



Academy of Human Resource Development

“Leading Human Resource Development through Research”

Executive Summary Report

2009 AHRD Conference, Washington D. C.

The Academy of Human Resource Development (AHRD) was formed to encourage 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. Our main sources of income are annual conference fees and membership dues. On the expense side, our conferences and publications remain our most significant investments. The result of these financial commitments has been ongoing support and development of research and contributions to the HRD profession.

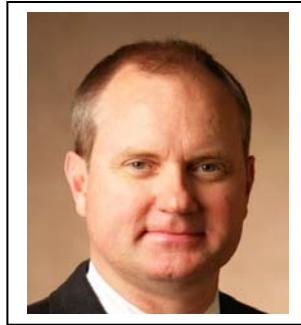
MESSAGE FROM THE AHRD PRESIDENT

Michael Lane Morris

The past year was another success for AHRD! In my first presidential address in February, 2008, I emphasized the importance of our outreach to one another and to prospective new members. I highlighted the outstanding contributions that our volunteer members make each day to run four journals, three (and soon four) yearly international conferences, conference proceedings, programming and scholarly committees, organizational governance, and more. I emphasized the improvement of the membership value proposition through “Power of Ten” issues that include: 1) increasing organizational representation in our membership, 2) increasing our membership size, 3) increasing our website hits, and 4) increasing our retained earnings. I also told you that, “I need your help” to both continuing outreach in support of our current efforts and to others who would surely benefit from membership in the Academy.

In my 2009 address to the Academy, I will be reporting the progress that we have made in all four of the aforementioned areas. By providing journals and other publications to our members, recognition of many who for their noticeable contributions, our committee and governance leadership, and our financial progress, we affirm the excellent work we are doing as an organization and the value of our organization to our most senior, seasoned, new and prospective members.

AHRD has a long tradition of publishing, and providing to members as a membership benefit, four refereed quarterly journals. During 2008, we extended our publication efforts increasing our offering of *Human Resource Development International* to five issues per year and *Advances in Developing Human Resources*, to six issues per year. These changes led to additional commitments by our journal editors and reviewers, while increasing value for our members. Our editors and reviewers for these two journals as well as *Human*



Resource Development Quarterly, *Human Resource Development Review*, and our Refereed *Conference Proceedings* continue to provide our membership the very best HRD publications available in the world.

We continue to contribute to our mission “leading HRD through research” by way of our international meetings. In 2008, we maintained our global presence with our

Americas Conference in Panama City, Florida, our Asian Chapter Conference in Bangkok, Thailand, and co-sponsored European Conference in Lille, France.

As is outlined in this report, our value as an organization is represented not only by our financials, but far more substantially by members and volunteers. In addition, our executive board is currently undertaking an effort toward the improvement of our management systems and member support. We hope that these changes will provide additional value-added for the organization.

I am thankful to our executive board, office staff, particularly Lanette Cornwell, our very active past-president Jerry Gilley and president-elect Darlene Russ-Eft for their dedication over the past year. Thanks also to the many who volunteer their time to run conferences, committees, teams and programs that add incredible value to our academy and to the staff and officers listed below, to committee and conference leaders and all that have added so much value to the collective effort that is the Academy of Human Resource Development.

To support organizational transparency and fiscal accountability, this and previous annual reports will soon be available on our website <http://www.ahrd.org>

AHRD HIGHLIGHTS*

AHRD JOURNALS

Advances in Developing Human Resources (ADHR) balances theory and practice in each issue of the journal and is devoted to a different topic central to the development of human resources. Four quarterly editions were published over the past year. ADHR is published by Sage Publications and edited by Ken Bartlett

Human Resource Development International (HRDI) is committed to questioning the divide between practice and theory; between the 'practitioner' and the 'academic' between traditional and experimental methodological approaches and between organizational demands of scholarship. Four quarterly editions were published over the past year. HRDI is published by Taylor & Francis and edited by Peter Kuchinke

Human Resource Development Quarterly (HRDQ) is the first scholarly journal focused directly on the evolving field of HRD and a forum for interdisciplinary exchange. Four quarterly editions were published over the past year. HRDQ is published by Jossey-Bass and edited by Tim Hatcher.

Human Resource Development Review (HRDR) provides new theoretical insights that can advance our understanding of human resource development. Four quarterly editions were published over the past year. HRDR is published by Sage Publications and edited by Rich Torracco

ANNUAL CONFERENCES HELD IN 2008 (sponsored by or in partnership with AHRD)

Academy of Human Resource Development International Research Conference in the Americas
Panama City Beach, Florida, USA, February 20-24, 2008.

7th Academy of Human Resource Development International Research Conference—Asia Chapter
Bangkok, Thailand, November 3-6, 2008.

9th Annual Conference on Research and Practice Across Europe—University Forum for HRD
Lille, France, May 21-23, 2008.

AHRD ANNUAL AWARDS (2007 accomplishments honored at the 2008 Research Conference)*

Outstanding Scholar Award

Awarded to an outstanding HRD scholar who has made substantial research contributions to the field of HRD and who has made meaningful contributions to AHRD research publications and related infrastructures.

2007 Award Winner—Baiyin Yang, Tsinghua University

Early Career Scholar Award

Awarded to an outstanding HRD scholar in the early stages of her/his career who has made identifiable and significant contributions in scholarly research to the field of HRD.

2007 Award Winner—David McGuire, Queen Margaret University

Elwood F. Holton III Research Excellence Award

Awarded annually for the outstanding *HRDR* refereed article.

2007 Award Winner—Daniel A. Sachau, Minnesota State University

Malcolm S. Knowles Dissertation of the Year Award

Awarded annually for the outstanding human resource development doctoral dissertation.

2007 Award Winner—Prakash K. Nair, Texas A&M University

Monica M. Lee Research Excellence Award

Awarded for the outstanding *HRDI* article in each annual volume.

2007 Award Winners—Lila Carden & Jamie Callahan, Texas A&M University

R. Wayne Pace HRD Book of the Year—Newly named in Honor of the AHRD Founding President

Awarded yearly for the outstanding HRD book that advances the theory and/or practice of the profession.

2007 Award Winner—Thomas G. Cummings, University of Southern California

Richard A. Swanson Research Excellence Award

Awarded for the outstanding *HRDQ* refereed article in each annual volume.

2007 Award Winners—Ann K. Brooks & Tamara Clunis, Texas State University

Human Resource Development Cutting Edge Awards

Authors of the ten outstanding scholarly papers from those published in 2006 AHRD Conference Proceedings

2006 Award Winning Authors/Co-Authors (listed alphabetically)—

Elizabeth Bennette, University of Oklahoma
Laura Bierema, University of Georgia
Ann W. Drewry, Wal-mart Corporation
Toby Marshall Egan, Texas A&M University
Jeffrey Keefer, New York University
Jessica Li, North Texas State University
Mingfe Li, Dalain University of Technology
Xiaojun Lu, Dalain University of Technology
Kim Nimon, North Texas State University

Sophie T. Paul, Barry University
Tonnette S. Rocco, Florida Int'l University
Sophia Stone, North Carolina State University
Matthew Upton, Texas A&M University
Jasper B. van Loo, Maastricht University
Julia Storberg-Walker, N. Carolina State University
Karen Kelly Wallard, Florida Int'l University
Jia Wang, Texas A&M University
Baiyin Yang, Tsinghua University

*See <http://www.ahrd.org> for complete listings

AHRD STAFF, OFFICERS and COMMITTEES*

Staff

Lanette Cornwell, Office Manager

Board of Directors

Lane Morris, President-Elect, University of Tennessee
Darlene Russ-Eft, President Elect, Oregon State University
Jerry Gilley, Past President, Colorado State University
Darren Short, VP Membership, Avanade, Inc.
Toby M. Egan, VP Research, Texas A&M University
Maria Cseh, George Washington University
Andrea Ellinger, Member, University of Illinois
Thomas Garavan, Member, University of Limerick
Fredrick Nafuhko, Member, Texas A&M University
Sally Sambrook, Bangor University
Greg Wang, University of Texas at Tyler

Committees

Academic Standards Committee
Awards Committees (see award list above; 11 total)
Diversity Committee
Election Committee
International Committee
Membership and Marketing Committee
Nominating Committee
Program Excellence Network (PEN)

Journal Editors

Ken Bartlett, ADHR Editor, University of Georgia
Tim Hatcher, HRDQ Editor, North Carolina State University
Peter Kuchinke, HRDI Editor, University of Illinois
Thomas G. Reio, HRDR Editor, Florida Int'l University

Liaisons and Affiliated Members

Thomas Garavan, UFHRD, University of Limerick
Reynaldo L. Martinez, UCWHRE, Valdosta State University
Kathryn S. Hoff, AHRD Managing Director,
Bowling Green State University

Asia, Europe and MENA Programs and Conferences

Larry Dooley, International COO, Texas A&M University
A. Ahad M. Osman-Gani, Asia, Nanyang Technological
University

Professional Development Committee
Publications Committee
Research Committee
Scholar-Practitioner Committee
Technology Committee
Theory Committee
Website Committee

*See <http://www.ahrd.org> for updated lists of all board members, committee leaders and members.

FINANCIAL SUMMARY[#]

	For year ending June, 2006	For year ending June, 2007	For year ending June, 2008	% Change
INCOME				
Conference Fees	\$90,450.36	\$108,022.17	\$82,583.49	
Membership Dues	\$85,360.00	\$103,286.00	\$140,030.00	
Dividend and Interest	\$1,008.29	\$527.23	\$913.75	
Other	\$3,117.28	\$12,332.92	\$10,182.06	
TOTAL INCOME	\$179,935.93	\$224,168.32	\$233,709.30	4.2%
EXPENSES				
Credit Transaction Fees*	\$3,053.67	\$4128.89	\$6479.59	
Committee Expenses*	\$1,830.17	\$0.00	\$0.00	
Conference	\$50,598.98	\$66,828.60	74,141.20	
Awards*	\$2,590.41	\$1946.84	2342.88	
Board Meetings*	\$17,659.71	\$10,452.94	14,963.56	
Management (personnel)*	\$39,676.97	\$38,660.85	42,800.56	
Office Expenses*	\$3,604.13	\$2994.45	8949.08	
Publications (AHRD journals)*	\$43,081.77	\$50,462.44	63,571.19	
Professional fees* (accountant, insurance, web hosting)	\$1,596.80	\$3596.73	4959.50	
Research Grants*	\$0.00	\$10,000.00	\$0.00	
Travel* (in addition to Board meetings and conference)	\$1,724.77	\$3666.89	2431.94	
Other expenses*	\$2,057.61	\$4196.11	3655.00	
Total HRDQ	\$11,739.94	\$0.00	\$0.00	
Income/Expense*				
TOTAL EXPENSES	\$179,214.93	\$197,409.74	\$224,294.50	13.6%
INCOME MINUS EXPENSES				
	\$721.00	\$26,758.58	\$9414.80	
ASSETS AND LIABILITIES				
TOTAL ASSETS	\$131,435.02	\$158,193.60	\$167,608.40	
TOTAL LIABILITIES^d				
& EQUITY	\$131,435.02	\$158,193.60	\$167,608.40	6.0%

^dAHRD has no long-term debt *Membership Expenses

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



Academy of Human Resource Development

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[#]All financials and information provided in this summary is based on internal reporting estimates and have not been certified.

AHRD is periodically reviewed by a third party financial auditor.

Financial and Organizational Data Reporting Managed by Lanette Cornwell, AHRD Administrative Assistant