



# Academy of Human Resource Development

*“Leading Human Resource Development through Research”*

## Executive Summary Report 2008 AHRD Conference, Panama City Beach, Florida

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 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 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**  
Indianapolis, Indiana, USA, February 28-March 4, 2007.

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

**8<sup>th</sup> Annual Conference on Research and Practice Across Europe—University Forum for HRD**  
Oxford Brookes University, Oxford, UK, June 27-29, 2007.

## **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 Southampton

### **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)—

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

Professional Development Committee  
Publications Committee  
Research Committee  
Scholar-Practitioner Committee  
Technology Committee  
Theory Committee  
Website Committee

\*See <http://www.ahrd.org> for updated lists of all board members, committee leaders and members.

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

	For year ending June, 2005	For year ending June, 2006	For year ending June, 2007	Budgeted 2008
<b>INCOME</b>				
Conference Fees	\$94,787.39	\$90,450.36	\$108,022.17	\$115,000.00
Membership Dues	\$85,700.00	\$85,360.00	\$103,286.00	\$109,600.00
Dividend and Interest	\$573.69	\$1,008.29	\$527.23	\$1,000.00
Other	\$0.00	\$3,117.28	\$12332.92	\$0.00
<b>TOTAL INCOME</b>	<b>\$181,061.08</b>	<b>\$179,935.93</b>	<b>\$224,168.32</b>	<b>\$225,600.00</b>
<b>EXPENSES</b>				
Credit Transaction Fees	\$0.00	\$3,053.67	\$4128.89	\$4500.00
Committee Expenses	\$0.00	\$1,830.17	\$0.00	\$0.00
Conference	\$48,867.78	\$50,598.98	\$66,828.60	\$77,000.00
Awards	\$2,320.98	\$2,590.41	\$1946.84	\$2000.00
Board Meetings	\$9,972.83	\$17,659.71	\$10,452.94	\$12,000.00
Management (personnel)	\$41,147.07	\$39,676.97	\$38,660.85	\$42,000.00
Office Expenses	\$3,985.63	\$3,604.13	\$2994.45	\$3000.00
Publications (AHRD journals)	\$42,809.50	\$43,081.77	\$50,462.44	\$50,500.00
Professional fees (accountant, insurance, web hosting)	\$9,178.25	\$1,596.80	\$3596.73	\$4000.00
Research Grants	\$0.00	\$0.00	\$10,000.00	2007Continuation \$0.00
Travel (in addition to Board meetings and conference)	\$1,564.30	\$1,724.77	\$3666.89	\$4,500.00
Other expenses	\$0.00	\$2,057.61	\$3141.96	\$4000.00
Total HRDQ	\$0.00	\$11,739.94	\$0.00	\$0.00
Income/Expense				
<b>TOTAL EXPENSES</b>	<b>\$159,846.34</b>	<b>\$179,214.93</b>	<b>\$195,880.59</b>	<b>\$203,500.00</b>
<b>INCOME MINUS EXPENSES</b>				
	<b>\$21,214.74</b>	<b>\$721.00</b>	<b>\$27,812.73</b>	<b>\$22,100.00</b>
<b>ASSETS AND LIABILITIES</b>				
<b>TOTAL ASSETS</b>	<b>\$130,713.67</b>	<b>\$131,434.67</b>	<b>\$158,193.60</b>	<b>\$163,000.00</b>
<b>TOTAL LIABILITIES<sup>d</sup> &amp; EQUITY</b>	<b>\$130,713.67</b>	<b>\$131,434.67</b>	<b>\$158,193.60</b>	<b>\$163,000.00</b>

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

## **MEMBERSHIP TRENDS**

Date	Regular Membership	Student Membership	Trial (outside US) Membership	Total Membership
<b>March, 2004</b>	330	218	18	566
<b>March, 2005</b>	359	343	16	718
<b>March, 2006</b>	376	222	27	625
<b>March, 2007</b>	446	224	29	699
<b>As of February 18, 2008</b>	462	253	40	755



### **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.

Financial and Organizational Data Reporting Managed by Lanette Cornwell

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This document was created by Toby Marshall Egan.