

Thank you for being part of the Academy of Human Resource Development Community. It has been a privilege, challenge, and joy to be your president for the past two years and I am excited to report on the association's accomplishments and achievements through our Annual Report, on behalf of our Board of Directors. 2021 was another extraordinary year as the globe continued living with the COVID-19 pandemic and all of the complications related to working remotely and protecting our health and safety. The year was one of milestones for AHRD: increasing journal rankings, launching the HRD Masterclass Podcast, hosting our inaugural virtual conference in the Americas, rebranding the AHRD logo and website, partnering with Human Resources Today (HRT), initiating virtual "Member Connect" meetings, continuing our commitment to address racism within our community, expanding the Board, initiating a strategic sponsorship program, supporting the first Virtual Asian Conference hosted by Universiti Putra Malaysia, amplifying fundraising, exploring new ventures, growing academic program support, and extending our digital platform and reach on social media.

This report provides a synopsis of AHRD's initiatives, achievements, and progress, and presents information on the overall picture of the organization through a financial and membership lens. This past year, our committees were the AHRD Conference in the Americas (chaired by President-Elect Khalil Dirani), Antiracism Committee (co-chaired by Laura Bierema and Josh Collins), Awards (chaired by Josh Collins), Communications and Branding (chaired by Tomika Greer), Fundraising and Sponsorships (chaired by Khalil Dirani), Global Initiatives (co-chaired by Jie Ke and Ozzie Crocco), Podcasts (chaired by Darren Short), Membership and Engagement (chaired by Katie Rosenbusch), Program Excellence Network and Academic Programs (co-chaired by Cynthia Sims and Cory Wicker), and Research and Journals (chaired by Thomas Garavan).

Our focus on the key strategic objectives of research, member value proposition, fundraising, and generating revenue persists. We sustained our commitment to strategically addressing racism that has historically impacted our association and society and are integrating this commitment across AHRD's strategic foci. We renewed our commitment to forging strategic partnerships, dedicating an AHRD Board strategic planning retreat to this prospect, while simultaneously embracing our identity as a community of HRD scholars and scholar-practitioners. We have preserved tradition and forged new ground in upholding the original inspiration for the Academy of Human Resource Development: Leading HRD through research. We continue our collaborative partnerships with organizations whose missions and values complement ours, such as AAACE and UFHRD, manifested through reciprocal membership discounts. We are excited about our new partnership with Human Resources Today—HRT—a digital platform that "brings together the best content for HR professionals from the widest variety of industry thought leaders" <https://www.humanresourcetoday.com/> and puts AHRD on a platform with over 300K users on a daily basis. We continued conversations with Chinese partner, OnDemand, to make a translation of the podcast available and design a certificate program. We missed our beloved UFHRD conference that was canceled again this year due to the pandemic and look forward to future in-person meetings to network and learn.

According to the finances and membership trends, AHRD is in a solid position. The 2021 annual conference generated revenue; we expanded sources of income, fundraising, and sponsorships; and made the strategic decisions to shift the 2022 conference from in-person to online to most effectively protect our members' health and safety and preserve AHRD assets. We saw membership increase due to conducting a membership campaign, increasing AHRD's social media footprint, launching the

podcast, providing valuable webinars and Facebook Live sessions, and redesigning the website. AHRD sustains its ultimate goal of supporting research and evidence-based practice, and the Board remains dedicated to serving and retaining members, attracting and new members, providing world-class educational opportunities and conferences, and expanding revenue sources. I am delighted to report that AHRD remains in an excellent financial position as we anticipate our 2022 conference, increases in membership, and an expansion of our portfolio of learning and development offerings.

I am deeply grateful for our talented, dedicated Board who works creatively and collaboratively to support the mission and vision of AHRD and ensure that your professional home is inclusive and innovative. We are not only focused on leading the organization on a daily, quarterly, and annual basis, but also have our sights set on the future and safeguarding AHRD’s health for its 50th anniversary in 2043!

2020-2021 Financials

If you look at the financial trends chart found on the final pages of the report, you will notice that AHRD has ended the last two fiscal years with a positive net income. We passed a -\$17,450 budget, and ended up \$37,280.78 favorable to budget, with a year-end net income of \$19,830.78. This is no small feat but rather an indicator of the strength of the Academy and concerted efforts from the Board of Directors.

AHRD’s two primary sources of income remain conference and membership. While conference fees were less than in our previous years, we secured a record number of sponsors and the 2021 conference netted \$40,646.03. A successful year for our first ever virtual conference. The Board made very intentional efforts to diversify other areas of revenue by hosting webinars, Reflective Structured Dialogue workshop, and a fundraising campaign, which are all represented in the \$18,547 found in the “Other” income category. Additionally, AHRD continues to have a relatively healthy investment account. Overall AHRD is in a strong financial position.

One of the biggest line items on our budget is our management consulting expense, at \$96,900. This also represents a tremendous value add and support for our organization from our management consulting firm Ewald Consulting. They have been instrumental in the past three years as we navigated

the impact of COVID on the Academy, including protecting AHRD from a potential liability with hotels where we had signed a contract for in-person conferences. Our three-year contract with them ends in June of this year, and we will be reviewing and discussing what our continued partnership looks like for the future.

Looking at 2022, AHRD will continue efforts to diversity revenue with fundraising and strategic initiatives as well as expand our membership base through our HRD Masterclass podcast, exploring the addition of a learning management system and certificate programs, and our partnership with Human Resources Today.

Membership Trends

We are excited to report an increase in membership from January 2021 to 2022. This increase is primarily in the Regular membership category with incremental increases in Student and Regular HDI categories. A membership campaign, along with the enhancement of benefits and new audience exposure that you will read about throughout the report, were driving factors in this growth. The Board of Directors plans to continue to look at our options to grow membership in new areas including scholar-practitioners and other disciplines that cross into the HRD domain. We are also exploring partnership opportunities that will create awareness of AHRD and bring value to all of our members.

Antiracism Committee

The AHRD Antiracism Committee continues its efforts to address the presence and impacts of systemic and interpersonal racism on students, scholars, and scholar-practitioners within the Academy. Members include: Marilyn Byrd, Chelesea Lewellen, Terry Maltbia, Chaunda Scott, Torrence Sparkman, Laura Bierema, Julie Gedro, Khalil Dirani, and Joshua Collins. In alignment with board expansion efforts approved by the board last year, Terry Maltbia was selected to serve on the AHRD Board of Directors as the first-ever Antiracism Committee board representative. An election will be held later this year to determine who will complete the final two years of this three year term.

The committee has made recommendations for the AHRD Nominations and Elections Committee, identified opportunities to integrate antiracism initiatives into the AHRD strategic plan, and has been working diligently to establish governance

Table 1: MEMBERSHIP TRENDS 2004-2022

Year	Regular	Student	Reg HDI	SIG Only	Pub Only	Emeritus	Total
2004 (Mar)	330	218	18				566
2005 (Mar)	359	343	16				716
2006 (Mar)	376	222	27				625
2007 (Mar)	446	224	29				699
2008 (Mar)	376	216	15				607
2009 (Feb)	432	253	27				712
2010 (Mar)	434	234	55				723
2011 (Jan)	430	138	58	3			629
2012 (Jan)	385	145	11	5			551
2013 (Jan)	373	200	12	2			587
2014 (Jan)	339	187	13	3			542
2015 (Jan)	323	173	9	3		1	509
2016 (Jan)	320	189	15	3		3	530
2017 (Jan)	285	194	11	2		5	497
2018 (Jan)	273	197	14	3	10	2	499
2019 (Jan)	257	183	12	1	15	4	472
2020 (Jan)	259	123	7	1	18	6	414
2021 (Jan)	255	138	5		25	9	432
2022 (Jan)	290	149	10		24	10	483

documents which will guide the committee’s structure and work in the future. The committee will continue its focus on helping AHRD develop capacity for learning and development as related to racism, providing antiracism resources to members, and advising the board on issues related to inclusion and justice in our community.

Americas Conference Report
Submitted by Khalil Dirani, Kathy Yeager, Dae Seok Chai, Lei Xie, and Kristin Scott

Thank you to all authors who submitted to the Academy of Human Resource Development (AHRD) Conference, to our 222 volunteer reviewers, to our 10 Track Chairs and 3 Associate Track Chairs to our Board of Directors, to President Laura Bierema, and to Kathie Pugaczewski, Jill Tichy, and Amanda Maw of Ewald Consulting. We present our report by highlighting submissions and acceptances, international representation, and finally, by providing information about next year and beyond.

For the second year in a row, and due to COVID-19 pandemic, the conference team had to switch from preparing for a face-to-face conference in DC in February, to a fully virtual conference format

scheduled for 19-21 April 2022. And for the second year, this year has been a successful and engaged year for the conference. We adopted the same format we followed in 2021 with minor changes based on the feedback we received from members for the 2021 conference.

There was a reduced number of submission types this year as well (3) compared to the usual (6). We received 269 completed submissions.

There were 238 refereed submissions (123 full manuscripts and 115 posters) and 31 non-refereed sessions. The final submission number is 215 published in the proceedings and the virtual conference platform after excluding all rejected and withdrawn submissions (see Table 1).

The overall acceptance rate for submissions this year was 86% (compared to 88% for 2021). Overall, there was a 3.8% increase in the number of refereed submissions this year (215) compared to last (207). There was also a decrease of 37% of non-refereed submissions this year (17) compared to last (27). We had an influx of non-refereed submissions that were soliciting speaking engagements and not appropriate for the conference.

Table 1: Comparison between Initial Submissions and Final Submissions

Submission Type	Initial Submissions	Final
Submissions		
Refereed Full Manuscripts	123	109
Refereed Posters	115	106
Non-Refereed Sessions	31	17
Total	257	232

True to the international nature of our conference, we received submissions from submitters in 21 different countries (Table 2). Thirty-seven (37) of the submissions were cross-country collaborations. Within the United States, the top submitting states are shown in Table 3. States with submissions below 8 are not shown.

Table 2: Countries Represented in the 269 Completed Submissions

Country	Number*
United States	245
Republic of Korea	22
United Kingdom	12
India	6
Canada	5
China (People's Republic)	3
Brazil	2
Ireland	2
Netherlands	2
Pakistan	2
Saudi Arabia	2
United Arab Emirates	2
Vietnam	2
France	1
Italy	1
Japan	1
Malaysia	1
Morocco	1
Nigeria	1
Portugal	1
Thailand	1

**Includes Cross-Country Collaborations*

Table 3: Submitters by State in the United States

State	# of Submitters
Texas	77
Pennsylvania	33
Minnesota	28
Illinois	27
District of Columbia	17
Indiana	16
Georgia	16
Virginia	14
New York	12
Florida	12
Maryland	11
North Carolina	10
Louisiana	10
Michigan	9
Kentucky	9
California	9
South Carolina	8

For next year, 2023, our aim is to hold the AHRD conference in Minneapolis, MN, and for the years 2024 and 2025, we plan to hold the conference in Washington, DC. As for leadership, by the end of this year's conference, Khalil Dirani will complete his term as Conference Chair and Kathy Yeager will complete her term as Program Chair. For next year, the leadership team will include Seung Won Yoon as Conference Chair, Dae Seok Chai, Program Chair, Lei Xie Program Editor, and Kristin Scott, Platform Administrator. The team will have a search for a new Associate Program Chair.

International Committee

Submitted by Jie Ke and Oliver "Ozzie" Crocco

The AHRD International Committee exists to support and advance the international presence of the Academy. This committee was chaired by Dr. Judy Sun until November 2021 at which point it was taken over by co-chairs Jie Ke and Oliver "Ozzie" Crocco of the Board. Both Jie and Ozzie have passion for and experience with furthering AHRD's impact globally and are in the process of strategic planning for future initiatives.

After cancelling the University Forum for Human Resource Development (UFHRD) conference in 2020 due to the COVID-19 Pandemic, UFHRD took the year of 2021 to regroup and plan for its next conference, which will be virtually in 2022

and hosted by Sheffield Business School, part of Sheffield Hallam University, in the United Kingdom and chaired by Sarah Fidment, Associate Professor of Leadership and Management. AHRD and UFHRD are using this time to further shape their relationship and strengthen future collaborations. And, the International Committee is committed to facilitate the transition.

A huge success this year was the 2021 AHRD International Research Conference in Asia & the 13th Conference of the Asian Regional Association for Career Development (AHRD-ARACD 2021) Virtual Conference hosted by Universiti Putra Malaysia and co-hosted by the National Youth Policy Institute of South Korean. The conference theme was "Advancing Work Practices in Response to Emerging Changes in Work and Life" and was held November 16-18. Roziah Mohm Rasdi who was also elected to the AHRD Board of Directors in 2021 served as the conference chair and was supported by Judy Sun as AHRD liaison and Ronald Jacobs as conference coordinator. The AHRD-ARACD 2021 Virtual Conference was a huge success with pre-conference workshops, rigorous presentations, and compelling keynotes, which culminated in a 900-page publication of the conference proceedings. The incredible work of the conference team showed in in the near flawless execution of the virtual conference, which can be seen in their highlight video on the main page of the website: <http://www.ahrd-aracd.upm.edu.my>

International conferences are just one of the mechanisms that AHRD implements its global vision. There are many scholars, students, and practitioners in the field of HRD who would benefit from the work of AHRD and we are excited to continue working in this area. For example, the India SIG hosted a webinar in 2021 with the support of the Branding and Communications Committee that had nearly 300 registrants. Authors living in India also made up the single most submissions of the AHRD sponsored journal Advances in Developing Human Resources in 2021. China is another growing opportunity for AHRD. In October, 2021, the China SIG organized a webinar on Responding to Changes in Work and the Workplace: Emerging Research Needs of Organizations in China. The webinar was based on the premise that work and the workplace in China have necessarily undergone much change recently, suggesting much remains unknown about ensuring the changes benefit both organizations and individuals alike. Four distinguished scholars and practitioners in China and the U.S were panelists and highlighted the areas where HRD can make

contributions. One of the panelists was Dr. Cui, who is the founder and CEO of OnDemand, one of the largest training consulting companies in China. During the past few years, OnDemand has formed a strong alliance with AHRD and will continue to do so. In the webinar presentation, Dr. Cui pointed out that China has become the second-largest training market in the world where HRD can play an important role. Currently, China SIG is working with OnDemand on translating and introducing the HRD master course podcast Series One to the China market. In 2022 and years to come, many other collaborating initiatives between OnDemand and AHRD, such as certificate program and AHRD China conferences, will carry out after being interrupted by the Pandemic. Another big event that will most likely happen in China soon, thanks to the leadership and effort of Dr. Jacobs, is the 2022 AHRD International Conference in Asia. The preliminary virtual conference proposal to WenZhou University in China has been approved as of now.

We are both excited to carry the mantle as co-chairs of the International Committee and are looking forward to hearing the ideas of all AHRD members to further AHRD's international efforts. HRD is increasingly a global field of practice and research. Therefore, for AHRD to lead the field through research, we must engage with scholars and practitioners around the world.

Program Excellence Network (PEN)

Submitted by Cynthia Sims and Cory Wicker

The Program Excellence Network (PEN) aims to support and strengthen HRD academic programs. This year, PEN was co-chaired by board members Cynthia Sims (Clemson University) and Cory Wicker (University of Southern Mississippi), and other AHRD Board members. There are 15 programs that belong to PEN. In addition to updating the PEN website, there were quarterly virtual sessions for members and others to engage programs and students; they include the following: Li Beixi & Joshua Collins, "What does your HRD website say about diversity?" (June 2021); Cynthia Sims & Torrence Sparkman, "Preparing for the HRD coordinator or department chair/ coordinator role" (July 2021); Katherine Yager, Dominick Martinez, & Cory Wicker, "Turning a class paper into an AHRD conference proposal" (July 2021); and, Courtney Taylor, Tonya DiCola & Susan Hand, "Let's talk about life on the other side of the master's or doctorate degree" (November 2021). More sessions are planned for 2022, which addresses how to re-imagine PEN. Also underway is an updated version of the AHRD directory.

Communications and Branding Committee

Submitted by Tomika W. Greer

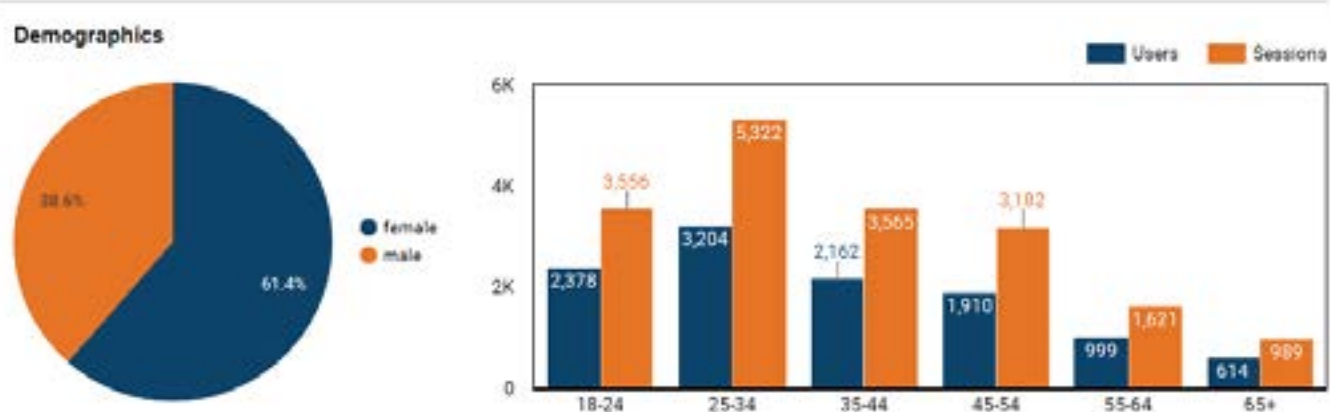
The AHRD Communications and Branding Committee exists to communicate with AHRD members and guests and promote the AHRD brand. The primary means of communication are through the AHRD Digest, the AHRD website, direct email, and the AHRD Social Media Communities.

In 2021, we supported a series of 13 webinars, workshops, and Facebook Live events, which we advertised for via social media. Our most visible and impactful achievement was contributing to the redesign of AHRD’s logo and website in conjunction with the expertise of Ewald Consulting. The new color scheme and logo represent key values that will continue to shape AHRD into the future.



Figure 1

User Type	Users	Sessions	Avg. Session Duration	Bounce Rate
1. New Visitor	27,304	27,324	00:01:50	58.95%
2. Returning Visitor	5,978	18,824	00:03:25	44.93%



AHRD Digest

The AHRD Digest continues to serve as the most comprehensive information source for AHRD members. This monthly publication is distributed through direct email to all AHRD members and is archived on the AHRD website. The AHRD Digest includes information about upcoming events, calls for proposals, articles authored by members of the AHRD Board of Directors, journal news, and job postings. Tomika W. Greer, AHRD Board Member and Chair of AHRD Communications and Branding Committee, has served as Editor-in-Chief of the AHRD Digest since February 2018.

AHRD members are encouraged to contribute to the monthly AHRD Digest. AHRD members who contribute to the AHRD Digest should be aware of and conform to the [AHRD Digest Submission Guidelines](#). Articles should be submitted to editor@ahrd.org by the 10th of each month to ensure timely publication.

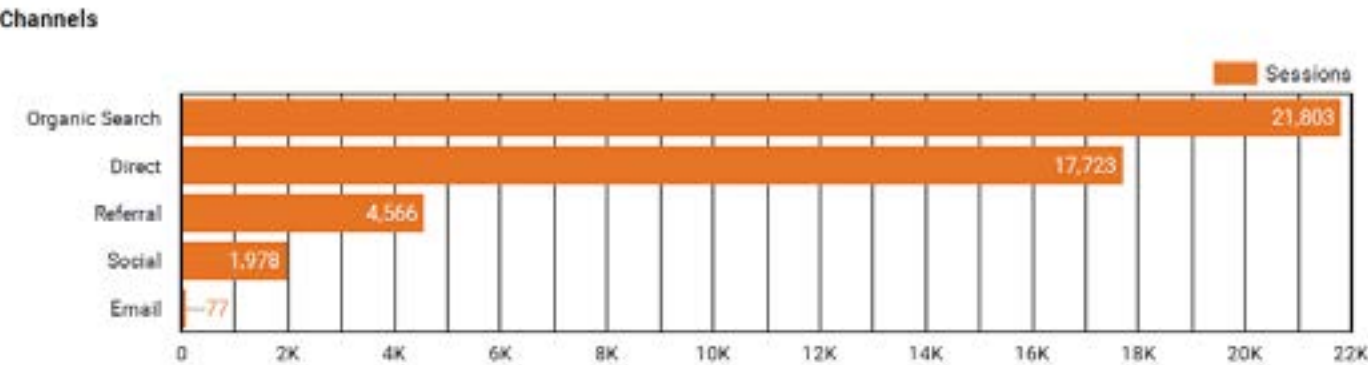
AHRD Website and Direct Email

In addition to leading the website redesign in 2021, Ewald Consulting continues to assist members, SIGs, and committees with sharing information on the website. Ewald Consulting also works directly with the AHRD Conference team to deliver timely messages to the AHRD membership through emails regarding Conference preparations, news, and events. This was especially important in the Virtual Conference held in February 2021.

In 2021, the AHRD website served 27,304 new visitors and 5,978 returning visitors. As shown in Figure #, the most active age group on the website was 25-34 years.

The overwhelming majority of the website traffic comes from (1) users conducting an internet search to find our content and (2) users directly accessing our page by typing our URL into their browser. Notably, the AHRD website receives some traffic from referrals and social media. The top referral sites are hr-guide.com and humanresourcestoday.com. Facebook and LinkedIn contribute equally to the social media referrals to the AHRD website.

Figure 2



AHRD Facebook Community

The AHRD Facebook page has 2,116 followers from 45 countries as of February 1, 2022, which is an increase of 30 followers since February 1, 2021. There were 58 Facebook posts created by the AHRD Communications team in 2021. The release of the HRD Masterclass Podcast was a highlight in social media engagement with 7 of the top 10 highest reaching posts. The introduction to the podcast on June 29, 2021 garnered the most engagement with 2.3K reach and 143 clicks. The AHRD Facebook Community is diverse in terms of gender and age as shown in Figure 3.

Figure 3



The top 10 countries with the most followers of the AHRD Facebook page are listed in Table 1.

Table 1

Country	Percent of followers
United States	33.7
India	10.3
Egypt	6.1
Thailand	4.8
Pakistan	4.2
South Korea	3.8
Philippines	3.7
Malaysia	2.2
Bangladesh	1.7
Myanmar	1.7

In 2022, Facebook will continue to be utilized as a primary tool to communicate with AHRD members and guests about news and events; and increase awareness of the AHRD brand.

AHRD Twitter Community (@AcademyHRD)

The AHRD Twitter feed continues to be one of the more active AHRD social media outlets. AHRD Board member, Oliver “Ozzie” Crocco, has maintained the AHRD Twitter feed since the 2019 conference in Louisville, KY. Compared with 2020, Twitter activity during 2021 saw a 67% increase in tweets, a 124% increase in impressions, a 200% increase in profile visits, and a slight decrease in mentions (12%).

As of February 1, 2022, the AHRD Twitter feed has 779 followers, an increase of 75 followers since February 1, 2021. Monthly Twitter activity for 2021 is summarized in Table 2.

Table 2

Month	# of Tweets	Impressions	Profile Visits	Mentions
Jan 2021	10	6,309	578	11
Feb 2021	55	24,900	2,460	67
March 2021	31	15,900	268	13
April 2021	8	20,300	141	1
May 2021	10	4,084	377	13
June 2021	15	14,500	425	12
July 2021	10	6,924	102	8
Aug 2021	6	7,993	348	15
Sept 2021	2	2,360	122	7
Oct 2021	1	1,145	442	4
Nov 2021	6	3,987	452	3
Dec 2021	5	3,990	220	5
TOTAL	159	112,392	5,935	159

In 2022, Twitter will continue to be utilized as a tool to communicate with AHRD members and guests about news and events; and increase awareness of the AHRD brand.

AHRD LinkedIn Page

While AHRD had a LinkedIn group with ~8000 members, it was largely inactive until this past year. In 2021, we also created the new LinkedIn page. According to Rebecca Wegscheid of Ewald, the following is an explanation of the differences between a LinkedIn page and a LinkedIn group:

A LinkedIn page is a place where the organization can post announcements, information, etc. that they would want their followers (and future followers) to know about. This could include upcoming events, thought leadership articles, etc. and they all come from the branded organization. Unlike Facebook, this is currently the only place where the branded account can interact (and in content the organization is tagged in)

A LinkedIn Group is all about community. Its where people not brands can interact and have conversations. It is a great place for a brand to allow a community to exist, especially through admins that can help guide and direct conversations, but unlike Pages, brands cannot interact here.

The new LinkedIn page also allows others to tag AHRD in their own posts which can then be shared and liked by AHRD. As of February 21, 2022, the LinkedIn page has 394 followers and received 39 new followers since January 22, 2022. The top cities for followers are the following:

City/Area	Percent of followers
Houston, TX	9.76
Baton Rouge, LA	6.62
Washington, DC	5.57
Greater Atlanta	4.88
Dallas/Fort Worth	3.83
Greater Chicago Area	3.48
Greater Minneapolis	3.48
College Station Area	3.48
Athens, GA Area	3.48
Greater NYC Area	2.79

There were 54 posts on the site with the top post introducing Season 2 of the podcast, garnering 1155 impressions.

The LinkedIn page now has 9,573 members who are admitted on a case-by-case basis – most being HRD or HRD-related practitioners, scholars, or students. Unfortunately, even with screening members to the private group, it remains difficult to avoid some members using the group as a platform to advertise certain HR-related products and we have blocked several people who do not add edifying content.

AHRD YouTube Channel

In October 2019, the AHRD YouTube Channel was created. Tomika Greer launched the channel with 6 videos of AHRD scholars recorded at the 2018 AHRD Conference in Richmond, VA. As of February 1, 2022, there are 36 subscribers to the YouTube Channel – up from 21 subscribers on February 1, 2021. The most watched video continues to be “AHRD Presents Dr. Gary N. McLean”, which has 329 views, up from 241 views in 2021 and 156 views in 2020.

In 2022, three new videos were added to the YouTube channel: the AHRD 2021 Awards Ceremony and Board Meeting, an instructional video on navigating the AHRD virtual conference platform, and a fundraising video focused on AHRD 2043. As of February 1, 2022, the 2021 Awards Ceremony has been viewed 247 times.

Table 3

Date	Type	Topic	Registrants
3/30/2021	Workshop	Managing Complexity: A Systems Thinking Approach	27
4/20/2021	Workshop	Reflective Structured Dialogue	18
5/7/2021	SIG (India) Webinar	The Changing Landscape of HRD: Narratives from Two Countries	298
6/9/2021	PEN Webinar	What does your HRD program website say about diversity?	64
7/8/2021	Webinar	Member Connect	51
7/28/2021	PEN Webinar	Preparing for an HRD Coordinator or Dept. Chair Role	43
7/30/2021	PEN Webinar	How to Take a Class Paper and Turn It into a Conference Proposal	75
9/23/2021	Webinar	Member Connect	65
10/15/2021	SIG (China) Webinar	Responding to Changes in Work and the Workplace: Emerging Research Needs of Organizations in China	49
11/5/2021	PEN Webinar	Let’s Talk About the Other Side of the Master’s or Doctorate Degree	20
12/15/2021	Webinar	Cutting Edge Research to Practice	51
12/16/2021	Webinar	Member Connect	23
1/19/2022	Facebook Live	2022 & The Leading Edge of Learning and Development	741 Reached

Continued and/or increased use of the YouTube channel in 2022 will require additional volunteers and/or staff to record, edit, and upload videos that represent the AHRD brand. Video footage could come from pre-recorded webinar materials, or conference presentations and events. YouTube could also be used for additional “Go Live” events.

AHRD Instagram Page (@academyhrd)

In October 2019, the AHRD Instagram page was created. As of February 1, 2022, there are 73 followers on the Instagram page – up from 50 followers on February 1, 2021. In 2021, 26 posts were created, mostly to advertise for new podcast episode releases. The post with the most reach was the announcement of AHRD’s virtual training on Reflective Structured Dialogue with Raye Rawls – posted on March 23, 2021 and reaching 32 people.

In 2022, the Instagram page will be regularly updated with announcements and event information, typically to mirror what is posted on the AHRD Facebook and Twitter pages. The social media managers will also strategically follow more Instagram accounts to hopefully boost our own following and reach in 2022 on Instagram.

AHRD Webinar Series

The Communications and Branding Committee launched and/or supported a series of webinars in 2021 to provide engaging opportunities to learn and share research throughout the AHRD community. The webinars included workshops, webinars from the SIGs, Member Connects, and PEN webinars. Details of the 2021 webinars are included in Table 3.

Individual members and groups within AHRD are encouraged to contact the Communications and Branding Committee about ideas for future webinars and other programming events to continue sharing knowledge and building community within AHRD.

Human Resource Development Masterclass Podcast



In June 2021, AHRD launched its first podcast series titled “HRD Masterclass”, hosted by former AHRD President, Darren Short. The series has since released 22 episodes in two seasons exploring the fundamentals of HRD and how those are changing in the workplace of the 2020s. Each episode focused on a different aspect of HRD and featured two or three HRD scholars. Topics covered were as wide ranging as History & Foundations of HRD, Critical HRD, Career Development, HRD Ethics, Marginalization and Privilege, and Technology in HRD. Episodes were 60-90 minutes and included one-to-one discussions with each guest, as well as a group discussion. Episodes were released via all major podcasting services, including [Apple Podcast](#); [Google Podcast](#); [Spotify](#); and [Amazon Music](#), and all episodes are free for anyone to listen to, making them ideal for use by students in HRD programs around the world as well as HRD scholars and practitioners for professional development. In addition, AHRD members have access via the AHRD website to bonus materials not included into the free public episodes.

Costs associated with creating, releasing, and managing the podcast offering are covered by sponsorships, with each episode having one sponsor for season 1 and two sponsors for season 2. These sponsorships provide access to a large global audience. As of March 2022, episodes have been listened to a total of 15,000 times across 115 countries with the top four locations being the United States (58% of listeners), United Kingdom (4%), Thailand (4%), and Canada (3%). Already, five episodes have each exceeded 800 listeners.

The Board has commissioned a third season due for release in Spring/Summer 2022 with each episode focused on the relationship between HRD and a different other specialism/discipline/topic. This season will expand the use of scholars from outside of the United States/UK/Ireland and will continue to focus mainly on scholars who have not already appeared on the podcast.

In addition, the season will include a few scholars from outside of HRD. To help with the pipeline for future seasons, the Board has created a sub-committee tasked with guiding the selection of topics and scholars featured in the podcast.

Full details of the series and all 22 existing episodes are available via the AHRD website: <https://www.ahrd.org/general/custom.asp?page=HRD-Masterclass-Podcast-Series>.

Research and Journals
Submitted by Thomas N. Garavan

AHRD currently has four journals, *Advances in Developing Human Resources (ADHR)*, *Human Resource Development International (HRDI)*, *Human Resource Development Quarterly (HRDQ)* and *Human Resource Development Review (HRDR)*. All four journals are performing very effectively under that management of excellent Teams of Editors and Editorial Boards.

Advances in Developing Human Resources (AHRD)

AHRD continues to be under the excellent leadership of Marilyn Byrd, Editor-in-Chief who was appointed during 2021 for another three-year term. During 2021, AHRD published four issues under Volume 23. These special issues covered the following. Issue 1 addressed the new normal and analysed the changing landscape of Human Resource Development in the wake of COVID-19. Issue 2 addressed employee leave and work life and its implications for the field of HRD whereas Issue 3 addressed the topic of shifting careers and strategies to navigate career journeys. Finally Issue 4 focused on the development of black male leadership in institutional and corporate contexts. Most recent performance metrics: SCImago Journal Rank (SJR) indicator of 0.352 (no significant change from the previous year); Journal Citation Score 0.79; Cite Score 2.30. Online usage: 19,218 full-text downloads in 2022 YTD. This is a 2.2% decrease over 19,645 full-text downloads through the end of January 2021. 223,179 full-text downloads in 2021. Full-text downloads include both HTML and PDF article usage. The process of moving to an electronic submission process has proved successful however this has shifted the focus of the journal to the publishing of topics of interest for HRD academics and practitioners. Therefore, beginning with Volume 24, the journal is fully operational via ScholarOne peer submission system. Volume 23 was the last exclusively

thematic volume however the plan is to publish at least one themed Special issue per volume. In addition, two new features of the journal are *Insights for HRD Education* and *Insights for HRD Practice*. As a part of SAGE’s Diversity, Equity, and Inclusion (DEI) initiatives, the Publishing Editor requested that journal editors consider actions such as increasing the diversity of editorial boards and recognizing potential publications that advance diversity related topics. ADHR is pleased to support and promote SAGE’s DEI efforts.

Human Resource Development International (HRDI)

Under the leadership of Editor in Chief Rajashi Ghosh, HRDI has had a very successful 2021. It received a total of 278 submissions of which 264 were peer reviewed and 14 were Perspectives. During the year is published one special issue on engagement at 30 focusing on a retrospective and look forward through an international cross-cultural context lens. The journal continues to perform effectively in international journal rankings and is ranked a ‘2’ in Human Resource Management and Employment Studies in the Chartered Association of Business Schools Academic Journal Guide. It achieved a total of 264,199 downloads during 2021 which is a 26% growth rate in 2020. HRD is currently abstracted on many of the well-established journal data bases including EBSCO, PsychINFO, Business Source Complete and ESCI.

Human Resource Development Quarterly (HRDQ)

Under the leadership of Thomas Reio Jr., HRDQ continues to show major growth in impact and quality of publications. The AHRD board approved the appointment of a new Editorial Board consisting of Drs Mesut Akdere, Toby Egan and Sewon Kim who began their term of editorship on January 1, 2022. Its 2020 Impact factor is 4.407 and it is ranked 8/30 in Industrial Psychology and Labor, 111/226 in Management and 22/83 in Psychology Applied. HRDQ is ranked a ‘2’ in Human Resource Management and Employment Studies in the Chartered Association of Business Schools Academic Journal Guide. HRDQ has a h-Index of 65 on the SCIMAGO Journal Ranking and its current CiteScore on Scopus is 4.7.

Human Resource Development Review (HRDR)

Under the leadership of Editor-in-Chief Yonjoo Cho, HRDQ has continued to grow and publish high-quality non-empirical papers. Its 2020 Impact Factor is 4.742 which is a major increase from 2019. It is ranked 30/200 in OB and HRM and 91/226 in Management. HRDR has continued to broaden the reach of its editorial board to include members from 20 countries on all continents. The journal continues to receive a strong flow of quality manuscripts and the 2021 acceptance rate is 9%. Most submissions accepted where from the USA and there are plans to further grow international submissions.

The AHRD Podcast Series

One of the most significant decisions of the AHRD board in 2021 involved the commissioning of two Podcast Series that featured scholars discussing HRD research and application. Both series to date involved 10 one-hour episodes and the first 10 episodes were released during 2021. The second series will be released during 2022 and a third Series is currently planned for 2022/2023. The first Series focused on core HRD concepts, the second series focused on HRD in different contexts and the third service will focus on the theoretical underpinnings and foundations of HRD. These Podcasts are primarily aimed at introducing core HRD concepts to those new to the HRD discipline.

End of Year Financial Summary

	FY 2004-2005	FY 2005-2006	FY 2006-2007	FY 2007-2008	FY 2008-2009	FY 2009-2010
INCOME						
Conference Fees	\$94,787.39	\$90,450.36	\$108,022.17	\$82,583.49	\$114,020.00	\$89,960.00
Membership Dues	\$85,700.00	\$85,360.00	\$103,286.00	\$140,030.00	\$122,550.00	\$109,810.00
Dividend & Interest	\$0.00	\$1,008.29	\$527.33	\$913.75	\$878.32	\$2.79
Other	\$0.00	\$3,117.28	\$12,332.92	\$10,182.06	\$1,147.46	\$2939.58
Royalties	\$0.00	\$0.00	\$0.00	\$0.00	\$1,709.87	\$22,445.59
TOTAL INCOME	\$180,487.39	\$179,935.93	\$224,168.42	\$233,709.30	\$240,305.65	\$225,157.96
EXPENSES						
Credit Transaction Fees	\$0.00	\$3,053.67	\$4,128.89	\$6,479.59	\$7,613.43	\$7,699.96
Committee Expenses	\$0.00	\$1,830.17	\$0.00	\$0.00	\$0.00	\$0.00
Awards	\$2,320.98	\$2,590.41	\$1,946.84	\$2,342.88	\$2,498.49	\$3,783.12
Board Meetings	\$9,972.83	\$17,659.71	\$10,452.94	\$14,963.56	\$9,981.70	\$7,623.35
Management (Personnel)	\$41,147.07	\$39,676.97	\$38,660.85	\$42,800.56	\$47,694.93	\$78,000.00
Office Expenses	\$3,985.63	\$3,604.13	\$2,994.45	\$8,949.08	\$13,349.00	\$5,204.08
Publications (AHRD Journals)	\$42,809.50	\$43,081.77	\$50,462.44	\$63,571.19	\$52,943.83	\$70,472.15
Professional Fees (Accountant, Insurance, Web Hosting)	\$9,178.25	\$1,596.80	\$3,596.73	\$4,959.50	\$14,029.00	\$5,490.40
Research Grants	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$1,564.30	\$1,724.77	\$3,666.89	\$2,431.94	\$1,461.02	\$5,911.06
Other		\$2,057.61	\$4,196.11	\$3,655.00	\$7,427.13	\$5415.00
Conference	\$48,867.78	\$50,598.98	\$66,828.60	\$74,141.20	\$69,102.52	\$57,424.04
TOTAL EXPENSES	\$159,846.34	\$179,214.93	\$196,934.74	\$224,294.50	\$226,184.99	\$247,023.16
INCOME MINUS EXPENSES	\$20,641.05	\$721.00	\$27,233.68	\$9,414.80	\$14,120.66	-\$21,865.20
ASSETS & LIABILITIES						
TOTAL ASSETS	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,244.06	\$172,896.77
ACCOUNTS PAYABLE						\$12,517.91
TOTAL LIABILITIES & EQUITY	\$130,713.67	\$131,435.02	\$158,193.60	\$167,608.40	\$182,224.06	\$172,896.77
Conference Profit	\$45,919.61	\$39,851.38	\$41,193.57	\$8,442.29	\$44,917.48	\$32,535.96

End of Year Financial Summary

	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016
INCOME						
Conference Fees	\$119,155.99	\$126,966.00	\$136,318	\$157,745.00	\$124,222.51	\$122,780.93
Membership Dues	\$104,934.99	\$101,066.00	\$97,850	\$88,094.00	\$83,580.00	\$88,416.00
Dividend & Interest	\$0.00	\$0.00	\$0.00	\$0.03	\$804.28	\$1,550.73
Other	\$475.00	\$1,825.00	\$3,142	\$3,525.40	\$7997.00	\$8,749.00
Royalties	\$13,804.09	\$24,599.00	\$20,531	\$21,839.70	\$21,871.85	\$33,201.88
TOTAL INCOME	\$238,370.07	\$254,456.00	\$257,841	\$271,204.13	\$238,475.64	\$254,698.54
EXPENSES						
Credit Transaction Fees	\$7,349.65	\$7,300.00	\$7,515.00	\$8,640.69	\$8,110.27	\$7,959.43
Committee Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
Awards	\$1,277.34	\$889.00	\$1,100.00	\$2,115.76	\$2,186.30	\$3,391.03
Board Meetings	\$7,016.84	\$719.00	\$5,765.00	\$7,837.82	\$8385.58	\$8,447.78
Management (Personnel)	\$82,604.96	\$82,385.00	\$82,000.00	\$84,459.96	\$86,150.04	\$87,870.00
Office Expenses	\$5,815.87	\$2,003.00	\$2,134.00	\$3,604.91	\$736.11	\$871.47
Publications (AHRD Journals)	\$50,421.92	\$44,895.00	\$34,766.00	\$39,783.32	\$28,349.80	\$28,564.70
Professional Fees (accountant, Insurance, Web Hosting)	\$14,096.25	\$5,043.00	\$7,433.00	\$9,702.06	\$8,079.21	\$9,916.84
Research Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$0.00	\$0.00	\$0.00	\$1,546.29	\$2,241.00	\$1,207.77
Other	\$430.00	\$1,860.00	\$1,647.00	\$1,302.90	\$0.00	\$1,244.00
Conference	\$89,369.01	\$81,723.00	\$79,711.00	\$77,899.22	\$99,228.30	\$73,925.21
TOTAL EXPENSES	\$258,381.84	\$226,816.00	\$222,071.00	\$236,892.93	\$243,466.61	\$223,498.23
INCOME MINUS EXPENSES	-\$20,011.77	\$27,640.00	\$35,770.00	\$34,311.20	-\$4990.97	\$31,200.31
ASSETS & LIABILITIES						
TOTAL ASSETS	\$140,486.78	\$171,508.00	\$208,131.00	\$242,625.27	\$262,326.15	\$269,392.03
ACCOUNTS PAYABLE	\$119.69	\$3,501.00	\$4,352.00	\$2973.95	\$23,030.01	\$5,885.00
TOTAL LIABILITIES & EQUITY	\$140,486.78	\$171,508.00	\$208,131.00	\$242,625.27	\$262,326.15	\$269,392.03
Conference Profit	\$30,123.50	\$45,243.00	\$56,606.00	\$79,602.39	\$24,994.21	\$46,000.41

End of Year Financial Summary

	FY 2016-2017	FY 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021
INCOME					
Conference Fees	\$117,474.50	\$126,507.88	\$133,284.07	\$143,690	\$75,690
Membership Dues	\$79,286.00	\$82,224.00	\$74,365.00	\$79,103	\$80,646
Dividend & Interest	\$4,575.27	\$11,718.58	\$4,699.62	\$4,972.06	\$3,848.69
Other	\$5,747.33	\$1,075.00	\$850.00	\$4,194	\$18,547
Royalties	\$22,893.72	\$25,962.13	\$22,347.61	\$22,136.92	\$22,243
TOTAL INCOME	\$229,976.82	\$247,487.59	\$235,546.30	\$254,095.98	\$200,975.59
EXPENSES					
Credit Transaction Fees	\$7,861.27	\$8,245.54	\$8,484.31	\$9,829.69	\$8,172.83
Committee Expenses	\$291.33	\$367.86	\$100.00	\$100	\$0.00
Awards	\$3,037.84	\$2,211.46	\$2,110.87	\$2,612.74	\$5,866.74
Board Meetings	\$8,920.42	\$8,827.06	\$7,777.79	\$8,763.72	\$814.14
Management (Personnel)	\$92,256.00	\$92,256.00	\$92,256.00	\$96,900	\$96,900
Office Expenses	\$1200.22	\$2,256.77	\$849.24	\$4,805.15	\$2,148.97
Publications (AHRD Journals)	\$26,254.82	\$29,683.05	\$16,537.19	\$13,730.35	\$16,356.72
Professional Fees (accountant, Insurance, Web Hosting)	\$14,736.69	\$5,615.66	\$6,415.49	\$8,840.81	\$9,448.18
Research Grants	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Travel (Other)	\$3,640.47	\$2,824.22	\$3074.14	\$3,036.93	\$0.00
Other	\$1,914.86	\$5,035.68	\$0.00		\$12,260
Conference	\$96,728.17	\$110,130.91	\$110,326.84	\$94,840.36	\$29,177.23
TOTAL EXPENSES	\$256,842.09	\$267,454.21	\$247,931.87	243,459.75	\$181,144.81
INCOME MINUS EXPENSES	-\$26,865.27	-\$19,966.62	\$-12,385.57	\$10,636.23	\$19,830.78
ASSETS & LIABILITIES					
TOTAL ASSETS	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89	\$325,668.98
ACCOUNTS PAYABLE	\$2,780.73	\$20,268.28	\$5,045.37	\$25,117.50	\$36,095.66
TOTAL LIABILITIES & EQUITY	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89	\$325,668.98
Conference Profit	\$14,068.02	\$16,376.97	\$22,957.23	\$40,570.61	\$40,646.03