

# President's Report to the Membership, 2021

I am grateful you have chosen the Academy of Human Resource Development for your professional home and pleased to present our Annual Report, on behalf of our Board of Directors. 2020 was an unprecedented year as the globe experienced the COVID-19 pandemic and the need to change drastically and quickly to protect our health and safety. The year was one of firsts for AHRD: Shifting to a virtual conference, creating an Antiracism Committee to address racism within our community, amplifying fundraising, exploring new ventures, holding our first virtual Board retreat, approving a new podcast series, and expanding our digital platform on social media.

This report shares updates on AHRD's initiatives and progress, and provides information on the overall picture of the organization through a financial and membership lens, with updates from each committee chair. During 2020, committees included the AHRD Conference in the Americas (chaired by President-Elect Khalil Dirani), Academic Program and Students (chair vacant), Antiracism Committee (co-chaired by Laura Bierema and Joshua Collins), Awards (chaired by Joshua Collins), Communications and Branding (chaired by Tomika Greer), Fundraising and Sponsorships (chaired by Laura Bierema), Global Initiatives (chaired by Judy Sun), New Ventures (chaired by Ron Jacobs and Darren Short), Membership and Engagement (chaired by Katie Rosenbusch), and Research and Journals (chaired by Robert Yawson).

We remain committed to our key strategic objectives of research, member value proposition, fundraising, and monetizing assets. We affirmed our commitment to strategically addressing racism in response to racial unrest that erupted midyear and has historically impacted our association and society. We remain open to the possibility of strategic partnerships while simultaneously embracing our identity as a community of HRD scholars and scholar-practitioners. We see the value in upholding the original inspiration for the Academy of Human Resource Development: Leading HRD through research. We continue our collaborative partnerships with organizations whose missions and values complement ours, such as AAACE and UFHRD, manifested through reciprocal membership discounts. We engaged with a partner in China, OnDemand, to explore partnering on continuing education programs, although this is on hold due to the pandemic. We missed our beloved UFHRD and Asian conferences that were canceled this year and look forward to future in-person meetings to network and learn.

According to the finances and membership trends, we remain in the challenging position of experiencing aggregate member declines and a financial picture that calls for continued attentiveness to minding expenses and

identifying ways to increase revenue. It is a challenging, necessary, and exciting balance to remain true to our identity and value while running an organization that serves its stakeholders. As a board, we realize that we must be attentive to membership numbers and conference success—the two primary revenue drivers—while also expanding revenue sources. AHRD sustains its ultimate goal of supporting research and evidence-based practice. The good news is that we are in an excellent financial position as we anticipate our 2021 conference, membership is increasing, and our portfolio of learning and development offerings is expanding, which will generate future revenue.

We are privileged to have a dedicated Board that actively works to support the mission and vision of AHRD and ensure that your professional home is inclusive and innovative. We are excited about the future and your role in ensuring AHRD is healthy for its 50th anniversary in 2043!

## 2019-2020 Financials

Our primary revenue sources remain conference income and membership dues. Last year's conference netted \$40,570.61. While good (in terms of conference profit) years obviously add to our investment coffers, modest years have a relatively significant impact because of our reliance on these two drivers of revenue. We passed a -\$25,885 budget, and ended up \$36,521.23 favorable to budget, with a year-end net income of \$10,636.23. We kept a very close eye on expenses this past year, and that prudence was effective. We continue to have a relatively healthy investment account and cash on hand, which allows us some buffer to pass a negative budget. The pandemic forced the board to shift our platform to virtual and renegotiate hotel contracts. Our association management firm, Ewald Consulting, protected AHRD from a potential \$75,000.00 liability with the Minneapolis hotel, where we had signed a contract for a 2021 in-person conference. Given that we had a profitable, in-person conference in 2020, and had our hotel obligation forgiven, AHRD is in an excellent financial position moving into 2021. Nevertheless, it is imperative that we develop revenue sources that accompany our conference profit and membership dues, if we are to continue to serve our mission and remain sustainable. We continue to closely monitor expenses and those efforts have been helpful to our financial situation. However, no organization grows only by keeping expenses down. Growth occurs through innovation, and through new relationships – both individual and organizational. The board has identified and approved a fundraising campaign, bolstered solicitation of sponsorships, and worked to create new money-generating

programs. AHRD efforts to innovate and monetize assets are discussed later in this report.

We are in the midst of a 3-year contract with Ewald Consulting who is a trusted management consultant with whom we have enjoyed continuity and operational stability. Kathie Pugaczewski shifted to a strategic partnerships role and is working with us in that capacity. Dana Altendorf joined us as our new executive director earlier this year. We are appreciative of the excellent partnership we have with our Ewald colleagues.

## Membership Trends

Our regular membership category is comparatively even with last year, as the chart shows. The publications only membership is slightly up. We are also starting to trend upwards in student membership, although still at a substantive decline from previous years.

While we do not exert direct influence over the category of student memberships, this decline signals an increased significance for our organization to identify other ways to offer value for those interested in HRD, whether or not they are students enrolled in traditionally recognizable HRD graduate programs. Clearly too is the importance of creating and sustaining value for our current regular members, and outreach for new and prospective members. The arguable fluidity of the precise definition

of HRD can benefit AHRD, because it signals a wider expanse of possibilities for relationships that can evolve into members and into partners.

The board is responsible for guidance and leadership, and we are stewards of the organization. We are a niche organization, comprised of scholars and scholar-practitioners who research human resource development. The work that we do has never been more important than it is now during and post-pandemic. The constellation of insights that spring from our work represents responses and solutions to “real world” organizational challenges. On a note that cuts across both financials as well as membership trends, I would like to pose some questions. Since the board is representative of the membership, how do you want to engage in AHRD? How might we consider innovative and perhaps even disruptive ways to bridge research to practice, and extend our reach? Our strongest assets are intangible: our ideas, our research, and our community. What might our collective strategy be, to raise AHRD’s visibility by linking it with organizations and other stakeholders who are hungry for insights that can equip them to flourish? We are in a changing organization environment and we have to consider ways of innovating and disrupting. What do we want to do as a community post-pandemic?

Table 1

## MEMBER TRENDS 2004-2021

Year	Regular	Student	Reg HDI	SIG Only	Pub Only	Emeritus	Total
2004 (Mar)	330	218	18				566
2005 (Mar)	359	343	16				716
2006 (Mar)	376	222	27				625
2007 (Mar)	446	224	29				699
2008 (Mar)	376	216	15				607
2009 (Feb)	432	253	27				712
2010 (Mar)	434	234	55				723
2011 (Jan)	430	138	58	3			629
2012 (Jan)	385	145	11	5			551
2013 (Jan)	373	200	12	2			587
2014 (Jan)	339	187	13	3			542
2015 (Jan)	323	173	9	3		1	509
2016 (Jan)	320	189	15	3		3	530
2017 (Jan)	285	194	11	2		5	497
2018 (Jan)	273	197	14	3	10	2	499
2019 (Jan)	257	183	12	1	15	4	472
2020 (Jan)	259	123	7	1	18	6	414
2021 (Jan)	255	138	5		25	9	432

## Antiracism Committee

Report submitted by Laura Bierema and Joshua Collins

Earlier this year, the AHRD Board of Directors issued a statement and an apology addressing the presence and impacts of systemic racism on Black students, scholars, and scholar-practitioners within the Academy. To further sustain our effort, an Antiracism Task Force was approved and charged with building a more equitable, antiracist, and socially-just Academy. Members include: Marilyn Byrd, Chelesea Lewellen, Terry Maltbia, Chaunda Scott, Torrence Sparkman, Laura Bierema, Julie Gedro, Khalil Dirani, and Joshua Collins. Recently, the Board voted to move the work of antiracism within AHRD from the more temporary task force structure to a permanent Antiracism Committee with the same members.

The formation of the AHRD Antiracism Committee represents an initial and critical step towards enabling AHRD members to be morally responsible for the important work of antiracism. Discussions of racism, antiracism, racial injustice, and racial justice have historically been marginalized within AHRD and are long overdue despite the efforts of a handful of Black scholars who have sought to sustain these conversations. The Antiracism Committee will confront the issue of racism where it stands in society and within AHRD—a historical, recurring problem that will require innovation and leadership.

The committee has made recommendations for the AHRD Nominations and Elections Committee, identified opportunities to integrate antiracism initiatives into the AHRD strategic plan, designed the 2021 Town Hall Forum, and co-planned the upcoming workshop in Reflective Structured Dialogue with the Board. The committee will continue its focus on helping AHRD develop capacity for learning and development as related to racism, providing antiracism resources to members, and advising the board on issues related to inclusion and justice in our community.

## Fundraising and Sponsorships

Report submitted by Laura Bierema

The Academy of HRD is a global community and a vital source for those guiding the practice and scholarship of HRD in our complex and ever-changing world. We serve critical roles of bridging research and practice to improve learning, change, work, and leadership in organizations. AHRD is also a nonprofit organization and needs sources of revenue to provide value to our members and support research and evidence-based practice to society. This year, AHRD formed a Fundraising Committee (Robert Yawson, Katie Rosenbusch, Jie Ke, Heeyoung Han, and Laura Bierema), and launched its first fundraising campaign with the goal of ensuring fiscal vitality when the association turns 50 years old in 2043. A donor put up funding to conduct a matching fundraising campaign in late 2020

and we raised over \$5000.00 from generous donors. The Board also implemented a “get or give” commitment for all Board members who are responsible for donating or raising \$500.00 annually. You are invited to contribute to AHRD’s long-term financial wellbeing by making a tax deductible gift: <https://www.ahrd.org/donations/donate.asp?id=17501>

An AHRD Sponsorships Committee was inaugurated in 2020 to solicit sponsorships for the 2021 Virtual Conference. Committee members include: Khalil Dirani, Caleb Han, Jie Ke, Karen Johnson, Junghwan Kim, and Laura Bierema. To date, the committee has helped raise a record level of over \$12,000.00 in sponsorships. We appreciate and thank our sponsors and invite you to sponsor our conference at this link: <https://www.ahrd.org/event/2021-virtual-conference-sponsorship>

## Americas Conference Report

Report submitted by Khalil Dirani, Karen Johnson, Kathy Yeager, and Dae Seok Chai

We extend heartfelt thanks to all authors who submitted to the Academy of Human Resource Development (AHRD) Conference, to our 211 volunteer reviewers, to our 5 Track Chairs, 8 Co-Chairs, and 2 Associate Track Chairs, to our Board of Directors, to President Laura Bierema, and to Kathie Pugaczewski and Jill Tichy of Ewald Consulting. We present our report by highlighting submissions and acceptances, international representation, and finally, by providing information about next year and beyond. Despite the odds of a pandemic, this year has been a successful and engaged year for the conference. There was a reduced number of submission types this year (3) compared to last (6). We received 234 total submissions. There were 207 refereed submissions (50 full manuscripts and 157 extended abstracts) and 27 non-refereed focus sessions. The final submission number is 206 published in the proceedings and the virtual conference platform after excluding all rejected and withdrawn submissions (see Table 2).

The overall acceptance rate for submissions this year was 88% (compared to 86% for 2020). Overall, there was a 29.8% decrease in the number of refereed submissions this year (207) compared to last (295). There was also a decrease of 43.7% of non-refereed submissions this year (27) compared to last (48).

Table 2: Comparison between Initial Submissions and Final Submissions

Submission Type	Initial Submissions	Final Submissions
Refereed Full Manuscripts	50	44
Refereed Extended Abstracts	157	142
Non-Refereed Focus Sessions	27	20
Total	234	206

True to the international nature of our conference, we received submissions from submitters in 10 different countries (Table 3). Within the United States, the top submitting states are shown in Table 4. States with submissions below 8 are not shown.

Table 3: Countries Represented in 234 Submissions

Country	Number
United States	191
Republic of Korea	13
Sri Lanka	8
Japan	4
United Kingdom	3
India	3
Canada	3
Russia	1
Spain	1
Morocco	1
United Arab Emirates	1
Indonesia	1
Lebanon	1
Pakistan	1
No country indicated	2
<b>Total</b>	<b>234</b>

Table 4: Submitter State in the United States

Submitter State	Number
Texas	43
Minnesota	15
Pennsylvania	13
Indiana	12
Georgia	10
Illinois	9
Kentucky	8

## AHRD-Affiliated International Conferences Report

*Report submitted by Judy Sun*

Year 2020 had been a year full of changes and turbulence. Regarding AHRD-affiliated international conferences, AHRD board, especially the international committee, has been working on adapting to all these changes and seeking new opportunities to get our AHRD members engaged. Here is the updated information of international conferences.

- Due to the pandemic, 21st International Conference on Human Resource Development Research and Practice hosted by The Budapest Business School and The University of Pécs in Budapest, Hungary scheduled on June 10-12, 2020 has been cancelled.

- 19th AHRD International Research Conference in Asia – coordinated in partnership with the Universiti Putra Malaysia (UPM), Kuala Lumpur, Malaysia and the Asian Regional Association of Career Development (ARACD), Nov 18-21, 2020 has been rescheduled/postponed to November 16-18, 2021. The conference team has been working on it diligently. The conference theme will be “Advancing work practices in response to emerging changes in work and life”. The 19th AHRD International Research Conference in Asia could be the first virtual Asian conference with the potential to be a hybrid. A special note of thanks to Dr. Ronald Jacobs who will be coordinating this 2021 AHRD International Research Conference in Asia.
- AHRD Board has approved a three-year partnership with OnDemand Consulting to continue the relationship between On Demand and AHRD in 2019 to host the AHRD Research Conference in China on an annual basis and to enter into serious discussions to establish an AHRD chapter in China and co-sponsor a professional certificate program in China. On Demand and AHRD board have been working actively together on finding effective ways to collaborate and adapt to the environmental changes.

HRD has been a global phenomenon affecting organizations, societies at-large, and nations. All these international conferences enable HRD professionals to share knowledge and build learning communities geared towards conducting research and thought leadership related to HRD. It is the time for all valued AHRD members to get together for reflection, sharing, and learning advanced knowledge about the changes we are facing. Please note, AHRD does not directly benefit financially from any of these international conferences. The conferences provide an outreach for achieving the mission of AHRD. Nevertheless, we are exploring various ways to market the Journals-Only Membership option (\$75 per year) to international scholars who may have limited access to AHRD sponsored journals. To conclude, I would like to invite all AHRD members to come forward and engage in planning and organizing international conferences, either virtual or face to face. AHRD has now established a formal process for engaging with global partners to organize a research conference, making the idea of proposing a conference or getting involved all the easier. So, if you have an interest in becoming involved, at any level, in any of the scheduled conferences, or if you have some ideas on where AHRD might put its footprint next, please feel free to contact me at [jsun@uttyler.edu](mailto:jsun@uttyler.edu) for more detailed discussions.

## Academic Programs & Students

*Report submitted by Laura Bierema*

The purpose of the Program Excellence Network (PEN) is to support and to strengthen HRD academic programs.

This year PEN was chaired by Cindy Crowder (Indiana State University) who stepped down last year. The Board is currently seeking a new PEN Chair. The Board voted to re-imagine PEN to better serve its members and grow. There will be a PEN meeting in early 2021 with a professional development event following the conference.

## Communications and Branding Committee

Report submitted by Tomika W. Greer

The AHRD Communications and Branding Committee exists to communicate with AHRD members and guests; and promote the AHRD brand. The primary means of communication are through the AHRD Digest, AHRD website, direct email, and the AHRD Social Media Communities.

In 2020, we had assistance from two undergraduate interns who contributed to the planning and execution of a series of nine webinars and Facebook Live events, in addition to developing social media graphics. Ewald Consulting staff also served a pivotal role in providing the technology and training for moderators, hosts, and speakers during the webinars and Facebook Live events.

### AHRD Digest

The AHRD Digest continues to serve as the most comprehensive information source for AHRD members. This monthly publication is distributed through direct email to all AHRD members and is archived on the AHRD website. The AHRD Digest includes information about upcoming events, calls for proposals, articles authored by members of the AHRD Board of Directors, journal news, and job postings. Tomika W. Greer, AHRD Board Member and Chair of AHRD Communications and Branding Committee, has served as Editor-in-Chief of the AHRD Digest since February 2018.

AHRD members are encouraged to contribute to the monthly AHRD Digest. AHRD members who contribute to the AHRD Digest should be aware of and conform to the AHRD Digest Submission Guidelines. Articles should be submitted to editor@ahrd.org by the 10th of each month to ensure timely publication.

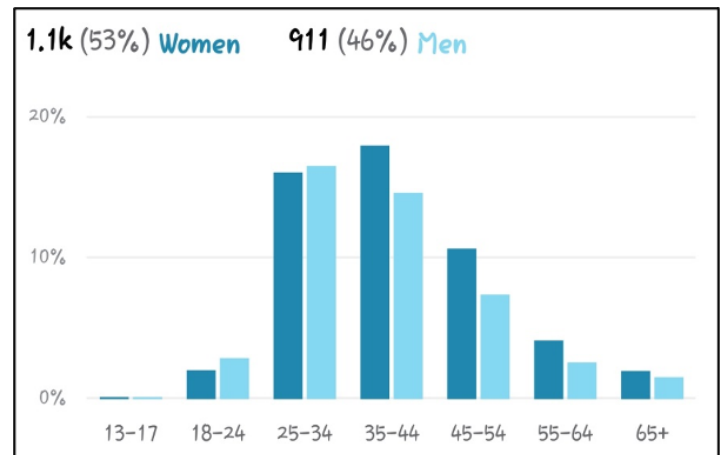
### AHRD Website and Direct Email

Ewald Consulting continues to maintain and update the AHRD website and assist members, SIGs, and committees with sharing information on the website. Ewald Consulting also works directly with the AHRD Conference team to deliver timely messages to the AHRD membership through emails regarding Conference preparations, news, and events.

### AHRD Facebook Community

AHRD's Facebook page has 1,930 followers from 45 countries (Table #5) as of January 6, 2020, which is an

increase of 209 followers since January 2019. The AHRD Facebook Community is diverse in terms of gender and age as shown in Figure #1.



Furthermore, the Facebook followers represent the countries listed in Table #5.

Table 5: AHRD Facebook Followers from different countries

Country	Number of Followers
United States	676
India	218
Egypt	126
Thailand	105
Pakistan	87
South Korea	72
Malaysia	43
Philippines	41
Myanmar	34
Bangladesh	32

AHRD hosted four Facebook Live events during 2020 to increase engagement and participation among members and guests during the COVID-19 pandemic. The videos remain visible and viewable on the Facebook page. As of February 1, 2021, these events have been collectively viewed 2,528 times.

Table 5: AHRD Facebook Followers from different countries

Date	Topic	Speaker(s)	Views
4/16/2020	AHRD Community Chat	Laura Bierema	901
6/12/2020	Racial Healing	Anneliese Singh	1,000
8/27/2020	Social Media Behaviors and Work Success	Dena Rezai and Michael Beyerlein	293
10/15/2020	Diversity and Exclusion	Marilyn Byrd	334

In 2021, Facebook will continue to be utilized as a primary tool to communicate with AHRD members and guests about news and events; and increase awareness of the AHRD brand. This includes the continuation of scheduled Facebook Live events.

**AHRD Twitter Community (@AcademyHRD)**

The AHRD Twitter feed continues to be one of the more active AHRD social media outlets. AHRD member, Oliver Crocco, has maintained the AHRD Twitter feed since the 2019 conference in Louisville, KY. The Twitter account has been particularly active during HRD Conferences, including Asia and Europe in 2019. Given the cancellation of conferences in 2020 due to COVID-19, there were 30 fewer tweets in 2020 compared to 2019. However, the number of impressions remained about the same over the course of the year.

As of February 1, 2021, the AHRD Twitter feed has 704 followers, an increase of 98 followers since January 6, 2020. Monthly Twitter activity for 2020 is summarized in Table #7

Table 7: 2020 Twitter activity

Month	Number of Tweets	Impressions	Profile Visits	Mentions
January 2020	3	3,802	332	15
February 2020	33	8,967	495	80
March 2020	2	4,141	142	15
April 2020	3	2,434	89	10
May 2020	5	4,067	105	6
June 2020	1	2,062	60	5
July 2020	2	2,308	91	5
August 2020	4	2,614	81	13
September 2020	3	3,052	90	5
October 2020	5	2,648	58	8
November 2020	15	4,770	111	8
December 2020	19	9,327	326	10

In 2021, Twitter will continue to be utilized as a tool to communicate with AHRD members and guests about news and events; and increase awareness of the AHRD brand.

**AHRD Webinar Series**

The Communications and Branding Committee launched a series of five webinars in 2020 to provide engaging opportunities to learn and share research throughout the AHRD community. The event series included editor/author panels for two special journal issues and winners of the 2020 Cutting Edge Research Awards. A similar series will

be planned for 2021. Details of the 2020 webinars are include in Table #8.

Table 8: 2020 Webinar Participants

Date	Topic	Speaker(s)	Participants
9/15/2020	Informal and Incidental Learning in the time of COVID	Karen Watkins and Victoria Marsick	48
10/29/2020	Linking Bystander Intervention and Ally Development: An Integrative Approach to Organization Development for Social Justice	Joshua Collins	10
11/5/2020	Success Strategies for Employees with Autism Spectrum Disorder (ASD)	Karen Johnson and Demetria Ennis-Cole	10
11/20/2020	Gender Hegemony and its Impact on HRD Research and Practice: Provocations for rethinking assumptions about gendered roles and behaviors in workplaces	Jamie Callahan and Carole Elliott	26
12/3/2020	Impact of the COVID-19 Pandemic on Work, Worker, and Workplace	Jessica Li, Gary McLean, Monica Lee, Pallvi Arora, David McGuire, Linda Hite, and Robert Yawson	35

**AHRD YouTube Channel**

In October 2019, the AHRD YouTube Channel was created. Tomika Greer launched the channel with 6 videos of AHRD scholars recorded at the 2018 AHRD Conference in Richmond, VA. As of February 1, 2021, there are 21 subscribers to the YouTube Channel – up from 10 subscribers on January 6, 2020. The most watched video continues to be “AHRD Presents Dr. Gary N. McLean”, which has 241 views, up from 156 views a year ago.

In 2021, two new videos were added to the YouTube channel: the AHRD Virtual Town Hall (April 2020) featuring Drs. Mark Ebell, Robert Yawson, and Tomika Greer, and a recording of the Facebook Live racial healing event (June 2020) featuring Dr. Anneliese Singh. As of February 1, 2021, the Virtual Town Hall has been viewed 142 times.

Continued and/or increased use of the YouTube channel in 2021 will require additional volunteers and/or staff to record, edit, and upload videos that represent the AHRD brand. Video footage could come from additional interviews at the 25th anniversary conference, pre-recorded webinar materials, or conference presentations and events. YouTube could also be used for additional “Go Live” events.

### **AHRD Instagram Page (@academyhrd)**

In October 2019, the AHRD Instagram page was created. As of February 1, 2021, there are 50 followers on the Instagram page – up from 0 followers on January 6, 2020. In 2020, 17 posts were created, mostly to advertise for upcoming events. University of Georgia student and AHRD intern, Erin Johnson, created many of the Instagram graphics and began curating the following/followers list during her internship in summer 2020.

In 2021, the Instagram page will be regularly updated with announcements and event information, typically to mirror what is posted on the AHRD Facebook and Twitter pages.

## **Research and Journals**

*Report submitted by Robert Yawson*

All of the four HRD Journals are doing very well, in terms of Journal rankings and all other metrics. This has been made possible due to an outstanding Team of Editors supported by dedicated set of Editorial Boards.

### **Advances in Developing Human Resources (ADHR):**

Under the leadership of Marilyn Byrd, the Editor-In-Chief, *ADHR* published four Issues under Volume 22 in 2020 that highlighted challenges and opportunities in academia, women entrepreneurs in Asia, reflections of learning in the workplace, and the impact of resilience in developing the capacity to bounce back from challenges.

The journal’s current CiteScore on Scopus is 2.4 and has an h-index of 42 on the Scimago Ranking. The journal received a SJR Score of 0.367 on Scopus in 2020 (no significant change from the previous year). Full text usage (sum of pdf and html downloads from the journal platform) during 2020 was 165,617. An article from 22(4), “Enhancing Resilience in Autistic Adults Using Community-based Participatory Research” was selected by the publisher and featured in SAGE’s Perspectives blog. Articles are selected based on several criteria including being topical and timely, relevant to current events, and offering guidance to authors, researchers, students, lecturers or practitioners. The selection of an article to appear in SAGE Perspectives is an outlet to promote the journal and is a first for *ADHR*.

The AHRD Board approved a recommendation from a task force formed to consider a proposal from SAGE to move the

journal to an electronic submission system. While the move to an electronic submission will reformat the journal from a thematic focus, the aim and scope of *ADHR* will remain tightly focused on a scholar/practitioner audience.

### **Human Resource Development International (HRDI):**

Under the leadership of Editor-in-Chief, Jessica Li, *HRDI* had another successful year! In 2020 *HRDI* experienced a 45% increase in manuscript submissions and 146% increase in viewership.

*HRDI* continues to uphold its commitment in leading the debate and exploration of timely issues impacting the readership of our international communities. In response to the COVID-19 pandemic, Jessica Li and Associate Editors, Rajashi Gosh and Stefanos Nachmias, wrote a joint editorial to frame the crisis from an HRD perspective. Recognizing the profound responsibility of *HRDI* to further address this crisis, the journal moved quickly to publish a Special Perspectives Issue titled, Impact of the COVID-19 pandemic on work, worker, and workplace, with overwhelming response; also hosting an AHRD webinar on the topic with several authors contributing to the special issue. In addition to the COVID special issue, the 2020 volume also published a scheduled special issue on “Gender hegemony and its impact on HRD research and practice” edited by Drs. Jamie Callahan and Carole Elliott. They developed the issue during this difficult time with stride and called on the field of HRD to recognize, value, and develop practices that nurture gender diversity.

*HRDI* is ranked as a ‘2’ (Human Resource Management and Employment Studies) in the Chartered Association of Business Schools Academic Journal Guide. The journal’s current CiteScore on Scopus is 2.6 and has an h-Index of 45 on Scimago up from 42 the previous year. *HRDI* is also currently abstracted and indexed in: *The Emerging Sources Citation Index (ESCI)*; *British Education Index*; *EBSCO (Business Source Corporate, Business Source Elite, Business Source Premier, TOC Premier)*; *Education Research Index*; *Ergonomics Abstracts Online*; *IBSS, OCLC ArticleFirst Database and OCLC FirstSearch Electronic Collections Online*; *PIRA International: Management and Marketing*; *PsycINFO*; *Swets Information Services*; and *Thomson Gale*.

### **Human Resource Development Quarterly (HRDQ):**

Under the leadership of Thomas Reio Jr., *HRDQ* continued its successes in 2020. *HRDQ*’s SSCI 2019 impact factor jumped to 3.688 from 3.00. *HRDQ*’s ISI Journal Citation Reports © Ranking 2019: 3/30 (Industrial Relations & Labor), 63/226 (Management), and 12/84 (Psychology, Applied). The journal also has an h-index of 61, up from 52 on the Scimago Journal Ranking. The journal’s current CiteScore on Scopus is 4.4

Year	Accepted Papers	Rejected Papers	Acceptance Rate	Median Days from Submission to Final Decision
2020	16	161	9.04%	30
2019	27	153	11.9%	30
2018	7	105	6.3%	31
2017	17	126	11.9%	31
2016	21	146	12.6%	30
2015	21	128	14.1%	23
2014	20	149	11.8%	24

Mean days from Submission to First Decision – 33.5 (2020)/37.2 days (2019); to Final Decision – 33.4 days (2020)/34.40 days (2019). Only includes Major revision, Minor revision, Reject, Revise and Resubmit decisions. Information based on all manuscripts whose submission date is Between Jan 1, 2020 and Dec 31, 2020

Manuscript Type	Original	Revised	Total
Conceptual Paper	9	0	9
Editorial	3	0	3
Forum Article	6	1	7
Literature Review	6	4	10
Media Review	1	0	1
Methods Paper	6	3	9
Mixed Methods Study	17	2	19
Qualitative Study	41	26	67
Quantitative Study	110	46	156
Total	199	82	281
Accepted manuscripts representing 42 countries			

### **Human Resource Development Review (HRDR):**

In 2020, *HRDR* has continued its commitment to publish high quality non-empirical research and has accomplished its outstanding performance with an increasing SSCI impact factor of 2.765 in 2019 from 2.487 in 2018 under the leadership of Jia Wang as outgoing editor.

Under the leadership of Yonjoo Cho as incoming editor, the new editorial team was formed with three excellent associate editors (Meera Alagaraja, Julie Davies, and Hyung Joon Yoon) and Zandra Boise as managing editor and began fulfilling responsibilities on August 1, 2020. We recruited 74 editorial board members who were chosen from 15 countries to lend their expertise and solicit their service for the same three-year term as the editorial team's.

HRDR has published 23 articles (editorials, integrative reviews, theory/conceptual articles, and instructor's

corner pieces) out of 169 submitted manuscripts (a 6% acceptance rate) and has an h-index of 45, up from 39 on the Scimago Ranking. The journal's current CiteScore on Scopus is 4.7

### **New Ventures**

The Board has commissioned the first series in a new AHRD podcast in 2021 that will feature scholars discussing research and its application. The first series of ten one-hour episodes is scheduled to release in Spring with a focus on HRD foundational topics discussed with scholars selected from those in the HRD Scholar Hall of Fame, past recipients of the Outstanding HRD Scholar Award, and rising scholars. The ten hours of content will not only provide a good introduction to a breadth of HRD topics, but it will also allow listeners to hear direct from renowned and emerging scholars. It will therefore be ideal for anyone new to HRD, as well as being a useful addition to assigned reading for HRD programs. The new series will be released to members, and also be available for a fee to non-members. We will release more information over the coming months.

### **Concluding Thoughts**

*Submitted by Laura Bierema*

The AHRD Board of Directors is a hands-on, working board. Not one seat is symbolic; all of us work and all of us have distinct roles and responsibilities, whether as committee chairs or strong supporting roles. I would like to express heartfelt thanks to each of our directors: Joshua Collins, Khalil Dirani, Tom Garavan, Julie Gedro, Tomika Greer, Heeyoung Han, Jie Ke, Brad Shuck, Katie Rosenbusch, Judy Sun, and Robert Yawson. It has been a pleasure to work with Julie Gedro (Past-President) and Khalil Dirani (President-Elect and Conference Chair), as the Executive Team. I would also like to welcome newly-elected Board Members, Ozzie Crocco, Tomika Greer (re-elected), and Cynthia Smith. I have served in several roles during my membership and engagement with AHRD and have had the distinct privilege and joy to develop many collaborative relationships. The configuration of the executive leadership of AHRD, segmented into three, two-year roles, is a strength because it allows for continuity and succession. I look forward to new challenges in my second year as President, and will work tirelessly to advance our strategic initiatives, create more inclusion, and protect the long-term vitality of our special AHRD community.

## 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	\$0.00	\$1,008.29	\$527.33	\$913.75	\$878.32	\$2.79
Other	\$0.00	\$3,117.28	\$12,332.92	\$10,182.06	\$1,147.46	\$2939.58
Royalties	\$0.00	\$0.00	\$0.00	\$0.00	\$1,709.87	\$22,445.59
<b>TOTAL INCOME</b>	\$180,487.39	\$179,935.93	\$224,168.42	\$233,709.30	\$240,305.65	\$225,157.96
<b>EXPENSES</b>						
Credit Transaction Fees	\$0.00	\$3,053.67	\$4,128.89	\$6,479.59	\$7,613.43	\$7,699.96
Committee Expenses	\$0.00	\$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	\$70,472.15
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	\$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	\$5415.00
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	\$247,023.16
<b>INCOME MINUS EXPENSES</b>	\$20,641.05	\$721.00	\$27,233.68	\$9,414.80	\$14,120.66	-\$21,865.20
<b>ASSETS &amp; LIABILITIES</b>						
<b>TOTAL ASSETS</b>	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,244.06	\$172,896.77
<b>ACCOUNTS PAYABLE</b>						\$12,517.91
<b>TOTAL LIABILITIES &amp; EQUITY</b>	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,224.06	\$172,896.77
<b>Conference Profit</b>	\$45,919.61	\$39,851.38	\$41,193.57	\$8,442.29	\$44,917.48	\$32,535.96

**END OF YEAR FINANCIAL SUMMARY**

	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
<b>INCOME</b>						
Conference Fees	\$119,155.99	\$126,966.00	\$136,318	\$157,745.00	\$124,222.51	\$122,780.93
Membership Dues	\$104,934.99	\$101,066.00	\$97,850	\$88,094.00	\$83,580.00	\$88,416.00
Dividend & Interest	\$0.00	\$0.00	\$0.00	\$0.03	\$804.28	\$1,550.73
Other	\$475.00	\$1,825.00	\$3,142	\$3,525.40	\$7997.00	\$8,749.00
Royalties	\$13,804.09	\$24,599.00	\$20,531	\$21,839.70	\$21,871.85	\$33,201.88
<b>TOTAL INCOME</b>	<b>\$238,370.07</b>	<b>\$254,456.00</b>	<b>\$257,841</b>	<b>\$271,204.13</b>	<b>\$238,475.64</b>	<b>\$254,698.54</b>
<b>EXPENSES</b>						
Credit Transaction Fees	\$7,349.65	\$7,300.00	\$7,515.00	\$8,640.69	\$8,110.27	\$7,959.43
Committee Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
Awards	\$1,277.34	\$889.00	\$1,100.00	\$2,115.76	\$2,186.30	\$3,391.03
Board Meetings	\$7,016.84	\$719.00	\$5,765.00	\$7,837.82	\$8385.58	\$8,447.78
Management (Personnel)	\$82,604.96	\$82,385.00	\$82,000.00	\$84,459.96	\$86,150.04	\$87,870.00
Office Expenses	\$5,815.87	\$2,003.00	\$2,134.00	\$3,604.91	\$736.11	\$871.47
Publications (AHRD Journals)	\$50,421.92	\$44,895.00	\$34,766.00	\$39,783.32	\$28,349.80	\$28,564.70
Professional Fees (accountant, Insurance, Web Hosting)	\$14,096.25	\$5,043.00	\$7,433.00	\$9,702.06	\$8,079.21	\$9,916.84
Research Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$0.00	\$0.00	\$0.00	\$1,546.29	\$2,241.00	\$1,207.77
Other	\$430.00	\$1,860.00	\$1,647.00	\$1,302.90	\$0.00	\$1,244.00
Conference	\$89,369.01	\$81,723.00	\$79,711.00	\$77,899.22	\$99,228.30	\$73,925.21
<b>TOTAL EXPENSES</b>	<b>\$258,381.84</b>	<b>\$226,816.00</b>	<b>\$222,071.00</b>	<b>\$236,892.93</b>	<b>\$243,466.61</b>	<b>\$223,498.23</b>
<b>INCOME MINUS EXPENSES</b>	<b>-\$20,011.77</b>	<b>\$27,640.00</b>	<b>\$35,770.00</b>	<b>\$34,311.20</b>	<b>-\$4990.97</b>	<b>\$31,200.31</b>
<b>ASSETS &amp; LIABILITIES</b>						
<b>TOTAL ASSETS</b>	<b>\$140,486.78</b>	<b>\$171,508.00</b>	<b>\$208,131.00</b>	<b>\$242,625.27</b>	<b>\$262,326.15</b>	<b>\$269,392.03</b>
<b>ACCOUNTS PAYABLE</b>	<b>\$119.69</b>	<b>\$3,501.00</b>	<b>\$4,352.00</b>	<b>\$2973.95</b>	<b>\$23,030.01</b>	<b>\$5,885.00</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$140,486.78</b>	<b>\$171,508.00</b>	<b>\$208,131.00</b>	<b>\$242,625.27</b>	<b>\$262,326.15</b>	<b>\$269,392.03</b>
<b>Conference Profit</b>	<b>\$30,123.50</b>	<b>\$45,243.00</b>	<b>\$56,606.00</b>	<b>\$79,602.39</b>	<b>\$24,994.21</b>	<b>\$46,000.41</b>

**END OF YEAR FINANCIAL SUMMARY**

	FY 2016-2017	FY 2017-2018	FY 2018-2019	FY 2019-2020
<b>INCOME</b>				
Conference Fees	\$117,474.50	\$126,507.88	\$133,284.07	\$143,690
Membership Dues	\$79,286.00	\$82,224.00	\$74,365.00	\$79,103
Dividend & Interest	\$4,575.27	\$11,718.58	\$4,699.62	\$4,972.06
Other	\$5,747.33	\$1,075.00	\$850.00	\$4,194
Royalties	\$22,893.72	\$25,962.13	\$22,347.61	\$22,136.92
<b>TOTAL INCOME</b>	\$229,976.82	\$247,487.59	\$235,546.30	\$254,095.98
<b>EXPENSES</b>				
Credit Transaction Fees	\$7,861.27	\$8,245.54	\$8,484.31	\$9,829.69
Committee Expenses	\$291.33	\$367.86	\$100.00	\$100
Awards	\$3,037.84	\$2,211.46	\$2,110.87	\$2,612.74
Board Meetings	\$8,920.42	\$8,827.06	\$7,777.79	\$8,763.72
Management (Personnel)	\$92,256.00	\$92,256.00	\$92,256.00	\$96,900
Office Expenses	\$1200.22	\$2,256.77	\$849.24	\$4,805.15
Publications (AHRD Journals)	\$26,254.82	\$29,683.05	\$16,537.19	\$13,730.35
Professional Fees (accountant, Insurance, Web Hosting)	\$14,736.69	\$5,615.66	\$6,415.49	\$8,840.81
Research Grants	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$3,640.47	\$2,824.22	\$3074.14	\$3,036.93
Other	\$1,914.86	\$5,035.68	\$0.00	
Conference	\$96,728.17	\$110,130.91	\$110,326.84	\$94,840.36
<b>TOTAL EXPENSES</b>	\$256,842.09	\$267,454.21	\$247,931.87	243,459.75
<b>INCOME MINUS EXPENSES</b>	-\$26,865.27	-\$19,966.62	\$-12,385.57	\$10,636.23
<b>ASSETS &amp; LIABILITIES</b>				
<b>TOTAL ASSETS</b>	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89
<b>ACCOUNTS PAYABLE</b>	\$2,780.73	\$20,268.28	\$5,045.37	\$25,117.50
<b>TOTAL LIABILITIES &amp; EQUITY</b>	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89
<b>Conference Profit</b>	\$14,068.02	\$16,376.97	\$22,957.23	\$40,570.61