing the experience of members with kindred interests. SIGs have contributed Symposia, Innovative Sessions, Food-N Thought sessions, 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.

Communications

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, the AHRD Board approved for the first time a communications policy to guide our interactions with members and the broader HRD community in general. Robin Grenier continues to serve most admirably as editor in chief of the Digest and has provides leadership in various other communications and branding issues.

How can we 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.

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 2014 conference a hash tag (#AHRD2014) 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

Americas Conference

Under the expert guidance and creative thinking of Wendy Ruona, the 2015 AHRD seeks to continue to serve the needs of HRD scholars globally. For the 2015 annual conference, we will have 148 peer-reviewed papers to be presented. In addition, there will be 15 Food and Thought Sessions, designed to encourage dialogue and collaboration on emerging ideas. Finally, the conference will have 27 interactive roundtables, 11 focus panel sessions and 10 professional development workshops. This year, we have solidified some of the changes made for the 2014 conference. Specifically, we reduced the number of tracks to eight from 13 last year and we have maintained that same number of tracks this 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 explicitly understands the need to balance these types of sessions for each track.

Throughout the conference planning, our partners at Ewald Consulting, led by Kathie Pugaczewski and Carissa Wolf, provided much appreciated collegial support and oversight. Wendy Ruona, as president elect, served as conference coordinator, overseeing all aspects of conference planning. The Board approved the establishment of a Taskforce on Conference Site Selection. Wendy Ruona will serve as chair of this group, with the intent of ensuring that future site selections remain responsive to the financial and practical requirements of AHRD and its members.

AHRD-Affiliated International Conferences

Under the coordination of Mesut Akdere, the AHRD Asian Chapter Coordinator, AHRD continues to organize a highly successful conference in Asia. The 13th International Conference of the Asia Chapter was held in Seoul, Republic of Korea, and the theme was "New Perspectives of HRD and Social Networking in a Globalizing Workplace." Participants of this conference came from many different countries in Asia, the Middle East and North Africa, Europe, Australia, South America, and North America. Next year's conference will be held in Macau.

The University Forum for Human Resource Development (UFHRD) and AHRD continues to collaborate in holding an annual conference in Europe. The 15th International Conference on Human Resource Development Research and Practice across Europe was hosted by the Brighton Business, University of Brighton. The theme was "HRD in Turbulent Seas - Continued Global Economic Uncertainty: Challenges and Opportunities." Looking forward, the 16th International Conference on Human Resource Development Research and Practice across Europe will have the theme of "Towards Evidence Based HRD Practice: Bridging the Gap" and will be held from 3-5 June 2015.

The call for papers for these conferences appears in the Americas Conference program, and the paper guidelines follow those required for the AHRD Americas Conference. His information is also available on the AHRD website, within the Events drop-down link.

AHRD Journals

Under the Board leadership of Ellen Scully-Ross, the Board recognizes the critical importance of its four journals. As a result, we have made every effort to enhance the quality and impact of our journals through the supportive efforts we can actually make through the Board. AHRD sponsors/co-sponsors the four premier journals in the HRD disci-

pline: Human Resource Development Quarterly, Human Resource Development Review, Advances in Developing Human Resources, and Human Resource Development International.

Two years 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 a surprisingly few of our members have expressed an interest in receiving printed copies.

A major question continues to revolve around SSCI ranking for our journals. HRDQ has been included in SSCI and recently HRDR has been included as well. Congratulations to the editors of each journal, their editorial staff members, editorial boards, and the manuscript reviewers for their fine work and dedication. We continue to be amazed by the high quality of our journals.

Given the centrality of research, AHRD has sponsored the Emerging Research course during the conference in order to support HRD academic programs introducing graduate students to HRD research and the conference. This year, the course has undergone some changes: the title has been changed to Colloquium on HRD Research and its objectives and content have been examined and updated. We look forward to seeing the effectiveness of these changes to better serve our emerging scholars.

Conference attendees well know the number of graduate students who attend our conferences. Graduate students in our various programs come from the U.S. and many different places globally. We appreciate their participation in the conferences and they represent an important strategic focus for the Board, as many of them will soon graduate and take on leadership and academic positions globally. Of course, we want them to continue to consider AHRD as their professional home.

Program Excellence Network

The AHRD Board, led by Holly Hutchins, has been working with the Program Excellence Network (PEN) members to reinvigorate the leadership structure and its scope of work for the upcoming year. We look forward to hearing how

PEN will continue to make strong contributions to the field and to AHRD.

It should be noted that three members from PEN – Neal Chalofsky, Tonette Rocco, and Lane Morris – served as the editors of the Handbook of Human Resource Development (2014).

AHRD Awards

A highlight of the 2015 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.

Upon the recommendations of Board member Ellen Scully-Ross and the Awards Committee chair, the AHRD has decided to recognize and celebrate the two major edited texts that were published in 2014:

- Handbook of Human Resource Development, Neal Chalofsky, Tonette Rocco, and Lane Morris, Editors. (John Wiley).
- The Routledge Companion to Human Resource Development, Rob Poell, Tonette Rocco, and Gene Roth, Editors. (Routledge)

These impressive volumes provide a comprehensive perspective of the field and make significant scholarly contributions in their own right. The texts represent the continuing development and maturity of the HRD field. Please watch for special events related to these most impressive reference texts.

Special Board Initiatives

In 2014, the Board approved two special initiatives. First, the Board approved a global policy statement that will now oversee the planning of the future global engagements of AHRD. Readers may review the global statement on the AHRD website. Under the leadership of Rajashi Ghosh

and Khalil Dirani, AHRD has now been reaching out to entities in India and Africa to become partners in conducting regional research conferences. The intent of the global policy is to increase the reach of AHRD into global locations that have not had much contact with us until now, but have active or emerging HRD scholarly communities.

The second major initiative is the research to practice initiative that seeks to place summaries of relevant journal articles from AHRD journals in the hands of HRD practitioners. As past president, Darren Short has worked with the Scholar-Practitioner SIG in making this happen in reality. Special recognition goes to Catherine Lombardozzi, who has undertaken this project with a special passion and commitment. The Board has recently submitted a preliminary draft agreement for consideration by the Association of Talent Development (ATD), which would serve to disseminate this information as blogs through their website.

We look forward to 2015 as the breakthrough year for the realization of both of these initiatives.

Final Reflections

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, based on a belief in and commitment to the AHRD mission. AHRD certainly benefits from their contributions, and from all its volunteers as well. AHRD is not a large organization in terms of the size of its membership, but no one can deny our energy, influence, and impact.

With this statement, I wish to close the 2015 President’s Message to members. Thank you and have a great 2015 conference.

Ron Jacobs

P.S. I look forward to seeing all of you next year in Jacksonville!

Table 1

MEMBERSHIP 2004-2015

Date	Regular Membership	Student Membership	Regular - HDI Membership	Total Membership
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)
January, 2015	323	173	9	509 (3 SIGs, 1 Emeritus)

Table 2

END OF YEAR FINANCIAL SUMMARY

	FY 2004-2005	FY 2005-2006	FY 2006-2007	FY 2007-2008	FY 2008-2009
INCOME					
Conference Fees	\$94,787.39	\$90,450.36	\$108,022.17	\$82,583.49	\$114,020.00
Membership Dues	\$85,700.00	\$85,360.00	\$103,286.00	\$140,030.00	\$122,550.00
Dividend & Interest	\$0.00	\$1,008.29	\$527.33	\$913.75	\$878.32
Other	\$0.00	\$3,117.28	\$12,332.92	\$10,182.06	\$1,147.46
Royalties	\$0.00	\$0.00	\$0.00	\$0.00	\$1,709.87
TOTAL INCOME	\$180,487.39	\$179,935.93	\$224,168.42	\$233,709.30	\$240,305.65
EXPENSES					
Credit Transaction Fees	\$0.00	\$3,053.67	\$4,128.89	\$6,479.59	\$7,613.43
Committee Expenses	\$0.00	\$1,830.17	\$0.00	\$0.00	\$0.00
Awards	\$2,320.98	\$2,590.41	\$1,946.84	\$2,342.88	\$2,498.49
Board Meetings	\$9,972.83	\$17,659.71	\$10,452.94	\$14,963.56	\$9,981.70
Management (Personnel)	\$41,147.07	\$39,676.97	\$38,660.85	\$42,800.56	\$47,694.93
Office Expenses	\$3,985.63	\$3,604.13	\$2,994.45	\$8,949.08	\$13,349.00
Publications (AHRD Journals)	\$42,809.50	\$43,081.77	\$50,462.44	\$63,571.19	\$52,943.83
Professional Fees (accountant, Insurance, Web Hosting)	\$9,178.25	\$1,596.80	\$3,596.73	\$4,959.50	\$14,029.00
Research Grants	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00
Travel (Other)	\$1,564.30	\$1,724.77	\$3,666.89	\$2,431.94	\$1,461.02
Other		\$2,057.61	\$4,196.11	\$3,655.00	\$7,427.13
Conference	\$48,867.78	\$50,598.98	\$66,828.60	\$74,141.20	\$69,102.52
TOTAL EXPENSES	\$159,846.34	\$179,214.93	\$196,934.74	\$224,294.50	\$226,184.99
INCOME MINUS EXPENSES	\$20,641.05	\$721.00	\$27,233.68	\$9,414.80	\$14,120.66
ASSETS & LIABILITIES					
TOTAL ASSETS	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,244.06
ACCOUNTS PAYABLE					
TOTAL LIABILITIES & EQUITY	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,224.06
Conference Profit	\$45,919.61	\$39,851.38	\$41,193.57	\$8,442.29	\$44,917.48

	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014
INCOME					
Conference Fees	\$89,960.00	\$119,155.99	\$126,966.00	\$136,318	\$157,745.00
Membership Dues	\$109,810.00	\$104,934.99	\$101,066.00	\$97,850	\$88,094.00
Dividend & Interest	\$2.79	\$0.00	\$0.00	\$0.00	\$0.03
Other	\$2939.58	\$475.00	\$1,825.00	\$3,142	\$3,525.40
Royalties	\$22,445.59	\$13,804.09	\$24,599.00	\$20,531	\$21,839.70
TOTAL INCOME	\$225,157.96	\$238,370.07	\$254,456.00	\$257,841	\$271,204.13
EXPENSES					
Credit Transaction Fees	\$7,699.96	\$7,349.65	\$7,300.00	\$7,515.00	\$8640.69
Committee Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Awards	\$3,783.12	\$1,277.34	\$889.00	\$1,100.00	\$2115.76
Board Meetings	\$7,623.35	\$7,016.84	\$719.00	\$5,765.00	\$7837.82
Management (Personnel)	\$78,000.00	\$82,604.96	\$82,385.00	\$82,000.00	\$84,459.96
Office Expenses	\$5,204.08	\$5,815.87	\$2,003.00	\$2,134.00	\$3604.91
Publications (AHRD Journals)	\$70,472.15	\$50,421.92	\$44,895.00	\$34,766.00	\$39,783.32
Professional Fees (accountant, Insurance, Web Hosting)	\$5,490.40	\$14,096.25	\$5,043.00	\$7,433.00	\$9702.06
Research Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$5,911.06	\$0.00	\$0.00	\$0.00	\$1546.29
Other	\$5415.00	\$430.00	\$1,860.00	\$1,647.00	\$1302.90
Conference	\$57,424.04	\$89,369.01	\$81,723.00	\$79,711.00	\$77,899.22
TOTAL EXPENSES	\$247,023.16	\$258,381.84	\$226,816.00	\$222,071.00	\$236,892.93
INCOME MINUS EXPENSES	-\$21,865.20	-\$20,011.77	\$27,640.00	\$35,770.00	\$34,311.20
ASSETS & LIABILITIES					
TOTAL ASSETS	\$172,896.77	\$140,486.78	\$171,508.00	\$208,131.00	\$242,625.27
ACCOUNTS PAYABLE	\$12,517.91	\$119.69	\$3,501.00	\$4,352.00	\$2973.95
TOTAL LIABILITIES & EQUITY	\$172,896.77	\$140,486.78	\$171,508.00	\$208,131.00	\$242,625.27
Conference Profit	\$32,535.96	\$30,123.50	\$45,243.00	\$56,606.00	\$79,602.39