

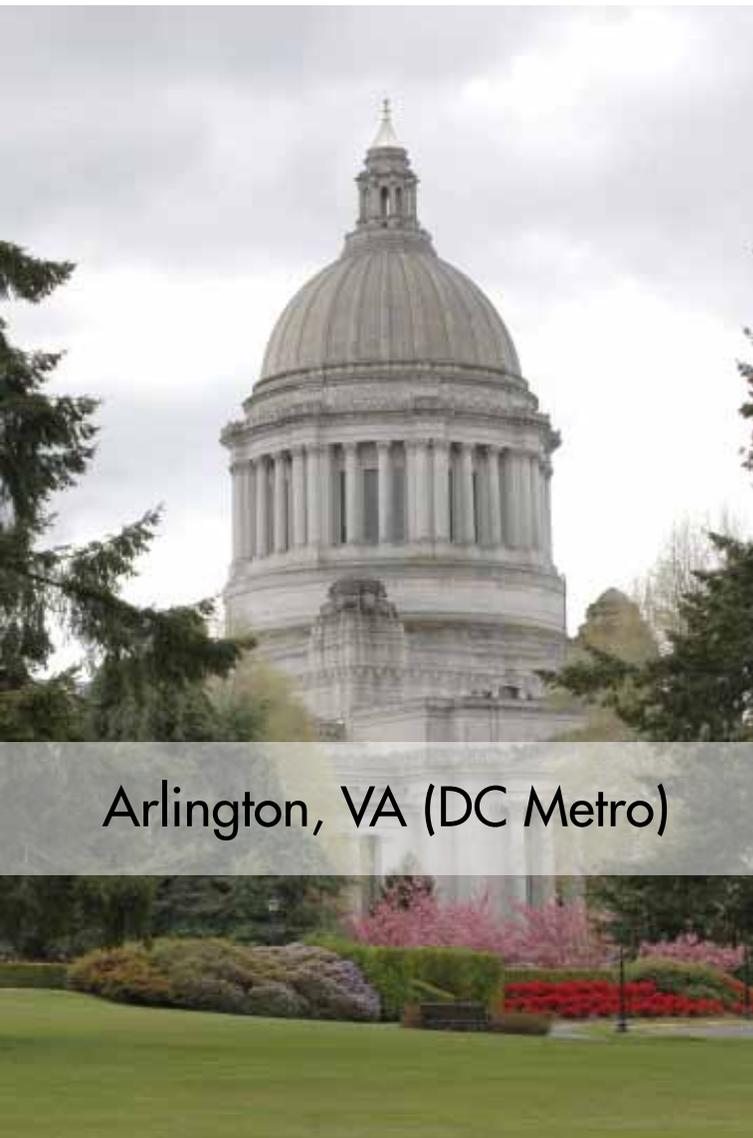


20TH ANNUAL AHRD INTERNATIONAL
RESEARCH CONFERENCE IN THE AMERICAS

2013

Call for Papers

CELEBRATING 20 YEARS OF LEADING HRD THROUGH RESEARCH



Arlington, VA (DC Metro)

Conference Program Committee

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Important Dates and Deadlines

September 5, 2012

Final (**NO EXTENSIONS!**) submission deadline for manuscripts

October 15-25, 2012

Decision notification to authors

November 25, 2012

Camera-ready submissions due

January 5, 2013

Call for symposium chair volunteers

February 14-16, 2013

Conference Dates

Additional information about registration, submission examples, and membership can be found at www.ahrd.org.



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Conference Information

The Academy of Human Resource Development (AHRD, or 'The Academy') is the leading professional association for advancing HRD through research and the application of research to practice. The Academy is celebrating its 20th annual conference in 2013 in Arlington, VA (DC Metro), from Thursday, February 14th to Saturday, February 16th. The conference program promises to include leading scholars and executive-level practitioners who will report their cutting edge research. The conference will provide opportunities for all to learn, network, and help celebrate this important 20th anniversary milestone.

In addition to the information contained in this Call for Papers, important details are found on the Conference Central link at www.ahrd.org. The Conference Central site will be your go-to location for news about conference updates, pre-conference workshops, hotel and travel information, access to the program (in January 2013, exact date TBD), and registration. Information about the benefits of AHRD membership, Academy awards, and other AHRD events, including the Conferences in Europe and Asia – MENA, can also be found in the AHRD website.

This year's conference theme is "Celebrating 20 years of leading HRD through Research." HRD thought leaders will be invited to deliver their critical analyses of the development of the Academy and the profession, and to provide suggestions for the next generation of HRD scholars and scholar-practitioners. Business and industry leaders, rep-

resenting the application of HRD knowledge, will deliver relevant and engaging presentations that will describe the challenges and opportunities facing 21st century organizations.

For the 20th anniversary, the program will be comprised of blind, peer-reviewed submissions that offer a diverse range of perspectives, paradigms, and research problems. In addition to the traditional submission categories of papers, abstracts, and posters, this year the conference will include the symposia (singular: symposium) category. In this category, a single author submits a collection of three to five separate abstracts or panelist perspectives that are reviewed together. Like the other submission categories, the symposia submissions will be blind reviewed.

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Submission Tracks

The Academy of Human Resource Development welcomes submissions from researchers and scholar-practitioners in all academic fields and disciplines that focus on workplace learning, performance, change, and related issues and problems.

1. Assessment, Measurement & Evaluation
2. Career Development
3. Critical & Social Justice Perspectives of HRD
4. International, Global & Cross-Cultural Issues
5. Virtual HRD, Technology, & Distance Learning
6. Leadership
7. Workplace Learning, Training & Development
8. Organization Development & Change
9. Performance
10. Strategic HRD
11. Theory & Foundations of HRD

Submission Categories

Within each track, authors will assign their submission(s) to one of the following four categories:

1. Refereed Full Manuscripts (8,000 word maximum)
2. Refereed Abstracts (2,000 word maximum)
3. Research Roundtables/Posters (2,000 word maximum)
4. Symposia (word count varies depending on paper or panel symposia submission)

For categories 1 and 2 above, authors will also indicate whether the submission should be reviewed as a scholar or scholar/practitioner submission. See pages 4 and 5 for more information about scholar and scholar/practitioner review criteria.

See pages 5-7 of this Call for Papers for a description of evaluation criteria for each category. Examples of submissions for each category can be viewed on the 'Conference Central' website (www.ahrd.org). Important note: *The Editors* reserve the right to reclassify submissions based on reviewer feedback and/or program time limitations.

Submission & Publishing Guidelines

All submissions should comply with formatting and writing style standards as defined by the Publication Manual of the American Psychological Association (APA) (6th ed.) All submissions should be ready for blind review when submitted—this means that all author identifying information needs to be masked in-text and in the reference list. Submissions must also comply with the word limits specified in the guidelines as outlined on pages 5 through 7. Submissions exceeding word limits will not be reviewed.

All manuscripts must be submitted online on the AHRD website by the dates specified.

Manuscript submission system opening date:

First week of August 2012

Manuscript submission closing date:

September 5th, midnight PST.

Because the conference is in mid-February instead of the end of February, there will be less time to conduct the peer review, revise and resubmit, and engage in the publishing processes. **Consequently, the submission closing date is firm. No extensions will be granted.**

Accepted submissions in the refereed categories will be published online in limited release so that only conference registrants will have access to the conference proceedings. The online access is new for the 2013 conference, and registrants will be able to access all accepted refereed publications for 12 months. **Note: accepted submissions will be published if and only if both of these conditions are met:**

1. Acceptance of a final, camera-ready submission by the Track Chair Editor by November 27, 2012; and
2. At least one author from each accepted submission is registered by December 28, 2012 for the 2013 AHRD International Research Conference in the Americas.

Rule of Three

Authors are limited to no more than three conference submissions as first author. There is no limit on the number of submissions for second, third, fourth, etc. author. Please note that conference organizers create the conference program to minimize scheduling conflicts. However, only first authors are usually guaranteed to have a conflict-free presentation schedule.

Presentation Schedule

Authors must be able to present at any time during the symposium portion of the conference, which runs from Thursday, February 14th through Saturday, February 16th. The presentation schedule as well as presentation guidelines will be available on the Conference Central website approximately six weeks before the conference. The program will contain the following types of refereed sessions:

1. Paper presentation sessions: 3 individually submitted papers will be grouped together to share a 90 minute session. The session will be facilitated with opportunities for question & answer.
2. Abstract presentation sessions: 4 individually submitted abstracts will be grouped together to share a 90 minute session. The session will be facilitated with opportunities for question & answer.
3. Interactive Poster sessions: 2 times during the conference posters will be displayed for attendees and authors to review and discuss.
4. Roundtable sessions: Between 4 and 6 discussants will be grouped together at a table for attendees and discussants to review and comment.
5. Symposia: Submissions in this new category will be scheduled for a 90-minute session. A single symposia submission includes multiple papers/abstracts or panelist perspectives.
 - » Panel Symposia: 4-5 panelists discuss a topic.
 - » Paper Symposia: 3-5 authors discuss their research.

Submission Guidelines

Word limits depend on the submission category:

- Refereed Full Manuscripts (Process: Blind Review)
 - » Submissions in this category should be no more than 8,000 words, all inclusive. Completed empirical studies, theoretical, conceptual, and literature review papers are appropriate for this category.
- Refereed Abstracts (Process: Blind Review)
 - » Submissions in this category should be no more than 2,000 words, all inclusive. In-process empirical, theoretical and conceptual abstracts are appropriate for this category.
- Refereed Roundtable/Interactive Poster (Process: Blind Review)
 - » Submission in this category should be no more than 2,000 words, all inclusive. In-development empirical, theoretical, or conceptual work is appropriate for this category. Authors in this category can create a poster to display at the Conference, or they can create a short narrative designed to lead an interactive roundtable discussion.
- Symposia (Process: Blind Review)
 - » Submission in this category is for one of two types: a panel presentation or a collection of papers. The panel presentation format consists of 3 to 5 recognized panelists and a session sponsor/host. The sponsor/host cannot be on the panel. The collection of papers format consists of 3 to 4 papers or abstracts and a session sponsor/host. The sponsor/host may be one of the paper authors. The sponsor/host determines whether or not PowerPoint presentations will be used for the session.
 - » Panel Symposia: The panel symposia submission includes two sections.
 - The first section contains relevant biographical information for each panelist and host/sponsor, including awards, affiliations, etc. This first section does not have a word limit.
 - The second section consists of two parts: (a) a 2,000 word (maximum including references) description of the panel. The description should justify the need for the panel, summa-

rize the various perspectives, and suggest how the panel contributes towards the advancement of HRD; and (b) a 1,000 word maximum (including references) description of each panelist's perspective or issue.

- » Example: a 5-person panel symposia submission includes three sections: a) the bio section; b) the 2,000 word panel description; and c) the 5,000 word (max) panelist perspectives
- » Paper Symposia: The paper symposia submission includes two sections only. The first section describes the papers, justifies the relevance or need, and summarizes how the papers combine to contribute to the advancement of HRD. This first section should be 2,000 words maximum (including references). The second section is a single document that contains 2,000-word abstracts (including references) of each paper.
 - Example: A 4-paper symposia submission includes two sections: a) a 2,000 word (all inclusive) description of the symposium; and b) 4 2,000 word abstracts.

Submission Category Criteria

1) Refereed Full Manuscripts (Scholar and Scholar/Practitioner Focus)

Scholar Focus:

These papers typically focus on theory, quantitative and/or qualitative research, and systematic reviews of literature, or other in depth exploration of HRD related issues. Papers should provide implications for future research and practice.

Evaluation Criteria:

- Significance of research problem and/or theoretical conceptions
- Relevance and thoroughness of literature review and/or conceptual framework
- Clarity of research questions, purpose, and/or hypotheses
- Appropriateness and justification of the research design and methods
- Rigor and robustness of data collection and analysis methods
- Quality of reporting of results and discussion
- Appropriateness of conclusions and/or recommendations
- Contribution to HRD theory and/or research

Scholar/Practitioner Focus:

These papers typically integrate theory, research, and practical experience. Papers foster critical discourse and active collaboration among HRD professionals, and provide innovative ideas for HRD practice. Consequently, the review process places greater weight on results and implications for practice.

Evaluation Criteria:

- Significance of problem issue
- Relevance of literature review and/or conceptual framework
- Clear description of the practice, setting, and organizational need linked to the problem issue

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- Practice allowed for testing of existing research and theory
- Practice design addressed organizational need and incorporated existing theory and/or research on subject
- Description of practice outcomes, with metrics where appropriate
- Lessons learned from practice, next steps for practice, and further work that could be done to test practice or address problem
- Implications for HRD theory and/or research

2) Abstracts (Scholar and Scholar/Practitioner Focus)

Scholar Focus:

This category typically includes conceptual models, empirical research, and other completed research. In-process research with collected data is also accepted for this category.

Evaluation Criteria:

- Relevance to HRD field
- Significance of research problem
- Relevance of cited literature
- Clarity of conceptual framework, research questions, purposes, and/or hypotheses
- Appropriateness and justification of the research design and methods
- Clarity of data collection and analysis methods
- Implications of results and discussion
- Potential in advancing HRD theory and/or research

Scholar/Practitioner Focus:

Refereed practice abstracts may focus on best practices or practice-oriented issues that do not include research.

Evaluation Criteria

- Significance of problem issue
- Clarity of conceptual framework
- Clear description of practice, setting, and organizational needs
- Practice grounded in theory and/or research
- Description of practice outcomes

- Lessons learned from practice
- Utility for HRD research and/or practice

3) Research Roundtables/Interactive Posters

Research Roundtable:

This category provides an opportunity to discuss research in progress and research preparation issues. Submissions in this category generally include problem statement, research question, and discussion of research design and/or methods.

Evaluation Criteria

- Clear and bounded research problem
- Relevance of cited literature
- Well-formulated conceptual framework
- Clarity of research questions, purpose, and/or hypotheses
- Well-formulated research design and methods
- Clarity of data collection and analysis methods
- Potential contribution to HRD theory and practice

Poster Session:

Interactive poster session is a dynamic forum among presenters, a facilitator, and the audience, intended to encourage discussion and sharing of multiple perspectives. Manuscripts, including the poster miniatures, are required for submission. Posters will be posted during the conference, and a session will be scheduled to allow interaction between the author(s) and conference participants.

Evaluation Criteria

- Title (fully explanatory)
- Content shows evidence of new, original, and innovative projects, curriculum, practices, models, etc.
- Purpose of project
- Methodology, including investigation or project design, participant and analysis (if applicable)
- Summary of Results (if applicable)
- Conclusions and substantive contribution to HRD knowledge

4) Symposia

This category provides an opportunity to present new and innovative Human Resource Development work in two different formats. The first format is a panel presentation; the second is a collection of paper presentations. This category is intended to be strategically aligned with the AHRD vision and enhance the learning value for participants.

Evaluation Criteria: Both Formats

- Aligned with the strategic learning goals of the AHRD
- Inclusion of diverse perspectives or view points

Panel Symposia

Evaluation Criteria

- Intellectually stimulating; generative of a high level of scholarly dialogue
- Evidence of scholarly rigor and/or research-informed practice
- Addresses theory, research or practice

Paper Symposia

Evaluation Criteria

- Comprehensive perspectives on a single focal area
- Diverse perspectives on a single focal area
- Innovative content
- Addresses theory, research, or practice

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Conference Dates

Conference Location

Crystal Gateway Marriott

1700 Jefferson Davis Highway
Arlington, Virginia 22202 USA



Questions?

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