

## **AWARDS POLICY**

### **ACADEMY OF HUMAN RESOURCE DEVELOPMENT**

The purpose of the AHRD awards program is to recognize excellence in HRD research, scholarship, publications, scholarly practice, and service. The award programs are to promote relevant and rigorous research, research informed practice, and service to the profession and to enhance the ability and capability of the AHRD to achieve its vision of leading human resource development through research. To this end, this policy is to provide guidelines for award committees in order to ensure the award review and selection process is transparent and to avoid any potential conflict of interest.

#### **1. AWARD CATEGORIES**

There are four main categories of awards. Each award category has from one to five awards:

##### **Awards for Excellence in Research**

- *Malcolm S. Knowles Dissertation of the Year Award* - awarded for the outstanding HRD doctoral dissertation in a given year.
- *Human Resource Development Cutting Edge Award* - awarded to up to ten outstanding scholarly full papers from those published in the AHRD Conference Proceedings for the current year.
- *Laura Bierema Excellence in Critical HRD Award* – awarded to a critical HRD scholar or practitioner who has demonstrated research and activism with impact in HRD.

##### **Awards for Excellence in Scholarship**

- *Early Career Scholar Award* - awarded to an outstanding HRD scholar in the early stages of his/her career who has made identifiable and significant contributions in scholarly research to the field of HRD.
- *Outstanding HRD Scholar Award* - awarded to an outstanding HRD scholar who has demonstrated a continuing record of scholarly productivity and influence in the profession.
- *HRD Scholar Hall of Fame* - presented to scholars in human resource development and related disciplines who have made enduring contributions to the Academy's vision of leading the human resource development profession through research.

##### **Awards for Excellence in Publication**

- *R. Wayne Pace HRD Book of the Year* - awarded for the outstanding HRD book that advances the theory and/or practice of the profession.
- *Monica M. Lee Research Excellence Award* - awarded for the outstanding Human Resource Development International refereed article in each annual volume.
- *Richard A. Swanson Research Excellence Award* - awarded for the outstanding Human Resource Development Quarterly refereed article in each annual volume.

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- *Advances in Developing Human Resources Outstanding Issue Award* - awarded for the outstanding Issue among the ending year's volume.
- *Elwood F. Holton III Research Excellence Award* - awarded for the outstanding Human Resource Development Review refereed article in each annual volume.

#### **Awards for Excellence in Scholarly Practice**

- *AHRD Excellence in Scholarly Practice Awards* – awarded for HRD projects and interventions that apply research and theory to impact organizations and address specific organizational needs.

## **2. AWARD COMMITTEES**

### **2.1 Committee Chairs**

- Committee chairs are selected by criteria established by the respective committee. Consideration should be given to professional qualification, expertise corresponding to the award category, and personal willingness to serve.
- Chairpersons may serve a term of 3 years. With approval of the Board, the term may be extended in the case that a qualified replacement is not available.
- The AHRD Board of Directors will be informed when a new committee chair is selected.

### **2.2 Committee Members**

Committee composition is typically 2-3 members, excluding chairperson. The number of committee members could change based on the workload for review. The committee chair can exercise judgment and recruit other members as needed.

- Committee members are selected by criteria established by the respective committee. Consideration should be given to professional qualification, expertise corresponding to the award category, and personal willingness to serve.
- Committee members may serve a term of 3 years. The term may be extended in the case that a qualified replacement is not available.

### **2.3 Award Review Criteria Matrix**

- A review criteria matrix will be submitted to the Board for final approval prior to its implementation.
- Award committees will use the approved review criteria matrix to rank and select award recipient(s). This will be submitted to Board each year as a part of a report outlining the annual committee's process and its selection for the award recipient(s). The Board defers to the committee to select the awardees(s) each year, but does require evidence of a rigorous selection process anchored in the criteria outlined for the award before the award selection is finalized.

### **2.4 Journal Award Committees**

- Administered by each of the Editorial teams/Boards of AHRD sponsored journals
- Should be consistent with the AHRD Award Policy

### **3. INITIATING A NEW AWARD**

#### **3.1 Initiators of New Awards**

New awards may be initiated by the Board of Directors, an existing Special Interest Group (SIG), journal editor/editorial board, or by petition of at least 50 AHRD members.

#### **3.2 Process for Initiating a New Award**

- Initiating a new award requires the proposer(s) to draft a proposal and submit to the AHRD Board of Directors via the AHRD office.
- The proposal must be approved by the AHRD Board. The Board will review for the following:
  - Clearly articulated statement of purpose and objectives for the award, including rationale (as related to AHRD’s existing awards and mission/strategy)
  - Clearly articulated criteria for the award, including a statement describing the nomination and review processes
  - Identification of the Award Committee comprised of a minimum of five active AHRD members, including the proposal writer, who will serve as the point of contact for the AHRD Board until a chair is elected by the proposed Award Committee

### **4. AMENDING AN EXISTING AWARD**

#### **4.1 Reasons for Amendments**

Amendments to an existing award may be due to one of the following reasons:

- Title change
- Criteria change
- Nomination or review process change
- Qualification change

#### **4.2 Process for Amendments**

Proposed amendments must be approved by the AHRD Board. When reviewing proposed amendments, the Board will look for the following:

- A clear statement articulating the rationale for the amendment to the proposal
- A description of the proposed amendment
- Evidence to support the amendment

### **5. REMOVING AN AWARD**

#### **5.1 Initiators of Award Removal**

- Requests to remove an award may be received from award committee members, journal editors, or at least 50 AHRD members. Justification and rationale for removal must be provided for Board approval.
- If an award is no longer serving the purpose of this policy, the AHRD Board has the discretion to initiate removal of said award.