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

MESSAGE FROM THE AHRD PRESIDENT

Jerry Gilley

Our most recent fiscal year has been a landmark success for AHRD! In addition, the volunteer leadership and membership have continued with the implementation of several strategic initiatives including: 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 was the announcement of the first AHRD Grant Award Winners, the formation of the AHRD Program Excellence Network (PEN), and the ongoing recognition of our journals.

The awarding of AHRD research grants through a competitive process is another step in positioning the Academy beyond being an international outlet for cutting edge studies to one that actively stimulates and supports our profession and essential practice-research intersections. In 2007, we continued to maintain a global presence with annual conferences in Oxford, United Kingdom; Beijing, China and Indianapolis, Indiana, USA. As an organization, we continue to contribute to our mission “leading HRD through research.”

AHRD has a long tradition of publishing, and providing to members as a membership benefit, four refereed quarterly journals. We are now pleased to announce the enhancement of this benefit by the publication of not four but six issues per year of Advances in Developing Human Resources, and five issues of Human Resource Development International, beginning in 2008. This is certainly a positive reflection on AHRD and all who have contributed to our journals.

As is summarized in this report, 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.

I am proud to say that most recent years have been the most financially healthy for AHRD. Our learning organization, has steadily improved our management strategies and implementation, particularly in the area of conference program and logistics management.

I have been proud to serve a President of AHRD over the past two years and congratulate Lane Morris as he begins his 2008-2010 presidential term and Darlene Russ-Eft as our new president-elect. I would also like to thank Larry Dooley as he leaves the past-president position and all of our volunteers and volunteer board members for their contributions to our continued success.

Although there is not enough space to acknowledge all 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 have made our organization a success!

Your input regarding our efforts to provide you with additional information and transparency regarding AHRD’s activities and reporting practices is welcomed. This and previous annual reports will soon be available on our new website http://www.ahrd.org
**AHRD JOURNALS**

**Advances in Developing Human Resources (ADHR)** balances theory and practice in each issue of the journal and is devoted to a different topic central to the development of human resources. Four quarterly editions were published over the past year. ADHR is published by Sage Publications and edited by Ken Bartlett

**Human Resource Development International (HRDI)** is committed to questioning the divide between practice and theory; between the 'practitioner' and the 'academic' between traditional and experimental methodological approaches and between organizational demands of scholarship. Four quarterly editions were published over the past year. HRDI is published by Taylor & Francis and edited by Peter Kuchinke

**Human Resource Development Quarterly (HRDQ)** is the first scholarly journal focused directly on the evolving field of HRD and a forum for interdisciplinary exchange. Four quarterly editions were published over the past year. HRDQ is published by Jossey-Bass and edited by Tim Hatcher.

**Human Resource Development Review (HRDR)** provides new theoretical insights that can advance our understanding of human resource development. Four quarterly editions were published over the past year. HRDR is published by Sage Publications and edited by Rich Torraco

**ANNUAL CONFERENCES HELD IN 2007** (sponsored by or in partnership with AHRD)

**Academy of Human Resource Development International Research Conference in the Americas**

**6th Academy of Human Resource Development International Research Conference—Asia Chapter**
Beijing, China, November 2-6, 2007.

**8th Annual Conference on Research and Practice Across Europe—University Forum for HRD**

**AHRD ANNUAL AWARDS** (2006 accomplishments honored at the 2007 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.

2006 Award Winner—**Susan R. Madsen**, Utah Valley State College

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

2006 Award Winner—**John–Paul Hatala**, Louisiana State University

**Malcolm S. Knowles Dissertation of the Year Award**
Awarded annually for the outstanding human resource development doctoral dissertation.

2006 Award Winner—**Marie-Line Germain**, Barry University

**Monica M. Lee Research Excellence Award**
Awarded for the outstanding *HRDI* article in each annual volume.

2006 Award Winner—**Nick Clarke**, University of Southhampton

**R. Wayne Pace HRD Book of the Year—Newly named in Honor of the AHRD Founding President**
Awarded yearly for the outstanding HRD book that advances the theory and/or practice of the profession.

2006 Award Winner—**Gary N. McLean**, University of Minnesota
Richard A. Swanson Research Excellence Award
Awarded for the outstanding HRDQ refereed article in each annual volume.

2006 Award Winners—
Erik R. Eddy, Siena College
Caroline P. D'Abate, Skidmore College
Scott I. Tannenbaum, The Group for Organizational Effectiveness
Susan Givens-Skeaton, Saint Joseph’s University
Greg Robinson, University of San Francisco

Human Resource Development Cutting Edge Awards
Authors of the ten outstanding scholarly papers from those published in 2006 AHRD Conference Proceedings

2006 Award Winning Authors/Co-Authors (listed alphabetically)—
Julie L. Brockman, Michigan State University
Beatriz Coningham, George Washington University
Maria Cseh, George Washington University
John M. Dirks, Michigan State University
Toby Marshall Egan, Texas A&M University
Marie-Line Germain, Barry University
Robert G. Hamlin, University of Wolverhampton
Judith A. Kolb, Pennsylvania State University
Doo H. Lim, University of Tennessee
Hong Lin, Oklahoma State University
Michael Lane Morris, University of Tennessee
Rob F. Poell, Tilburg University
Manda H.Rosser, Texas A&M University
Radha R. Sharma, Mgmt. Development Institute, India
Holly S. Slay, Rochester Institute of Technology
M. Susan Taylor, University of Maryland, College Park
S. Arzu Wasti, Sabanci University
Ian O. Williamson, University of Maryland, College Park
Seung-Won Yoon, Western Illinois University

*See http://www.ahrd.org for complete listings

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
Darren Short, VP Membership, Avarade, Inc.
Darlene Russ-Eft, VP Research, Oregon State University
Maria Cseh, George Washington University
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
Fredrick Nafuhko, Member, Texas A&M University
Wendy Ruona, Member, University of Georgia

Ex Officio
Ken Bartlett, ADHR Editor, University of Georgia
Tim Hatcher, HRDQ Editor, North Carolina State University
Peter Kuchinke, HRDI Editor, University of Illinois
Richard Torraco, HRDR Editor, University of Nebraska
Thomas Garavan, UFHRD, University of Limerick
Reynaldo L. Martinez, UCWHRE, Valdosta State University
Kathryn S. Hoff, AHRD Managing Director, Bowling Green State University

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

Committees
Academic Standards Committee
Awards Committees (see award list above; 11 total)
Diversity Committee
Election Committee
International Committee
Membership and Marketing Committee
Nominating Committee
Program Excellence Network (PEN)

*See http://www.ahrd.org for updated lists of all board members, committee leaders and members.
## FINANCIAL SUMMARY

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<tr>
<th></th>
<th>For year ending June, 2005</th>
<th>For year ending June, 2006</th>
<th>For year ending June, 2007</th>
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<td>Conference</td>
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<td>(accountant, insurance, web hosting)</td>
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<td>Travel (in addition to Board meetings and conference)</td>
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<td><strong>ASSETS AND LIABILITIES</strong></td>
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<td><strong>&amp; EQUITY</strong></td>
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### MEMBERSHIP TRENDS

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<tr>
<th>Date</th>
<th>Regular Membership</th>
<th>Student Membership</th>
<th>Trial (outside US) Membership</th>
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<td>253</td>
<td>40</td>
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**Academy of Human Resource Development**  
College of Technology, Bowling Green State University, Bowling Green, OH 43403-0280, USA  
Phone (419) 372-9155  Fax (419) 372-8385  E-mail office@ahrd.org

#All financials and information provided in this summary is based on internal reporting estimates and have not been certified. AHRD is periodically reviewed by a third party financial auditor. Financial and Organizational Data Reporting Managed by Lanette Cornwell Costs associated with the reproduction of this report were donated. This document was created by Toby Marshall Egan.