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.

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 to 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.

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

7th 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. Dirx, 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 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, Avarade, 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 Torraco, 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

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.arhd.org for updated lists of all board members, committee leaders and members.
## FINANCIAL SUMMARY

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<th>For year ending June, 2005</th>
<th>For year ending June, 2006</th>
<th>Projected 2007</th>
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<td>Conference Fees</td>
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<td>Travel (in addition to Board meetings and conference)</td>
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<td>$131,434.67</td>
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</tbody>
</table>

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**AHRD has no long-term debt**

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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.  
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This document was created by Toby Marshall Egan.