

# President's Report to the Membership

The Vision of the Academy of Human Resource is "leading human resource development through research." To accomplish that vision, our mission involves:

- develop a community of interest recognized as a global human resource development center of excellence that promotes ethical research and practice.
- influence and encourage the creation and systematic study of theories, processes, and techniques that advance human resource development.
- foster research-practice linkages.
- disseminate knowledge of human resource development theories, processes, and techniques.
- encourage the incorporation of research results into HRD degree and professional development programs.
- provide fellowship for individuals with scholarly and professional interests in human resource development.

In this particular report, I want to reflect upon the operations this year that sustain AHRD, specifically: membership,

- the budget, including the Americas conference
- the journals
- the Americas conference
- the international conferences
- the AHRD main office, and
- AHRD Member and Board activities

## AHRD Membership

Table 1 shows the membership trends from 2004 to the present. The good news is that the total number of regular memberships has inched upwards from 432 to 439. Unfortunately, our overall membership numbers have dropped over the past year from 712 to 678. Similar to many non-profit organizations our size, "membership retention" continues to be one of the major membership challenges we face. However, given the economy over the past several years, being able to maintain a steady stream of stability and growth is commendable.

Membership dues continue to be one of two primary sources of revenue for our academy. Dues were not raised last year, and the Board decided that we did need to increase dues slightly to cover increased expenses. So, the dues rate for regular members is \$235. For members who demonstrate they qualify as "students," their rate will remain \$135. International Trial membership dues rate is \$90. Thank you for your continued commitment in remaining an active AHRD member.

Within the area of membership, we have 10 Special Interest Groups (SIGs) on a variety of fascinating topics. We launched

SIGs because we believed they would provide renewed levels of membership energy and be an exciting opportunity for AHRD members and friends to come together and share ideas on meaningful topics, provide leadership, and build meaningful networking relationships and friendships. Some of our SIGs have been quite active with the creation of their own websites and various networking activities. Presently, there are 335 participants involved with SIGs. We all should appreciate the work of Martin Kormanik (Board Liaison of Special Interest Groups) who has mentored and supported the development of these SIGs.

Finally, our Program Excellence Network (PEN) continues to be an active group of program directors and leaders. Over the past few years, we have witnessed a number of our academic programs come under fire. Given the current economy, there is no reason to believe that program reviews and audits will cease. Through PEN, we will continue to provide support, encouragement, and advice to program directors and leaders that will enable them to build strong and effective rationales for their academic programs.

## AHRD Budget

Membership Dues and our Conference of the Americas continue to be the two primary sources of revenue/income for our academy. The four journals (HRDQ, HRDR, HRDI, and ADHR), the AHRD Main Office, and the Conference of the Americas are our three major expenses/liabilities. Thus, we have two major revenue streams that provide sources of variable income that must offset three major expenses—two of which include fixed costs (journals and main office).

Over the decade since June 30, 2000, our AHRD total assets (or retained earnings) have grown from \$79,117 to \$170,865 (as of June 30, 2010, or the end of our fiscal year). Table 2 presents a six-year financial summary of our AHRD income and expenses. Some highlights are the following:

- Conference Profits from last year's conference were \$32,535.
- Membership Dues yielded \$109,810; Membership Expenses were \$183,349; the result was -\$73,539.
- Using Conference Profits to overcome deficits from Membership Expenses yielded -\$41,003.
- The Main Office Expenses at \$83,490 and the Journal Costs at \$65,737 represented the major expense items.

A brief explanation is warranted concerning our two main expense items. First, let us consider the Main Office expenses. As many of you know, our Main Office was moved after an extensive and competitive bidding process. Ewald Consulting emerged as the favored choice, and it also presented the lowest bid. It should be

noted that the total office expenses between 2008-2009 before moving to Ewald (including office manager, total management, total office expenses, and total professional fees) were a little over \$97,000, while the total office expenses between 2009-2010 after moving to Ewald were \$83,490. Main Office at Ewald has yielded increased and improved day-to-day support, improved financial reporting and oversight, and most importantly, coordination and oversight over the Americas conference. An estimate of the in-kind contribution from the University of Tennessee to coordinate the Americas conference in 2008 was 30,000; that coordination is now be handled by our Main Office by a professional meeting planner, Scott Franzmeier.

Second, we will consider the Journal Costs. These increased from a 2008-2009 level of almost \$53,000 to a 2009-2010 level of \$66,000. This increase may have resulted from some delayed invoicing by publishers; but it was also due to the increased numbers of issues generated per year. The decision to increase the number of issues was supported by earlier AHRD Boards, and those decisions have led to increased per-member costs for journals.

These budget figures reveal that we need to do a better job of controlling our expenses. Therefore, the AHRD Board passed its first ever budget for this current year. That budget appears in Table 3. It projects a deficit, unless we have a very successful conference this year. As a result, the Board undertook certain measures to reduce expenses; these included the following:

- The Board has chosen to forego receiving any support for travel to Board meetings.
- We reduced the number of Webinars; rather than holding these every month, they are now taking place quarterly.
- We have identified ways to reduce the expenses associated with Awards.
- The Board voted to increase dues by \$10 to offset expenses.

It should be noted that the Board agreed to some investment, however. That investment involved the hiring of an attorney to guide us through the process of assuring that we are in compliance with Texas law, since that is the state where we are incorporated. Part of that process involves the development of Bylaws and later Policies for AHRD. We are, therefore, hopeful that these Bylaws will be passed by the membership.

## **AHRD Journals**

AHRD sponsors/co-sponsors the four premier journals of 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 SAGE Publishers (for ADHR and HRDR),

Of greatest importance to AHRD and our field is the recent announcement that HRDQ will receive SSCI ranking. The past HRDQ Editors (including Richard Swanson, Gary McLean, Ron Jacobs, Tim Hatcher, and me) and the current Editor (Baiyin Yang) have worked for many years to make this happen. We appreciate their efforts, along with the ongoing support of David Famiano from Jossey-Bass.

Central to the mission of AHRD is research. As a result, we have made every effort to enhance the quality and impact of our four journals. Consistent with this goal, the AHRD Board of Directors created an AHRD Journal Task Force led by Laura Bierema, our Vice President for Research. The Task Force has been gathering information from a variety of constituents this past year, and they will be gathering information from you during these meetings. I strongly urge you to help them as they will make critical recommendations to our AHRD Board of Directors about our journals.

## **AHRD Americas Conference**

For many of us, the AHRD Americas Conference represents a time for sharing our research ideas and studies, experiencing opportunities for professional development, reconnecting with colleagues and friends, and having important discussions about the future direction of our academy. Over the past several years, there has been considerable dialog about our conference model; and we held a number of face-to-face and telephone focus groups to discuss what should be included. Healthy debate and discussions have taken place regarding how to organize meaningful symposia, arrange innovative sessions, and numerous other issues. Because our Americas conference will remain one of our key delivery channels for developing and delivering important research, we will continue to make every effort to listen and respond to our membership's needs. As we come to the 2011 Conference in Schaumburg, I want to thank our Program Chair Team Carroll Graham, Khalil Dirani, and Jia Wang. Their work has been invaluable to this year's conference success.

Additionally, over the past two years, we have negotiated an extension of our original Marriott contracts for the AHRD International Conferences in The Americas. Under the direction of Jerry Gilley, our Past-Past-president, we have confirmed agreements for 2012 and 2013 with the Marriott. In 2012 (February 27-March 4), we will meet in Denver Colorado; and in 2013 (February 11-18), we will return to Washington, DC. In preparation for 2012, I urge you to give the Call for Papers the widest possible dissemination. Please refer interested parties to the Events and Conferences listing on the AHRD web site ([www.ahrd.org](http://www.ahrd.org)) and contact the AHRD Main Office for complete contact information.

## **AHRD-Affiliated International Conferences**

Under the leadership coordination of Darren Short, as our International Chief Operating Officer, our Academy continues to collabo-

rate with others in providing successful research conferences in Asia/Pacific Rim and Europe.

Concerning Asia, on November 11-14, 2010, the 9th Annual AHRD International Research Conference in Asia was held in Shanghai, China. East China Normal University served as the host institution under a conference theme, “*Workplace Learning and Sustainable Development for Individual, Organization and Society.*” With three pre-conference workshops led by AHRD members and multiple cultural events, this conference included participants from some 18 different countries, and some 90 scholarly papers were presented in English, with some additional papers presented in Chinese. This conference’s success was mainly due to the efforts of the faculty of the host institution along with direction from AAhad Osman-Gani, the Chair of our Asian Chapter.

Looking forward, our 10th AHRD Asia Chapter Conference will be held in Kuala Lumpur, Malaysia, December 3-6, 2011. The theme of this year’s conference will be “*Capitalizing Human Expertise for Greater Innovation and Creativity.*” The host institution will be Universiti Putra Malaysia (UPM), with assistance from International Islamic University Malaysia. Please note the call for papers deadline is July 31, 2011, 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 Americas conference program.

For the first time in our history, the University Forum for Human Resource Development (UFHRD) and the AHRD annual international conference was held in Central Europe, in the historic city of Pécs on June 2-4, 2010. The conference theme this year was “*Human Resource Development in the Era of Global Mobility.*” Reports from this conference were extremely positive and exciting.

Looking forward, the University Forum for Human Resource Development (UFHRD) and The Academy of Human Resource Development (AHRD) will sponsor the 12th International Conference on Human Resource Development Research and Practice across Europe, hosted this year by the faculty of the Business School of Gloucestershire at Cheltenham and Gloucester. The conference theme will be “*Sustaining Growth through Human Resource Development.*” Please join your colleagues May 25-27, 2011 in Cheltenham, England. See the AHRD website for more details on this wonderful conference.

## AHRD Main Office

The AHRD Main Office was relocated in June 2009. The AHRD Executive Committee and Board of Directors have been extremely pleased with the leadership quality, expertise, and commitment of our Executive Director—Kathie Pugaczewski, CAE, CMP. We have benefited from the expertise of her team, namely, Anna Wisky—Communication Specialist, Jessica Gill—Project Manag-

er, Amanda Ewald—Finance, and Scott Franzmeier—Conference Planning.

AHRD is now positioned for considerable growth and new opportunities. As we move forward, we are excited about the strategic direction and capacities of our new AHRD Main Office. We look forward to benefitting from their skills and expertise in providing enhanced services to members.

## AHRD Member and Board Activities

On the last pages of this report, you will find a listing of the Highlights for this past year. These highlights include the various awards that were presented at the 2010 Conference, along with a listing of the AHRD staff, Board of Directors, Journal Editors, Conference Organizers, and the various committees. We have a very active and engaged group.

During this past year, the AHRD Board met monthly via telephone conference call. In addition, the Board met for a three-day period in October face-to-face here in Schaumburg. Some of the specific activities of the Board included:

- Training on roles and responsibilities for all Board members
- Development of the Bylaws and some selected Policies
- Modifications and oversight of the Americas Conference
- Involvement with the International Conferences (with Darren Short as the lead)
- Leadership of PEN (with Lane Morris as the lead)
- Work on the Journal Task Force (with Laura Bierema as the lead)
- Development of some research resources for members (led by Elizabeth Bennett, Jamie Callahan, Julia Storberg-Walker)
- Initiation of a Membership Committee (with Russ Korte as the lead)

## Looking Into the Future

There are at least four areas that we need to explore in the coming years.

First, we must explore new and alternative ways of generating revenue and controlling costs to offset our operational expenses. Under the present budget formula, as noted earlier, we have two major variable revenue streams (e.g., membership dues and conference profits), which are used to offset three major expenses (e.g., four journals, main office operations, and conferences). Concerning these expenses, the four journals and main office are fixed costs while the conference expenses are variable costs fluctuating from conference to conference.

As we move forward as an academy, in order for strategic planning about our budget to occur, we must explore the creation of new revenue streams that are fixed and stable. For example, some organizations similar in size to AHRD, but with member-

ship dues considerably lower than AHRD's dues, have built their financial model on the significant revenues they receive from other sources, such as journals or local workshops and conferences. In contrast to these organizations, the publishers, not AHRD, owns our four journals, and as a result, AHRD does not receive revenue/income or large royalties to offset the expenses associated with them. Further, AHRD sponsors and receives revenues from only one conference each year. Other organizations hold regional or local conferences that generate additional revenues. These are just two possibilities. By increasing the number of additional revenue streams with sources that are significant and predictable, AHRD would be able to reduce current membership dues, reduce conference fees, and most importantly, meaningfully invest in research—our primary product—through grants, scholarships, and other research-oriented deliverables.

Second, we must identify ways to encourage colleagues to join AHRD; at the same time, we need to determine ways to retain new and existing members. Although membership churn is a common issue with associations of all sizes, we need to grow our membership. By doing so, we will be better able to handle the fixed costs associated with the organization. This will then enable us to develop creative programs to enhance research and scholarship quality and our member benefits, both of which should help us to attract additional members.

Third, we must continue our efforts to make sure that our four journals receive SSCI recognition. We have succeeded in securing that recognition with HRDQ. We need to leverage that recognition and support our other journals to achieve that same recognition. But all of that must happen through you, our members. As the preeminent organization of research and thought leaders of the HRD discipline, it is our responsibility to continue to prepare and submit high quality research and theory that produces high volumes of citations. Citations ultimately drive SSCI decision making.

Fourth, and probably most importantly, we must rededicate ourselves to our original AHRD vision and mission of be a world-class leader of HRD research and scholarship. The Academy of Human Resource Development was originally founded *“to encourage the systematic study of 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 across the globe.”* We can only do that through our members, our conferences, and our journals.

## Final Remarks

This continues to be an exciting time to be a member of the Academy of HRD and a participant in the initiatives that are *“leading HRD through research.”* It is my sincere hope that you will continue to make AHRD your academic and professional home for many years to come.

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              |
| As of February 7, 2011  | 439                | 173                | 63                            | 678 (3 SIG)      |

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 |
|------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|
| <b>INCOME</b>                |               |              |              |              |              |              |
| Conference Fees              | \$ 94,787.39  | \$90,450.36  | \$108,022.17 | \$82,583.49  | \$114,020.00 | \$89,960.00  |
| Membership Dues              | \$ 85,700.00  | \$85,360.00  | \$103,286.00 | \$140,030.00 | \$122,550.00 | \$109,810.00 |
| Dividend & Interest          | \$ -          | \$1,008.29   | \$527.33     | \$913.75     | \$878.32     | \$2.79       |
| Other                        |               | \$3,117.28   | \$12,332.92  | \$10,182.06  | \$1,147.46   | \$908.21     |
| Royalties                    |               |              |              |              | \$1,709.87   | \$16,195.59  |
| Net Other Income             |               |              |              |              |              |              |
| <b>TOTAL INCOME</b>          | \$ 180,487.39 | \$179,935.93 | \$224,168.42 | \$233,709.30 | \$240,305.65 | \$216,876.59 |
| <b>EXPENSES</b>              |               |              |              |              |              |              |
| Credit Transaction Fees      | \$ -          | \$3,053.67   | \$4,128.89   | \$6,479.59   | \$7,613.43   | \$7,699.96   |
| Committee Expenses           | \$ -          | \$1,830.17   | \$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   |
| Board Meetings               | \$ 9,972.83   | \$17,659.71  | \$10,452.94  | \$14,963.56  | \$9,981.70   | \$7,623.35   |
| Management (Personnel)       | \$ 41,147.07  | \$39,676.97  | \$38,660.85  | \$42,800.56  | \$47,694.93  | \$78,000.00  |
| Office Expenses              | \$ 3,985.63   | \$3,604.13   | \$2,994.45   | \$8,949.08   | \$13,349.00  | \$5,204.08   |
| Publications (AHRD Journals) | \$ 42,809.50  | \$43,081.77  | \$50,462.44  | \$63,571.19  | \$52,943.83  | \$65,737.15  |
| Other Journals (HRDQ)        | \$ -          | \$11,739.94  | \$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    |
| Research Grants  | \$ -           | \$0.00        | \$10,000.00   | \$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    |
| Other  |                | \$2,057.61    | \$4,196.11    | \$3,655.00    | \$7,427.13    | \$3,900.00    |
| Sympathy   |                |               |               |               | \$83.94       | \$0.00        |
| Conference   | \$ 48,867.78   | \$50,598.98   | \$66,828.60   | \$74,141.20   | \$69,102.52   | \$57,424.04   |
| <b>TOTAL EXPENSES</b>  | \$ 159,846.34  | \$179,214.93  | \$196,934.74  | \$224,294.50  | \$226,184.99  | \$240,773.16  |
| <b>INCOME MINUS EXPENSES</b>                                   | \$ 20,641.05   | \$721.00      | \$27,233.68   | \$9,414.80    | \$14,120.66   | -\$23,896.57  |
| <b>ASSETS &amp; LIABILITIES</b>                                |                |               |               |               |               |               |
| <b>TOTAL ASSETS</b>  | \$ 130,713.67  | \$131,435.02  | \$158,193.60  | \$167,608.40  | \$182,244.06  | \$170,865.40  |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>                          | \$ 130,713.67  | \$131,435.02  | \$158,193.60  | \$167,608.40  | \$182,224.06  | \$170,865.40  |
| Conference Profit  | \$ 45,919.61   | \$39,851.38   | \$41,193.57   | \$8,442.29    | \$44,917.48   | \$32,535.96   |
| Membership Expenses (Total Expenses Minus Conference Expenses) | \$ 110,978.56  | \$128,615.95  | \$130,106.14  | \$150,153.30  | \$157,082.47  | \$183,349.12  |
| Membership Dues Minus Membership Expenses                      | \$ (25,278.56) | (\$43,255.95) | (\$26,820.14) | (\$10,123.30) | (\$34,532.47) | (\$73,539.12) |
| Conference Profits Compensates Membership                      | \$ 20,641.05   | -\$3,404.57   | \$14,373.43   | -\$1,681.01   | \$10,385.01   | (\$41,003.16) |
| % Conference Profits Compensates Membership                    | 44.95%         | -8.54%        | 34.89%        | -19.91%       | 23.12%        | -126.02%      |

Table 3  
**BUDGET VS ACTUAL**  
January 31, 2011

|                                 | TOTAL               |                   |                    |                 |
|---------------------------------|---------------------|-------------------|--------------------|-----------------|
|                                 | Jul '10 - Jan<br>11 | Budget            | \$ Over<br>Budget  | % of<br>Budget  |
| <b>Ordinary Income/Expense</b>  |                     |                   |                    |                 |
| <b>Income</b>                   |                     |                   |                    |                 |
| Advertising Revenue             | 325.00              | 1,000.00          | -675.00            | 32.5%           |
| Conference Revenue              |                     |                   |                    |                 |
| Exhibitor Fees                  | 1,525.00            | 3,350.00          | -1,825.00          | 45.52%          |
| Preconference fees              | 140.00              | 14,500.00         | -14,360.00         | 0.97%           |
| Registration                    | 86,214.99           | 91,150.00         | -4,935.01          | 94.59%          |
| <b>Total Conference Revenue</b> | <b>87,879.99</b>    | <b>109,000.00</b> | <b>-21,120.01</b>  | <b>80.62%</b>   |
| Div & Int Income                | 0.00                | 50.00             | -50.00             | 0.0%            |
| Membership Dues                 | 63,740.00           | 117,150.00        | -53,410.00         | 54.41%          |
| Misc Income                     | 25.00               | 0.00              | 25.00              | 100.0%          |
| Royalties                       |                     |                   |                    |                 |
| ADHR                            | 0.00                | 2,500.00          | -2,500.00          | 0.0%            |
| HRDI                            | 0.00                | 2,500.00          | -2,500.00          | 0.0%            |
| HRDQ                            | 0.00                | 2,500.00          | -2,500.00          | 0.0%            |
| HRDR                            | 0.00                | 2,500.00          | -2,500.00          | 0.0%            |
| <b>Total Royalties</b>          | <b>0.00</b>         | <b>10,000.00</b>  | <b>-10,000.00</b>  | <b>0.0%</b>     |
| SIG Income                      | 0.00                | 150.00            | -150.00            | 0.0%            |
| Webcasts                        | 0.00                | 200.00            | -200.00            | 0.0%            |
| <b>Total Income</b>             | <b>151,969.99</b>   | <b>237,550.00</b> | <b>-85,580.01</b>  | <b>63.97%</b>   |
| <b>Gross Profit</b>             | <b>151,969.99</b>   | <b>237,550.00</b> | <b>-85,580.01</b>  | <b>63.97%</b>   |
| <b>Expense</b>                  |                     |                   |                    |                 |
| Awards                          | 0.00                | 1,400.00          | -1,400.00          | 0.0%            |
| Bank Service Charges            | 685.04              | 0.00              | 685.04             | 100.0%          |
| Bank/Credit Card Fees           | 1,405.80            | 6,500.00          | -5,094.20          | 21.63%          |
| Board of Directors              |                     |                   |                    |                 |
| Board Travel/Lodging            | 163.13              | 4,000.00          | -3,836.87          | 4.08%           |
| Board Meeting Expenses          | 4,320.94            | 2,500.00          | 1,820.94           | 172.84%         |
| <b>Total Board of Directors</b> | <b>4,484.07</b>     | <b>6,500.00</b>   | <b>-2,015.93</b>   | <b>68.99%</b>   |
| CDs/Program Printing            | 0.00                | 7,000.00          | -7,000.00          | 0.0%            |
| Hotel                           | -596.74             | 51,600.00         | -52,196.74         | -1.16%          |
| International                   | 0.00                | 3,000.00          | -3,000.00          | 0.0%            |
| Postage                         | 482.67              | 3,800.00          | -3,317.33          | 12.7%           |
| Printing                        | 354.90              | 2,400.00          | -2,045.10          | 14.79%          |
| Professional Fees               |                     |                   |                    |                 |
| Association Management Fee      | 48,163.31           | 82,000.00         | -33,836.69         | 58.74%          |
| D & O Insurance                 | 1,600.00            | 1,600.00          | 0.00               | 100.0%          |
| Legal Fees                      | 7,871.25            | 3,800.00          | 4,071.25           | 207.14%         |
| State Registration              | 0.00                | 300.00            | -300.00            | 0.0%            |
| Website Maintenance             | 0.00                | 3,600.00          | -3,600.00          | 0.0%            |
| <b>Total Professional Fees</b>  | <b>57,634.56</b>    | <b>91,300.00</b>  | <b>-33,665.44</b>  | <b>63.13%</b>   |
| Publications                    |                     |                   |                    |                 |
| ADHR                            | 6,450.21            | 15,000.00         | -8,549.79          | 43.0%           |
| HRDI                            | 9,965.00            | 15,000.00         | -5,035.00          | 66.43%          |
| HRDQ                            | 6,649.41            | 15,000.00         | -8,350.59          | 44.33%          |
| HRDR                            | 6,768.05            | 15,000.00         | -8,231.95          | 45.12%          |
| <b>Total Publications</b>       | <b>29,832.67</b>    | <b>60,000.00</b>  | <b>-30,167.33</b>  | <b>49.72%</b>   |
| Signage                         | 0.00                | 300.00            | -300.00            | 0.0%            |
| Speaker Fees                    | 0.00                | 6,000.00          | -6,000.00          | 0.0%            |
| Supplies                        | 0.00                | 1,800.00          | -1,800.00          | 0.0%            |
| Telephone                       | 838.77              | 1,000.00          | -161.23            | 83.88%          |
| Travel                          | 298.80              | 0.00              | 298.80             | 100.0%          |
| Travel & Ent                    | 333.04              | 4,800.00          | -4,466.96          | 6.94%           |
| Webinars                        | 430.00              | 1,500.00          | -1,070.00          | 28.67%          |
| <b>Total Expense</b>            | <b>96,183.58</b>    | <b>248,900.00</b> | <b>-152,716.42</b> | <b>38.64%</b>   |
| <b>Net Ordinary Income</b>      | <b>55,786.41</b>    | <b>-11,350.00</b> | <b>67,136.41</b>   | <b>-491.51%</b> |
| <b>Net Income</b>               | <b>55,786.41</b>    | <b>-11,350.00</b> | <b>67,136.41</b>   | <b>-491.51%</b> |

*Note: Expenses for the conference is not included yet*

## 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.

**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.

**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 HRDQ is now listed by SSCI.

**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.

### ANNUAL CONFERENCES HELD IN 2011

Academy of Human Resource Development Research Conference (sponsored by or in partnership with AHRD)  
Knoxville, TN, February 18-22, 2010

9th International Conference of the Academy of Human Resource Development—Asia Chapter  
Shanghai, China, November 11-14, 2010.

11th Annual Conference on Research and Practice Across Europe—University Forum for HRD  
Pecs, Hungary, June 2-4, 2010

### AHRD ANNUAL AWARDS

(2009 accomplishments honored at the 2010 Research Conference)\*

#### 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.  
*2009 Award Winner—Tom Chermack, Colorado State University*

#### Malcolm S. Knowles Dissertation of the Year Award

Awarded annually for the outstanding human resource develop-

ment doctoral dissertation.

*2009 Award Winner—Olha Verkhohlyad, Texas A&M University*

#### Richard A. Swanson Research Excellence Award

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

*2009 Award Winners, Elwood F. Holton, III, Louisiana State University*

*Lynda Swanson Wilson, Louisiana State University*

*Reid A. Bates, Louisiana State University*

#### Monica M. Lee Research Excellence Award

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

*2009 Award Winners—Valerie Anderson, Portsmouth Business School, United Kingdom*

#### Elwood F. Holton III Research Excellence Award

Awarded for the outstanding HRDR refereed article in each annual volume.

*2009 Award Winners—Joyce Silberstang, Adelphi University*  
*Manuel London, State University of New York*

#### ADHR Outstanding Issue Award

Awarded for the outstanding ADHR issue associated with the volumes associated with an editorial cycle.

*2008-2009 Award Winner -- Thomas J. Chermack, Colorado State University*

*George Burt, University of Strathclyde*

#### R. Wayne Pace HRD Book of the Year

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

*2009 Award Winners—James W. Smither, LaSalle University*  
*Manuel London, State University of New York*

*Performance Management: Putting Research into Action*

#### AHRD Service Award

Awarded in recognition of lifetime achievement in advancing HRD through research combined with their service to AHRD.

*Awarded in 2010 – John Bing, Robert (Lex) Dilworth, Sharon Gibson*

#### Human Resource Development Cutting Edge Awards

Authors of the ten outstanding scholarly papers from those published in 2009 AHRD Conference Proceedings

2009 Award Winning Authors/Co-Authors (listed alphabetically):

- Brian A. Altman, University of Wisconsin-Milwaukee
- Ann Brooks, Texas State University
- Jamie L. Callahan, Texas A&M University
- Michael Dalton, Oregon State University
- Joyce Thompson Heames, West Virginia University
- Laura Holyoke, University of Idaho
- Irwin B. Horwitz, University of St. Thomas

- Sujin K Horwitz, University of St. Thomas
- Judy Jacobs, Oakland University
- Vijay Krishna, American National Standards Institute
- Monirith Ly, Royal University of Phnom Penh
- Heather S. McMillan, Southeast Missouri State University
- Michael Lane Morris, University of Tennessee - Knoxville
- Wendy E.A. Ruona, University of Georgia
- Darlene F. Russ-Eft, Oregon State University
- Greg Sampson-Gruener, Oregon State University
- Chaunda L. Scott, Oakland University
- Polly Silva, Texas A&M University
- Julia Storberg-Walker, North Carolina State University

\*see [www.ahrd.org](http://www.ahrd.org) for complete listings of all previous award winners

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### **SPECIAL INTEREST GROUPS**

China HRD Research  
 Critical HRD & Social Justice Perspectives  
 Cultural Diversity  
 HRD Theory  
 International HRD  
 Leadership  
 Qualitative Inquiry  
 Quantitative Research  
 Scholar Learning & Development  
 Scholar-Practitioner

\*See [www.arhd.org](http://www.arhd.org) for updated lists of all board members, committee leaders and members.