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 Torraco

**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
Bankok, 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

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

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)

*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 | 4.2%
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 | $12332.92 | $10,182.06 |
**TOTAL INCOME** | **$179,935.93** | **$224,168.32** | **$233,709.30** |
**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 Income/Expense* | $11,739.94 | $0.00 | $0.00 |
**TOTAL EXPENSES** | **$179,214.93** | **$197,409.74** | **$224,294.50** |
**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** | **$131,435.02** | **$158,193.60** | **$167,608.40** |
**& EQUITY** | **$0.00** | **0.00** | **0.00** |

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### MEMBERSHIP TRENDS

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<th>Date</th>
<th>Regular Membership</th>
<th>Student Membership</th>
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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