

AHRD Awards Policy

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 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. There is no guarantee that any of the individual awards will be awarded each year.

1. **AWARD CATEGORIES** There are five 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. The advisor to the student winning this award will be given additional recognition and a certificate to recognize his/her role. The student winning the award will be invited to fill a (three year) term on the Award Committee.
- *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. The Cutting Edge Awards final review and selection of papers will be done by the track chairs and conference proceedings committee.

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

- *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.
 - *Advances in Developing Human Resources Outstanding Issue Award* - awarded for the outstanding issue among the volumes associated with each editorship cycle (three years) of the journal.
 - *Elwood F. Holton III Research Excellence Award* - awarded for the outstanding Human Resource Development Review refereed article in each annual volume.
 - *R. Wayne Pace HRD Book of the Year* - awarded for the outstanding HRD book that advances the theory and/or practice of the profession. R. Wayne Pace HRD Book of the Year Award
- The R. Wayne Pace HRD Book of the Year Award is presented to the author(s) of a Human Resource Development book which is identified as outstanding in advancing the theory and/or practice of the profession. Award Criteria:

The Academy of Human Development may award the R. Wayne Pace HRD Book of the Year Award to that book which is found to make a most significant contribution to the field of HRD in a given year. Books submitted for consideration must focus on human resource development, organization development, personnel training and/or development, or more specific areas of HRD. The Award is inclusive of both print and electronic books (eBooks).

Books should be grounded in a sound foundation of theory and/or research, address a topic of timely importance, suggest new thinking about a topic, and/or challenge current values, beliefs, and assumptions. Past award winners include books that have been:

- Scholarly, rather than a "how-to" book of checklists;
- Well written, including editorial excellence, innovation and quality of design relative to the field, and quality of production;
- Appropriate for the chosen publishing method (i.e., eBooks embrace technology and reader interactivity while print copies embrace advancements in printing technologies and visualization); and
- Appropriate for the target audience (as defined by the author(s)) in connecting research, theory, and practice and filling a need or a gap in the field, contributing significantly to HRD. Nominated books for the year must be published November 1 year prior to current year (ie. 2015 must be published between November 1, 2014 and November 1, 2015). Books may be nominated by the author(s), academy members, publishing house, colleague(s), or a third-party.

Nomination Process

Authors, academy members, publishers, or a third-party may nominate books by providing the following in the nomination:

- The book's full title, year of publication, publisher, telephone, email, and fax numbers for both the author(s) and publisher
- One or two sentences describing why you are nominating this book
- The name, address, phone and fax numbers, and e-mail address of the person(s) submitting the nomination

The publisher or author must mail seven (7) non-returnable copies of a printed nominated book to the AHRD office by the deadline.

Due to the number and variety of e-Book formats available, the seven electronic submissions must be provided by the publisher in a format which imposes no costs or other burdens upon the set of reviewers who will be considering them for the award or upon the Academy of Human Resource Development.

Dependent on the nominations for any given year, the Committee may choose to award more than one Book of the Year per cycle. Given the high criterion-based standards implicit in this award however there is no guarantee that this award will be given each year.

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.

Awards for Excellence in Service

- *AHRD Service Award* – awarded to AHRD members in recognition of their lifetime achievement in HRD and for their service to AHRD.

2. Award Committees

2.1 Committee Chairs:

Each award committee chair must be qualified for the position with appropriate expertise corresponding to the award category.

Award committee chair is appointed by the Board of Directors based on professional qualification and personal willingness to serve.

In general, each committee chair serves a term of 3 years. The term may be extended in the case that a qualified volunteering replacement is not available.

An outgoing award committee chair may nominate qualified candidates for the chair's position. The AHRD Board of Directors makes a final decision when multiple candidates are recommended.

2.2 Committee Members: All award committee members must be qualified for making sound assessment and evaluation for the award.

Committee members may serve a term of 3 years. The term may be extended in the case that a qualified volunteering replacement is not available.

The number of members in an award committee will be based on the workload for review, and the judgment of the committee chair.

3. CONDITIONS TO INITIATE A NEW AWARD

3.1 May be initiated by the Board of Directors, an existing SIG, journal editor, or by at least 50 AHRD members.

3.2 Initiating a new award requires the proposer (s) to draft a proposal and to submit this via email to the AHRD Board of Directors and AHRD office.

3.3 The proposal must be approved by the AHRD Board. When reviewing a new award proposal the Board will look for the following:

1. Clearly articulated statement of purpose and objectives for the Award.
2. Clearly articulated criteria for the Award, including a statement describing the nomination and review processes.
3. Identification of the Award Steering 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. AMENDMENTS TO AN EXISTING AWARD

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

- 4.1 Title change
- 4.2 Criteria change
- 4.3 Nomination or review process change
- 4.4 Qualification change

In each case, the proposal must be approved by the AHRD Board. When reviewing proposed amendments, the Board will look for the following:

1. A clear statement articulating the rationale for the amendment to the proposal
2. A description of the proposed amendment
Evidence to support the amendment

CONDITIONS TO REMOVE AN AWARD

Requests to remove an award may be received from award committee members, AHRD Board, journal editors, or at least 50 AHRD members.

Approved 4/10/12

Amended and approved 7/16/15

Amended and approved 8/4/15