

# Academy of Human Resource Development

*“Leading Human Resource Development through Research”*

## Executive Summary Report—Fiscal Year ending June, 2006

The Academy of Human Resource Development (AHRD) was formed to encourage systematic study of human resource development 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.

### **MESSAGE FROM THE AHRD PRESIDENT**

*Jerry Gilley*



It is an exciting time to be a member of the Academy of Human Resource Development! We continue to strive toward our stated mission and, I am certain, are “leading HRD through research.” As reported in this brief overview of the past fiscal year, the volunteer leadership and membership of AHRD persist toward the enactment of our mission through our four research journals, three international conferences, funded research grants, leadership opportunities, volunteer actions, and member services. Our membership has expanded and we are striving as an organization to support members in declaring AHRD to be their professional home for years to come.

Over the past year, AHRD has undertaken several strategic initiatives that include: 1) improving communications, 2) enhancing professional development opportunities, 3) increasing our influence and credibility, and 4) expanding our growth and development. Included in our successes has been the announcement of the first AHRD Grant Award Winners, the formation of the AHRD Program Excellence Network (PEN) and the recognition of our journals. Our awarding of research grants is another step in positioning the Academy beyond being an outlet for cutting edge studies that actively stimulate and support our profession and our essential practice-research intersections. The inaugural meeting of PEN will occur as part of the 2007 AHRD Preconference in Indianapolis. PEN members will exchange and advance their purpose toward the advancement of program and teaching excellence. Congratulations to this year’s grant award winners and to the founding members of PEN! We invite you to join PEN and to apply for future AHRD research grants. Finally, the Association of Business Schools has recently rated all four of our journals to be well regarded in our field.

This is certainly a positive reflection on AHRD and all who have contributed to our journals.

As is outlined in this brief report, our Academy investments clearly align with our mission. Although the significant human capital contributions made by members of this volunteer organization have not been tallied and may be incalculable, 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

While my remarks identify some more recent events important to our success, this document is a first attempt to summarize annual activities and finances for members. Below are some AHRD highlights for the previous fiscal year ending June, 2006. Your input regarding our efforts to provide you with additional information and transparency regarding AHRD’s activities and reporting practices is welcomed. Following the next fiscal cycle, we will make a full annual report available at [www.ahrd.org](http://www.ahrd.org).

Although there is not enough space to acknowledge all of those individuals who have contributed to the many successes of AHRD, I thank all of you who, in many cases, work tirelessly to advance our mission and who go beyond the creation of the world’s premiere HRD community. Thanks to the staff and officers listed below, to committee and conference leaders and to all that make our organization a success!

# ***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.

**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 2006** (sponsored by or in partnership with AHRD)

**Academy of Human Resource Development Research Conference**  
Columbus, Ohio, USA, February 22-26, 2006.

**5<sup>th</sup> International Conference of the Academy of Human Resource Development—Asia Chapter**  
Kuala Lumpur (Putrajaya), Malaysia, December 3-5, 2006.

**7<sup>th</sup> Annual Conference on Research and Practice Across Europe—University Forum for HRD**  
Tilburg, The Netherlands, May 22-24, 2006

## **AHRD ANNUAL AWARDS** (2005 accomplishments honored at the 2006 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.

**2005 Award Winner—Jamie Callahan, Texas A&M University**

**Elwood F. Holton III Research Excellence Award** for the outstanding *HRDR* refereed article.

**2005 Award Winner—Rune Lines, Norwegian School of Economics and Business Administration**

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

Awarded annually for the outstanding human resource development doctoral dissertation.

**2005 Award Winner—Martin B. Kormanik, The George Washington University**

**Chair of Committee—Richard P. Lanthier**

### **Monica M. Lee Research Excellence Award**

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

**2005 Award Winners—Ken W. Parry, Griffith University**

**Paresha N. Sinha, University of Waikato**

### **Outstanding HRD Academic Program**

Awarded for the outstanding HRD academic program based on a continuous record of excellence.

**2005 Award Winner—University of Georgia**

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

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

**2005 Award Winners—Richard A. Swanson, University of Texas at Tyler**

**Elwood F. Holton, III, Louisiana State University**

## **Richard A. Swanson Research Excellence Award**

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

**2005 Award Winner, Andrea D. Ellinger, University of Illinois at Urbana-Champaign**

## **Human Resource Development Cutting Edge Awards**

Authors of the ten outstanding scholarly papers from those published in 2005 AHRD Conference Proceedings

**2005 Award Winning Authors/Co-Authors** (listed alphabetically)—

**Reid Bates**, Louisiana State University

**Rona S. Beattie**, Glasgow Caledonian University

**Neal Chalofsky**, George Washington University

**Thomas H. Coyne**, Teacher's College, Columbia University

**Barbara J. Daley**, University of Wisconsin—Milwaukee

**John M. Dirkx**, Michigan State University

**Andrea D. Ellinger**, University of Illinois

**Julie Gedro**, SUNY Empire State College

**Patricia R. Goodman**, George Washington University

**Robert G. Hamlin**, University of Wolverhampton

**Ji-Young Han**, Korea Institute of Curriculum and Evaluation

**Doo Hun Lim**, University of Tennessee

**Judy Milton**, University of Georgia

**AAhad Osman-Gani**, Nanyang Technological University

**Thomas G. Reio, Jr.**, University of Louisville

**Julia Storberg-Walker**, North Carolina State University

**Faye C. Sutton**, University of Louisville

**Karen E. Watkins**, University of Georgia

**Seung-Won Yoon**, Western Illinois University

**Baiyin Yang**, University of Minnesota

**Wei Zheng**, University of Minnesota

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

## ***AHRD STAFF, OFFICERS and COMMITTEES\****

### ***Staff***

**Lanette Cornwell**, Office Manager

### ***Board of Directors***

**Jerry Gilley**, President, Colorado State University

**Lane Morris**, President-Elect, University of Tennessee

**Larry Dooley**, Past President, Texas A&M University

**Darlene Russ-Eft**, VP Research, Oregon State University

**Darren Short**, VP Membership, Avana, Inc.

**Toby Marshall Egan**, Member, Texas A&M University

**Andrea Ellinger**, Member, University of Illinois

**Thomas Garavan**, Member, University of Limerick

**Tim Hatcher**, Member, North Carolina State University

**Kathryn S. Hoff**, Member, Bowling Green State University

**Wendy Ruona**, Member, University of Georgia

**Dani Truty**, Member, Northeastern Illinois University

### ***Ex Officio***

**Wendy Ruona**, ADHR Editor, University of Georgia

**Peter Kuchinke**, HRDI Editor, University of Illinois

**Tim Hatcher**, HRDQ Editor, North Carolina State University

**Richard Torracco**, HRDR Editor, University of Nebraska

**Thomas Garavan**, Member, University of Limerick

**Reynaldo Martinez, Jr.** UCWHRE, Valdosta State University

**Kathryn S. Hoff**, AHRD Managing Director,

Bowling Green State University

### ***International Coordinators***

**A. Ahad M. Osman-Gani**, Asia, Nanyang Technological University

**Rob Poell**, Europe, Tilburg University

**T. V. Rao**, India, T. V. Rao Learning Systems, Pvt. Ltd.

### ***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)

Professional Development Committee

Publications Committee

Research Committee

Scholar-Practitioner Committee

Technology Committee

Theory Committee

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

## ***FINANCIAL SUMMARY<sup>#</sup>***

	<b>For year ending June, 2005</b>	<b>For year ending June, 2006</b>	<b>Projected 2007</b>
<b>INCOME</b>			
Conference Fees	\$94,787.39	\$90,450.36	\$95,000.00
Membership Dues	\$85,700.00	\$85,360.00	\$94,600.00
Dividend and Interest	\$573.69	\$1,008.29	\$1,000.00
<b>TOTAL INCOME</b>	<b>\$181,061.08</b>	<b>\$176,818.65</b>	<b>\$190,600.00</b>
<b>EXPENSES</b>			
Credit Transaction Fees	\$0.00	\$3,053.67	\$3,100.00
Committee Expenses	\$0.00	\$1,830.17	\$500.00
Conference	\$48,867.78	\$50,598.98	\$51,000.00
Awards	\$2,320.98	\$2,590.41	\$2,800.00
Board Meetings	\$9,972.83	\$17,659.71	\$14,000.00
Management (personnel)	\$41,147.07	\$39,676.97	\$39,000.00
Office Expenses	\$3,985.63	\$4,024.08	\$2,300.00
Publications (AHRD journals)	\$42,809.50	\$43,081.77	\$50,000.00
Professional fees (accountant, insurance, web hosting)	\$9,178.25	\$1,596.80	\$9,400.00
Research Grants	\$0.00	\$0.00	\$5,000.00
Travel (in addition to Board meetings and conference)	\$1,564.30	\$1,724.77	\$6,500.00
<b>TOTAL EXPENSES</b>	<b>\$159,846.34</b>	<b>\$165,837.33</b>	<b>\$183,600.00</b>
<b>INCOME MINUS EXPENSES</b>	<b>\$21,214.74</b>	<b>\$10,981.32</b>	<b>\$7,000.00</b>
<b>ASSETS AND LIABILITIES</b>			
<b>TOTAL ASSETS</b>	<b>\$130,713.67</b>	<b>\$131,434.67</b>	<b>\$133,000.00</b>
<b>TOTAL LIABILITIES<sup>d</sup> &amp; EQUITY</b>	<b>\$130,713.67</b>	<b>\$131,434.67</b>	<b>\$133,000.00</b>

<sup>d</sup> AHRD has no long-term debt

### **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.

Costs associated with the reproduction of this report were donated.

This document was created by Toby Marshall Egan.