

## **AHRD Membership and Affiliate Policy**

The Academy of Human Resource Development (AHRD) is a global organization made up of, governed by, and created for the Human Resource Development (HRD) scholarly community of academics and practitioners. The Academy was formed to encourage systematic study of human resource development theories, research, processes, and practices; to disseminate information about HRD; to encourage the application of HRD research findings; and to provide opportunities for interaction among individuals with scholarly and professional interests in HRD from multiple disciplines around the world. Welcome to the AHRD Community.

### **1. MEMBERSHIP CATEGORIES:** There are three membership categories.

- 1.1 MEMBERS: All individuals who are interested in advancing the purpose of the Academy of Human Resource Development (HRD), such as faculty in higher education, employees/managers/administrators in educational, industrial, or government organizations (for profit and non-profit), consultants and other positions with interests in HRD.
- 1.2 MEMBERS (Students): Full-time students interested in advancing the purpose of the Academy of Human Resource Development (HRD). Proof of registration as a full-time status in a program of study in an institution of higher education is required for student membership.
- 1.3 MEMBERS (HDI discount): Any resident of a country with a Human Development Index of .80 or less as measured by the United Nations' Human Development Report are eligible for membership at a reduced rate.

### **2 AFFILIATIONS** There are three affiliate categories: These are not membership categories.

- 2.1 EMERITUS AFFILIATE: Retired individuals without full-time employment with at least 10 years of AHRD membership preceding retirement.
- 2.2 SPECIAL INTEREST GROUP (SIG) AFFILIATE: This category allows an individual to join up to two Special Interest Groups. Note that SIG Affiliation does not constitute membership in AHRD and does not include voting rights or other benefits of membership.
- 2.3 PROGRAM EXCELLENCE NETWORK (PEN) AFFILIATE: PEN Affiliation is for programs and organizations. PEN is open to all academic programs worldwide that provide instruction, research, service and leadership in HRD. Each program will designate a PEN delegate. This delegate should be the chair/coordinator of the HRD-related academic program at the affiliated organization (*or* their designated representative). Delegates must be full-time faculty members actively engaged in HRD at their home institution *and* must be a current AHRD member. Delegates will represent their HRD academic program at the annual meeting and be the primary contact for all PEN-related communications and business.

- 1 APPLICATION FOR MEMBERSHIP OR AFFILIATION: Application for membership or affiliation shall be filed with the Academy of Human Resource Development management office.
- 2 DUES: Dues are established by the board. To be a member or affiliate in good standing for a current year requires the payment in full of the current annual dues required for the member's or affiliate's category. The term is one year and begins on the date payment is received and ends one year later. Amount of dues payable for new members may be modified from time to time to accommodate new membership campaigns, including flat-rate fees premium offers, and are to be recommended by the membership committee and approved by the Board of Directors.
- 3 VOTING MEMBERS: Members of all membership categories in good standing are entitled to vote. Emeritus, SIG, and PEN Affiliates do not have voting privileges.
- 4 COMPLIANCE: Members and affiliates agree to abide by the bylaws and code of ethics of the Academy of Human Resource Development.
- 5 SUSPENSION OR EXPULSION: Any Member may be suspended or expelled from AHRD for nonpayment of dues. Any Member who fails to pay dues within sixty days of expiration will, after due notice, be deemed suspended until such time as his or her dues are paid. In addition, membership might be suspended for action or conduct inconsistent with the purposes of the organization. all other cases, suspension or expulsion shall be initiated by the Board of Directors and shall be by two-thirds vote of the Board of Directors. Except for suspensions for nonpayment of dues, no suspension or expulsion shall be valid unless a statement of the reasons for such suspension or expulsion shall have been sent to the last recorded address of the member at least 30 days before final action is taken. This statement shall be accompanied by a notice of the time and place of the meeting of the Board of Directors at which the suspension or expulsion shall be considered. The Member shall have the opportunity to appear at such meeting in person or by his or her representative and present any defense to the proposed suspension or expulsion.

Approved October 17, 2011, to be implemented November 1, 2011