

President's Report to the Membership, 2013

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. This is 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 2011-2012 Financial Year ran from July 2011 to June 2012, and it delivered a strong financial performance for the organization (see Appendix Table 2). The net income for the year (all income minus all expenses) was \$27,640. This was due, in part, to an extremely successful 2012 conference in the Americas — indeed one of the most financially successful conference ever, which generated \$45,243 in net income. As in previous years, the main AHRD expenses relate to the Main Office and associated professional fees (\$87,428), and to the journals (\$44,895). The total AHRD assets (retained earnings) stood at \$171,508 at the end of the 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), Shani Carter (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 18, 2013) is 587, marking a steady increase over the last six months of 2012. Although membership has fallen from its peaks of 2009 and 2010, it now appears to have stabilized. Some of the decline in recent years was due to membership no longer being required to attend the Americas conference, and some was due to changes in student memberships. Looking ahead, the Board will be looking closely at how recent changes to journal access will impact membership numbers for 2013 and beyond.

Membership retention and engagement continue to be an important goal for the Board. The annual AHRD Membership Survey identified issues of engagement and high membership fees as a challenge to member growth. To address these challenges, the Board's membership team (Shani Carter: SIGs; Robin Grenier: Communications) have initiated several programming activities to engage members and demonstrate the value of becoming an AHRD member (discussed below). The Board also approved a reduction in membership dues resulting from the conversion to AHRD Journal online access (detailed more in the Journal section). Regular membership dues were reduced from \$235US to \$220US and student and HDI membership rates each were reduced from \$135US to \$130US. These steps, among several others planned for 2013/2014, are aimed at maintaining and growing our AHRD global community.

Special Interest Groups

Within the area of membership, we have 12 Special Interest Groups (SIGs) on a variety of fascinating topics (China; Critical HRD; Diversity; Faculty Learning & Development; HRD Theory; International; Leadership; Scholar-Practitioner; Qualitative Methods; Quantitative Methods; Virtual HRD; and India), with a Korea SIG plan currently under development. 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.

Currently, 496 members are involved with SIGs. Each of the SIGs has its own website and many have a listserv to communicate with members. SIGs have steadily increased their membership numbers and activity over the last few years. For example, SIGs have produced topic-specific webinars, surveyed their members, conducted elections, revised their charters, used online networking and list serves to provide information and resources, and several SIGs are preparing special issue proposals for *Advances in Developing Human Resources* (AHRD's special topic journal). Many SIGs also actively engaged in conference programming, sponsoring such events as Symposium, Innovative Sessions and Food-N-Thoughts and Workshops. We would like to especially recognize the formative work of Martin Kormanik and current leadership of Shani Carter (former and current Board Liaisons of Special Interest Groups, respectively) who have mentored and supported the development and growth of these SIGs.

Communications

This year the *AHRD Digest* underwent significant changes, making it a dynamic and content-rich source for AHRD news and announcements. Under the innovative leadership of Board Member Robin Grenier, the *Digest* now features a number of regular columns including: board member contributions/perspectives (on

a rotating basis), technology, member spotlight, and featured SIG column, as well as news from members, PEN updates, and upcoming events and initiatives. In addition to the redesigned *Digest*, the Academy is working to market the organization to nonmembers, and create a public face that is consistent with its mission and needs of members. To accomplish this, a new Facebook page was launched in February 2012 that currently has 136 fans from 20 countries. This number only reflects the number of fans, and not the total number of people reached, which has the potential to reach more than 43,000 individuals on Facebook. We hope you visit and “like” AHRD.

The Board has also begun working on a Student Member webpage for the AHRD website. Surveys were sent to student members to determine appropriate and desired content for the page and those data are being used to create the new page.

Conferences & Events – *Report from Julia Storberg-Walker (Sr. VP Conferences & Events), Mesut Akdere (VP Webcasts & International Conferences), and David Kopp (VP Americas Conference)*

Americas Conference

We are celebrating the 20th annual Americas conference this year! Despite the potential fiscal cliff, 252 submissions were received and reviewed by the large team of volunteer members. The 20th anniversary is an important milestone, and the staff in the AHRD Main Office (Kathie Pugaczewski and Carissa Broderick) have provided outstanding support with significant cost savings. Senior Vice President Julia Storberg-Walker shepherded the many components of the conference and led the initiative to acquire more technology capacity in developing and distributing the conference program.

The Conference Team, consisting of Conference Program Chair Julie Gedro, Proceedings Editor Diane Chapman, and Associate Proceedings Editor Katie Desiderio, is using the new technology capability to improve the reviewing and program creating process. For the first time ever, the conference program and all papers are available online to all registered conference attendees. On a related note, the conference team continues to work to enhance the quality of the conference experience. As a part of a continual improvement plan stretching over several years, two initiatives were designed and deployed this year to improve quality. First, an online training/orientation was designed and delivered for Track Chairs. Second, improvements were created in the reviewing process to enable reviewers to provide substantive feedback.

For next year, under the guidance of the Board of Directors, the Conference Team will continue to develop the reviewing process so as to enhance the quality and rigor of the conference presentations. While we do not yet know the specific changes that will be deployed, we do anticipate some significant changes to occur in the manuscript submission, review, and presentation process. Finally, thanks to the AHRD Main Office staff, the Academy has

successfully negotiated for hotel space in the Houston area for 2014 conference.

AHRD-Affiliated International Conferences

Under the leadership coordination of Mesut Akdere, as our Vice President for Webcasts & Conferences (Rest of the World), the Academy continues to collaborate with other universities and organizations to provide successful research conferences in Asia, MENA, and Europe. Concerning Asia, on November 8-10, 2012, we held the International Joint Conferences of the 11th International Conference of the Asia Chapter, 2nd Conference of the MENA Chapter of Academy of Human Resource Development, and 10th International Conference on Knowledge, Economy and Management in Istanbul, Turkey. Istanbul Medeniyet University, with the assistance of Dogus University, served as the host institutions under a joint conference theme, “HRD in Global Economic Crises”. With both pre-conference workshops led by Dr. Gary McLean of McLean Global Consulting, Inc., 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. The success of this joint conference was mainly due to the efforts of our partner Dr. Ibrahim G. Yumusak and his conference team as well as Dr. AAhad Osman-Gani, the AHRD Asia Chapter Coordinator; Dr. Gary McLean, the AHRD MENA Chapter Coordinator; and Dr. Mesut Akdere, Conference site chair. In 2013, the 12th Annual Conference of the AHRD Asia Chapter will be held in Taipei, Taiwan, November 7-8, 2013. The theme of this year’s conference is “New Perspectives of HRD and Social Networking in a Globalizing Workplace”. The host institution will be National Taiwan Normal University. Please note the call for papers deadline is July 15, 2013, 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 (UFHRD) and the AHRD annual international conference held the 13th International Conference on Human Resource Development Research and Practice across Europe on May 23-25, 2012 in Famalicão, Portugal. The conference was hosted by the faculty of Universidade Lusiana Famalicão, Famalicão, Portugal, and the success of the conference was primarily due to the diligent efforts of Dr. Eduardo Tomé. This successful conference drew participants from Europe, the Americas, the Middle East, North Africa, and Asia. Looking forward, the University Forum for Human Resource Development (UFHRD) and The Academy of Human Resource Development (AHRD) will sponsor the 14th International Conference on Human Resource Development Research and Practice across Europe. It will be hosted this year by Brighton Business School of University of Brighton, U.K. The conference theme will be “HRD in Turbulent Seas - Continued Global Economic Uncertainty: Challenges and Opportunities.” Please join your colleagues June 5-7, 2013 in Brighton, U.K.

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). Over the past year, we have renegotiated new contractual agreements with Jossey-Bass (for HRDQ), with Taylor & Francis (for HRDI) and with SAGE Publishers (for ADHR and HRDR).

The biggest change that took place this past year was the enabling of online access to the journals. Our Main Office staff worked with the publishers to provide journal access through the AHRD website. Members received online access in August and were able to obtain the current issues as well as the back issues of the four journals. Negotiations with the publishers have enabled online access, as well as reduced pricing for hard-copy issues.

Of greatest importance to AHRD and our field was the announcement at last year's conference that HRDQ received SSCI ranking. Unless we continue to focus on citations of HRDQ articles in other SSCI journals, HRDQ may lose that standing. One important way to ensure that continued status is to support the other four journals to achieve SSCI ranking as well. During the coming year, some special efforts will be undertaken toward that goal.

AHRD Research and the Conference

Given the centrality of research, AHRD sponsors the Emerging Scholar course in order to introduce graduate students to HRD research and the conference. These graduate students come from all parts of the US, and some from outside the US. Because of the expansion of attendance in this course, the organizers provided for specialized sessions aimed at doctoral students separate from master's students.

In addition to the Emerging Scholar course, the pre-conferences allow scholars and scholar-practitioners to delve more deeply into special topics. This year there are two such offerings – one focused for Scholar-Practitioners and one focused on Action Learning.

AHRD Research and Awards

Once again, a highlight of the 2012 Americas conference was 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. Through the “Outstanding Reviewer of the Year” awards, the Academy also recognizes the significant contribution journal reviewers make to advancing HRD theory and practice. This year, 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.

Final 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.

Table 1
MEMBERSHIP TRENDS

Date	Regular Membership	Student Membership	Trial (outside US) 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
As of February 18, 2009	432	253	27	712
Sept, 2009				660
March 2010	434	234	55	723
February 2011	439	173	63	678 (3 SIG)
February 2012	402	174	11	591 (4 SIG)
January 18 2013	373	200	12	587 (2 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
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
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
Dividend & Interest	\$0.00	\$1,008.29	\$527.33	\$913.75	\$878.32	\$2.79	\$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
Royalties	\$0.00	\$0.00	\$0.00	\$0.00	\$1,709.87	\$22,445.59	\$13,804.09	\$24,599
Net Other Income								
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
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
Committee Expenses	\$0.00	\$1,830.17	\$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
Board Meetings	\$9,972.83	\$17,659.71	\$10,452.94	\$14,963.56	\$9,981.70	\$7,623.35	\$7,016.84	\$719
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
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
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
Other Journals (HRDQ)	\$0.00	\$11,739.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Table 2
END OF YEAR FINANCIAL SUMMARY , CONTINUED

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
Research Grants	\$0.00	\$0.00	\$10,000.00	\$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
Other		\$2,057.61	\$4,196.11	\$3,655.00	\$7,427.13	\$5415.00	\$430.00	\$1,860
Sympathy	\$0.00	\$0.00	\$0.00	\$0.00	\$83.94	\$0.00	\$0.00	\$0.00
Conference	\$48,867.78	\$50,598.98	\$66,828.60	\$74,141.20	\$69,102.52	\$57,424.04	\$89,369.01	\$81,723
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
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
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
ACCOUNTS PAYABLE						\$12,517.91	\$119.69	\$3,501
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
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