

Thank you for choosing the Academy of Human Resource Development as your professional home. It has been a privilege to serve as president for this past year and I am pleased to present our Annual Report, of a “short year” filled with successes and challenges, on behalf of our Board of Directors.

2022 was a short and demanding year, yet extraordinary, in terms of AHRD Board activities. After planning for an in-person conference in February 2022, COVID-19 pandemic affected our plans and the board decided to cancel the in-person meeting to protect the health and safety of all our members. We worked hard and conducted a virtual conference in late April 2022. Right after the conference, new members joined the AHRD Board of Directors, and I moved to the President's position, and the conference team started a race against time in preparation for a new year and for the 2023 conference. Everyone was exhausted. Still 2022 was an extraordinary year marked by the Board handling the aftermath of the pandemic, returning to a new normal, continuing our commitment to address racism, amplifying fundraising, revamping the Future Scholars and Leaders colloquium, partnering with OnDemand, a Chinese organization, supporting the virtual conference in China and XOXO the podcast series 1 to XOXO, negotiating the new Asia AHRD conference, exploring new global ventures, approving two new podcast series, and expanding our digital platform and reach on social media.

This report includes AHRD's 2022 annual updates from each committee chair and provides information on the overall picture of the organization through a financial and membership lens. The AHRD committees included the AHRD Conference in the Americas (chaired by President-Elect Seung Won Yoon), Academic Programs and Students (chaired by Cynthia Sims), Antiracism Committee (co-chaired by Laura Bierema and Terrence Maltbia), Awards (chaired by Joshua Collins), Communications and Branding (chaired by Tomika Greer), Fundraising and Sponsorships (chaired by Khalil M. Dirani), Global Initiatives (chaired by Jie Ke and Oliver Crocco), Membership and SIGs (chaired by Grace

Oh), Masterclass Podcasts (chaired by Darren Short), and Research and Journals (chaired by Ciara'n McFadden).

We remain committed to our key strategic objectives of research, member value proposition, fundraising, and generating revenue. We are committed to strategically dismantling racism that has historically impacted our association and society and are integrating this commitment across AHRD's strategic objectives. We see the value in upholding the original inspiration for the Academy of Human Resource Development: Leading HRD through research. We renewed our commitment to forging strategic partnerships, particularly with international partners, 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 continue our collaborative partnerships with organizations whose missions and values complement ours, such as AAACE and UFHRD, manifested through reciprocal membership discounts. We continue our 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.humanresourcestoday.com/> and puts AHRD on a platform with over 300K users on a daily basis. We strengthened our partnership with OnDemand, in China, to translate the Masterclass podcast series 1, conduct the virtual conference, and explore a certificate program. We strengthened our relationship with our beloved UFHRD through a formal MoU, and we look forward to future collaborations. And we are exploring new strategic partnerships with scholars and practitioners in Africa.

In terms of membership and finances, we remain in a good position. Although our membership numbers are somewhat low, we are in an excellent financial position. All of this is due to the AHRD Board being attentive to minding expenses, adopting a conservative budget, and identifying new ways to increase revenue. AHRD sustains its ultimate goal of supporting research and evidence-based

practice, and the Board remains dedicated to serving and retaining members, attracting new members, providing world-class educational opportunities and conferences, and expanding revenue sources.

I am delighted to report that the 2022 annual conference generated revenue; we expanded sources of income, fundraising, and sponsorships. And we will remain in an excellent financial position as we anticipate our 2023 conference, increase in membership, and expanding our portfolio of learning and development offerings, which will generate future revenue.

We are privileged to have a dedicated Board that actively works to support the mission and vision of AHRD and ensure that your professional home is inclusive and innovative. We are excited about the future and your role in ensuring AHRD is healthy for its 50th anniversary in 2043!

2022-2023 Financials

Our primary revenue sources remain conference income and membership dues. Last year's conference netted \$14,908.07. We passed a -\$59,871.00 budget, and ended up \$70,384.73 favorable to budget, with a year-end net income of \$10,513.73. We kept a very close eye on expenses this past year, and that prudence was effective. We continue to have a relatively healthy investment account and cash on hand, which allows us some buffer to pass a negative budget. The pandemic forced the board to shift our platform to virtual for two consecutive years and to renegotiate hotel contracts with potential liabilities with both the Minneapolis and DC hotels. Our association management firm, Ewald Consulting, helped AHRD negotiate our hotel obligations and put us in an excellent financial position moving into 2023. Nevertheless, it is imperative that we develop revenue sources that accompany our conference profit and membership dues if we are to continue to serve our mission and remain sustainable.

Finally, we signed a new 3-year contract with Ewald Consulting who is a trusted management consultant with whom we have enjoyed continuity and operational stability. We are appreciative of the excellent partnership we have with our Ewald colleagues.

Membership Trends and Special Interest Groups (SIGs)

Submitted by Eunjung (Grace) Oh

Our membership trend in 2022 shows a decline from last year. We see a decrease in the both Regular and Student membership categories. In particular, compared to pre-pandemic years, the Student membership category is still at a substantive decline. The Board of Directors will continue explore options to attract graduate students and support them to grow as scholars and leaders in the AHRD community. At the same time, we will continue to exert efforts to grow membership in new and other existing areas by extending our reach, establishing partnerships and increasing the visibility of activities and value of AHRD.

We are happy to report that Health Professions Education(HPE) SIG was newly created in 2022. In AHRD, there are fourteen SIGs. While each SIG is grouped based on different scholarly and/or professional interests, SIGs have been making significant contributions to the value of AHRD membership by providing webinars/workshops throughout the year and special sessions at the conference, publishing special issues in HRD journals and edited books, promoting networking through SIG newsletters and SIG membership meetings, and facilitating research collaborations among SIG members. This year, the Board of Directors supported to increase the number of SIGs that each AHRD member can join up to four. More information regarding the SIGs can be found on the webpage on SIGs (https://www.ahrd.org/page/special_interest_groups) as well as AHRD Digest (<https://www.ahrd.org/page/the-ahrd-digest>)

Antiracism Committee

Submitted by Laura Bierema and Terrence Maltbia

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, Terry Maltbia, Chaunda Scott, Torrence Sparkman, Laura Bierema, Seung Won Yoon, Khalil Dirani, and Joshua Collins. Terry Maltbia was elected to serve on the AHRD Board of Directors continuing his term as the first-ever Antiracism Committee board representative. The position will be up for re-election again in 2024.

Table 1: MEMBERSHIP TRENDS 2004-2023

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
2023 (Jan)	241	188	11	1	20	9	470

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 and history documents that 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. Over the next year, the committee hopes to announce and offer several opportunities to get AHRD members involved in the work of antiracism.

Americas Conference Report

Submitted by Seung Won Yoon, Dae Seok Chai, Lei Xie, Bhagyashree Barhate, and Kristine Scott

We extend heartfelt thanks to all authors who submitted to the Academy of Human Resource Development (AHRD) Conference, to our 174 volunteer reviewers, to our 8 Track Chairs and 3 Associate Track Chairs, to our Board of Directors, to President Khalil Dirani, and to Jill Tichy, Sarah Ewald, Liz Anderson, Alexis Cartamil, Chrissa Bennett, Nicki Brunner, and Summer Weber of Ewald Consulting.

We present our report by highlighting submissions and acceptances, international representation, and finally, by providing information about next year and beyond. As we prepare for the 2023 conference, this year has been a successful and engaged year. The theme of the 2023 conference is HRD in societal and digital transformation. We added Analytics to the Assessment, Evaluation, and Research Methodology track. One significant change in planning was to rename the Graduate Colloquium as Future Scholars and Leaders Colloquium showing our commitment to the growth and success of graduate students. We appreciate your contributions Drs. Hamett Brown, Brian Vivona, Oliver Crocco, and Stephanie Sisco! There were 4 submission types this year by adding a new type of Non-Refereed Professional Development Workshop (PDW). We received 247 total submissions. There were 224 refereed submissions (110 full manuscripts and 114 posters) and 23 non-refereed focus sessions. The final submission number is 216 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 87.4% (compared to 88% for 2021). Overall, there was a 19.32% increase in the number of refereed submissions this year (247) compared to last (207).

There was a slight decrease of 17.4% of non-refereed submissions this year (23) compared to last (27).

Table 1: Comparison between Initial Submissions and Final Submissions

Submission Type	Initial Submissions	Final
Submissions		
Refereed Full Manuscripts	110	89
Refereed Posters	114	104
Non-Refereed Sessions	13	13
Non-Refereed PDW	10	10
Total	257	216

True to the international nature of our conference, we received submissions from submitters in 16 different countries, compared to 10 in the last year (Table 2). 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 247 Submissions

Country	Number*
United States	204
Republic of Korea	20
Nigeria	4
India	3
United Kingdom	3
Ghana	2
Pakistan	2
Cambodia	1
Canada	1
Malaysia	1
Netherlands	1
Singapore	1
Spain	1
Thailand	1
United Arab Emirates	1
Vietnam	1
Total	247

*Includes Cross-Country Collaborations

Table 3: Submitters by State in the United States

State	# of Submitters
Texas	39
Minnesota	26
Illinois	16
Georgia	13
Louisiana	13
Pennsylvania	13
Indiana	11

International Committee
Submitted by Jie Ke, Chair, and Oliver “Ozzie” Crocco, Co-chair

AHRD is not strictly a US organization. We have an international mission, and we are excited about the current and future international initiatives of the Academy. Under the leadership of Jie Ke and Oliver “Ozzie” Crocco who serve as Co-Chairs of the International Committee, we are seeing increased focus on international activities.

In 2022, AHRD further expanded its global influence by introducing the HRD Masterclass Podcast to the China Market. In August, AHRD signed a Memorandum of Agreement with OnDemand Consulting Ltd, a large Chinese consulting firm specializing in HRD, to formalize collaboration between the two parties in introducing the first season of the podcast to Chinese HRD practitioners or potential practitioners, higher education scholars, and students. This move serves as a milestone in disseminating the HRD Masterclass in local languages worldwide, allowing it to reach a broader international audience. Pending review of the Season One rollout, AHRD will continue working with OnDemand on presenting more Masterclass Podcasts to the China market in the future. The objectives of this collaboration are:

1. Promote AHRD’s brand and increase its influence in China through increasing podcast viewers, enquires, potential AHRD members, attract their attention to other AHRD’s events such as conferences, workshops, etc.
2. Provide HRD practitioners in China opportunities to learn more about HRD foundations, theories, essential topics, research and practice, bridging Chinese HRD with the leading HRD society, helping them to achieve career development and success.
3. Prepare for future introduction of AHRD’s programs, sessions and other research activities in China.

Another significant initiative that promoted the brand and image of AHRD in China was the 2nd AHRD-China Conference organized by the AHRD China SIG and sponsored by OnDemand Consulting. The theme of the conference was “Sustaining Human Resource Development during Uncertain Times”. The conference was held virtually from Nov. 18 to Nov. 26, and attracted over 7,000 attendees. The total views of the conference activities was over 500,000 times. Thirteen speakers from the AHRD community delivered keynotes and presentations, which helped Chinese scholars and practitioners become familiarized with HRD as a field as well as the role of the Academy in leading the field through research and scholarly practice. Many of conference participants expressed interest in becoming members of AHRD after the conference. The AHRD Masterclass Podcast was also promoted in the conference.

The success of the conference strengthened our confidence in exploring more opportunities to develop HRD as a practice-based scholarly discipline in China and beyond. It is a promising approach to collaborate with interested entities such as OnDemand to reach the goal in international countries and regions. Many further actions can be taken such as establishing International Chapters to attract more local members, promoting indigenous research studies, developing online HRD certificate programs, and more.

After a successful virtual conference in 2022, the University Forum for Human Resource Development (UFHRD) will host an in-person conference in 2023 in Dublin, Ireland. AHRD desires to continue cultivating its relationship with UFHRD as an important partner in leading the field through research and scholarly practice.

International concerns are not a standalone pillar of AHRD. Rather, the International Committee is working with different AHRD committees to facilitate internationalization of the Academy. Current and future initiatives include working with PEN to support HRD programs around the world and continue building relationships. We are also working with the Executive Committee and other stakeholders to create a steady rotation for the AHRD International Conference in Asia and MENA.

Academic Programs

Submitted by Cynthia Sims (Chair) and Cory Wicker (Committee Member)

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 14 programs that belong to PEN. PEN redirected its attention this year to ensure it addresses the needs of programs and students. The reprioritizing consisted of adding additional AHRD board members and acquiring input from PEN members to targeted programming. Such programming underway includes an informational session on the Future Scholars and Leaders Colloquium, Best Practices in Supervising Doctoral students, Research focused Graduate Student Peer Mentoring, among others. Also, considerable time was devoted to reengineering the AHRD directory, which PEN hopes to launch in 2023.

AHRD Masterclass Podcasts

Submitted by Darren Short, Host

In June 2021, AHRD launched its first podcast series titled “HRD Masterclass”, hosted by former AHRD President, Darren Short. The series has since released 33 episodes in three seasons exploring the fundamentals of HRD and how those are changing in the workplace of the 2020s. In total, over 75 different scholars have been featured in the series. Each episode has focused on a different aspect of HRD covering topics as wide ranging as History & Foundations of HRD, Critical HRD, Career Development, HRD Ethics, Marginalization and Privilege, and Technology in HRD. The most recent season released August to October 2022 with each episode focusing on the relationship between HRD and another discipline, field, or topic. The one-hour episodes explored HRD and adult education, antiracism, data analytics, economics, gender, HRM, philosophy, psychology, spirituality, STEM, and sustainability. 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, for select episodes, 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 two sponsors.

As of January 2023, episodes have been listened to a total of 33,400 times across 153 countries and territories with the top five locations being the United States (59% of listeners), United Kingdom (3%), India (3%), Thailand (2%), and Canada (2%). Already, 12 episodes have each exceeded 1,000 listeners, with two episodes exceeding 2,000 listeners. Total listener numbers grow by around 1,000 each month and so all existing episodes are expected over time to receive in excess of 1,500 listeners with the most popular episodes exceeding 4,000 listeners.

The Board has commissioned a fourth season due for release in Spring/Summer 2023 with each episode focused on the implications for HRD of a current major trend or factor impacting organizations and/or society. The season 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 an advisory group tasked with guiding the selection of topics and scholars featured in the podcast, its members being: Laura Bierema, Oliver Crocco, Tomika Greer, Heeyoung Han, and Darren Short.

Full details of the series and all 33 existing episodes are available via the AHRD website: <https://www.ahrd.org/general/custom.asp?page=HRD-Masterclass-Podcast-Series>.

Communications and Branding Committee

Submitted by Tomika W. Greer, Chair and Oliver (Ozzie) Crocco, Committee Member

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 2022, the Communications and Branding Committee continued to support strategic initiatives within AHRD. Committee members are involved in

task forces for the Program Excellence Network (PEN), the AHRD Masterclass podcast, and the Future Scholars and Leaders Colloquium. The Communication and Branding Committee continues to support ongoing programming, including webinars, throughout the year.

AHRD Digest

The AHRD Digest serves 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 recent website redesign, Ewald Consulting assists members, SIGs, and committees with sharing information on the AHRD 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.

Table 1 contains a snapshot of the website traffic during the first nine months of 2022. As of the writing of this report, analytics from the final three months of the year are not yet available. During Q1 (1/1/22-3/31/22) and Q2 (4/1/22-6/30/22), the website experienced increases in number of users, number of page views, and number of sessions compared to the same time periods in 2021. In Q3 of 2022, these metrics were slightly lower than Q3 of 2021.

Table 1: Overview of Website Usage

Time Period	# of Users Tweets	# of Sessions	# of Page Views	Avg. Session Duration (mm:ss)
Q1: 1/1/22-3/31/22	9,366	14,434	46,576	02:37
Q2: 4/1/22-6/30/22	7,277	10,843	31,804	02:10
Q3: 7/1/22-9/30/22	7,417	11,173	29,039	01:59

The majority of website users access the website by directly entering the website address into a search engine. A small portion (~14%) of the users come to the AHRD website through referral links, including AHRD social media links and links in AHRD emails. The websites that refer the most users to the AHRD website are [humanresourcetoday.com](#), [hr-guide.com](#), and [surveysparrow.com](#).

AHRD Facebook Community

The AHRD Facebook page has 2,390 “likes” from 45 countries as of January 13, 2023, which is an increase of 274 followers since February 1, 2022. The AHRD Facebook Community is diverse in terms of gender and age as shown in Figure 1.

The top 10 countries with the most followers of the AHRD Facebook page are listed in Table 2.

Table 2: Facebook Followers by Country

Country	Percent of followers
United States	32.2
India	9.9
Philippines	6.4
Egypt	5.5
Thailand	4.2
Pakistan	3.9
South Korea	3.4
Malaysia	2.5
Bangladesh	1.8
Myanmar	1.6

The post with the top reach and reactions was about Episode 7 of Season 3 of the HRD Masterclass Podcast. This post reached 2,138 people and received 417 reactions.

AHRD Twitter Community (@AcademyHRD)

The AHRD Twitter feed continues to be an active AHRD social media outlet. AHRD Board member, Oliver “Ozzie” Crocco, has maintained the AHRD Twitter feed since the 2019 conference in Louisville, KY.

As of January 13, 2023, the AHRD Twitter feed has 799 followers, an increase of 20 followers since February 1, 2022. Monthly Twitter activity for 2022 is summarized in Table 2. .

Figure 1: Facebook Followers by Age and Gender

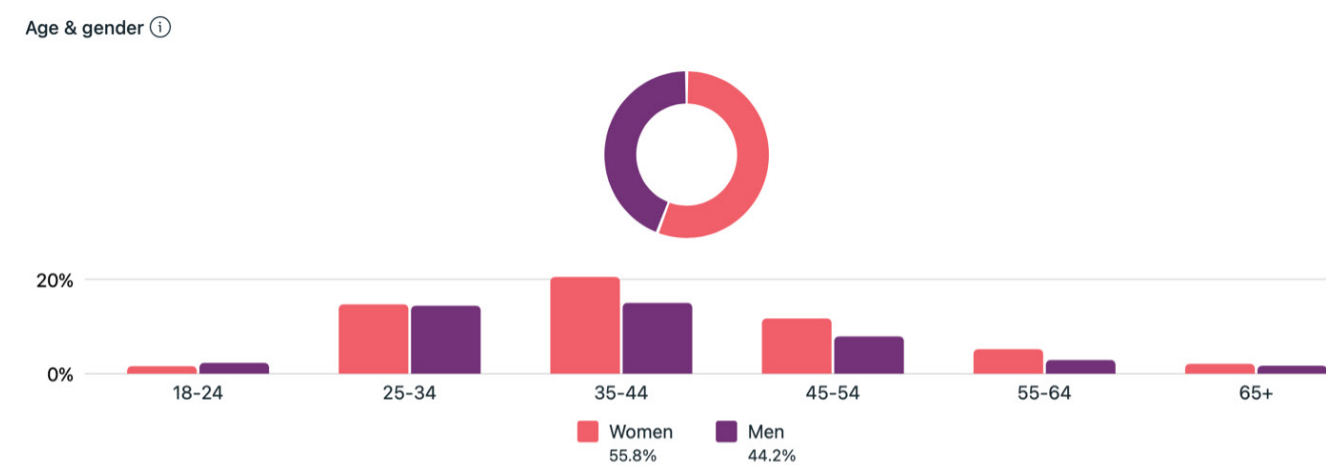


Table 2: Twitter Activity by Month

Month	# of Tweets	Impressions	Profile Visits	Mentions
Jan 2022	19	6,329	615	11
Feb 2022	5	1,771	616	5
March 2022	9	1,658	198	12
April 2022	11	2,420	1,693	37
May 2022	1	789	408	3
June 2022	0	446	186	3
July 2022	4	419	98	9
Aug 2022	5	1,794	809	7
Sept 2022	6	1,492	613	1
Oct 2022	5	1,967	162	7
Nov 2022	8	906	196	3
Dec 2022	1	377	122	2
TOTAL	74	20,368	5,716	100

In 2023, 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 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 January 19, 2023, there are 40 subscribers to the YouTube Channel – up from 36 subscribers on February 1, 2022. The most watched video continues to be “AHRD Presents Dr. Gary N. McLean”, which has 372 total views, up from 329 views in 2021.

There were no new videos added to the YouTube channel in 2022. There were 193 views of existing content during 2022 (down 71% from 2021) and the

channel had 10.3 hours of watch time in 2022 (down 80% from 2021). The most watched video in 2022 was the AHRD 2021 Awards Ceremony and Annual Meeting, viewed 53 times in 2022 and 283 times since initially uploaded.

Content creation remains sporadic for the AHRD YouTube channel. Continued and/or increased use of the YouTube channel in 2023 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 January 19, 2023, there are 84 followers on the Instagram page – up from 73 followers on February 1, 2022. In 2022, 19 posts were created, mostly to advertise for new podcast episode releases. The posts with the most reach was the announcement of UFHRD’s Researching and Navigating Careers webinar – posted on January 22, 2022 and reaching 33 people; and the announcement of the Season 3 Episode 11 (HRD & Sustainability) of the AHRD Masterclass podcast – posted on October 11, 2022 and reaching 32 people.

In 2023, 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 2023 on Instagram.

AHRD LinkedIn

AHRD operates a LinkedIn Page (only admin can post) and a LinkedIn Group (open to any member to post). The AHRD LinkedIn Page (<https://www.linkedin.com/company/ahrd/>) has grown from 394 followers in February 2022 to 679 followers as of January 13, 2023 (an increase of 72%). The top cities for followers are the following:

City/Area	Percent of followers
Greater Houston, TX	5
Atlanta Metropolitan Area	4.6
Washington, DC	3.7
Baton Rouge, LA	2.7
Dallas/Fort Worth	2.5
Greater Minneapolis-St. Paul	2.4
Greater Chicago	2.2
New York City Metropolitan	1.9
College Station-Bryan	1.9
Great Bengaluru, India	1.8

There were 64 posts on the site with the greatest interaction and impressions (over 9000) occurring during the virtual conference in April.

The LinkedIn Group has 10,363 members. Since this is a private group, new members must be added individually. The top job titles of members are HR Manager (6.5%), HR Specialist (5.3%), HRD Specialist (2.8%), Professor (2.6%) and HR Business Partner (1.8%). The top location of members is Jakarta, Indonesia (5.4%), Greater Minneapolis-St. Paul Area (1.8%), Washington DC-Baltimore Area (1.6%), and Greater Houston (1.6%).

Research and Journals Report 2023

*Submitted by by Ciarán McFadden-Young,
Chair of the AHRD Board of Directors Research Committee*

The four AHRD journals are moving from strength to strength, thanks to the continuing leadership and hard work demonstrated by the Editors-in-Chief, Associate Editors, and Editorial Boards, as well as the quality of contributions from scholars and practitioners around the world. A special thanks goes to the reviewers, who have sacrificed their time to ensure a rigorous and constructive review process.

The 2022 issues within the AHRD journals have once again broken ground – theoretically, empirically, and geographically! We're thrilled to see the growing range of topics, perspectives and voices from around the world, and encourage you to both read and publish in HRDQ, ADHR, HRDR and HRDI, and join this global conversation.

Human Resource Development Quarterly (HRDQ)

Human Resource Development Quarterly (HRDQ) publishes scholarly work that addresses the theoretical foundations of HRD, HRD research, and evaluation of HRD interventions and contexts. The journal has benefitted from the stalwart leadership of outgoing Editor-in-Chief Thomas G. Reio Jr. since 2019, and has recently welcomed a new team of incoming Editors, with Mesut Akdere, Toby Egan, and Sewon Kim taking the reins at the start of 2022.

The four issues of HRDQ published in 2022 considered issues like unlearning in the workplace, cohort-based leadership development for high-potential employees, and the bidirectional relationship between training and development investment and financial performance. In 2022, the journal's editorials challenged us HRD scholars and practitioners to [identify how our worldviews affect our core assumptions regarding scholarship and practice](#), and [consider how artificial intelligence will impact on education, training, and development](#).

Metrics:

- Impact factor (2021) – 3.891
- SCImago Journal Rank (SJR) – 1.03
- SCImago H-Index – 69
- Scopus CiteScore – 4.7
- Ranked 7/30 (Industrial Relations), 134/228 (Management), 35/83 (Psychology, Applied)

Example Articles:

- [Developing a competency framework for managers to address suicide risk in the workplace](#), by Sinéad O'Brien, Eoin Galavan and Deirdre O'Shea.
- [Type A/B personality, work-family, and family-work conflict: The moderating effects of emotional intelligence](#), by Thomas Garavan, Shalini Srivastava, Poornima Madan, Fergal O'Brien, and Gerri Matthews-Smith.

Human Resource Development Review (HRDR)

Human Resource Development Review (HRDR) publishes high-quality conceptual work using non-empirical research methods, and is committed to advancing HRD by providing fresh theoretical insights, new conceptual models, critical examination of literature, and multi-paradigm approaches to theory building.

2022 marked a milestone for HRDR: 20 years of publication! [Accordingly, the present and former editors of HRDR reflected on the journal's history and achievements, and their wishes for its future.](#) HRDR shows no sign of stopping its incredible run; under the leadership of outgoing Editor-in-Chief Yonjoo Cho, the journal has moved from an Impact Factor of 2.765 (2019) to 6.273 in 2022, and has assembled intriguing special issues on [historical perspectives within HRD, qualitative research methodologies/methods for theory building in HRD,](#) and people analytics in HRD (2023).

In November, the AHRD Board of Directors formally approved the appointment of Thomas Garavan (University of Limerick, Ireland), past recipient of the Edwood F. Holton III Research Excellence Award and HRD Scholar Hall of Fame Award, as Editor-in-Chief of HRDR. He takes the baton from Yonjoo Cho – we thank Yonjoo for her tremendous service to *HRDR* and HRD scholarship, and look forward to Thomas's tenure as Editor-in-Chief.

Metrics:

- Impact factor (2021) – 6.273, ranked 65/226 (Management)
- SCImago Journal Rank (SJR) 2021 – 1.87
- SCImago H-Index – 52
- Scopus CiteScore – 6.9, ranked 19/213 (Organizational Behavior and Human Resource Management)

Example Articles:

- [Reconciling the Business Case and the Social Justice Case for Diversity: A Model of Human Relations](#), by Marilyn Y. Byrd and Torrence E. Sparkman.
- [Gamification for HRD: Systematic Review and Future Research Directions](#), by Nibu John Thomas, Rupashree Baral, and Oliver S. Crocco.

Advances in Developing Human Resources (AHRD)

Balancing theory and practice, *Advances in Developing Human Resources (ADHR)* is devoted to topics central to the development of human resources. The journal spans the realms of performance, learning, and integrity within an organizational context. ADHR continues to thrive with Marilyn Y. Byrd at its helm; she began her second term as Editor-in-Chief in 2022! We thank her for ongoing commitment and visionary leadership.

The first 2022 issue marked the start of a new era for ADHR, with a brand new format, and a new approach: each issue will now focus on a single topic relevant to HRD. The topics for the other issues in 2022 (Volume 24) included [Inclusive Leadership](#), [Back to the Basics: People, Learning, and the Organization](#), and [Women of Color and Leadership](#). Lastly, two new, non-peer reviewed sections have been added to issues of ADHR: Insights for HRD Practice and Insights for HRD Education, where educators and practitioners can share their cutting-edge resources and insights for the benefit of all of us.

Metrics:

- SCImago Journal Rank (SJR) 2021 – 0.528, ranked 94/205 (Organizational Behavior and Human Resource Management)
- SCImago H-Index – 49
- Scopus CiteScore – 3.4, ranked 72/213 (Organizational Behavior and Human Resource Management)

Example Articles:

- [Re-examining the History of Human Resource Development Policy in China: From Local Indigenous Phenomena to Global Human Resource Development Knowledge](#), by Greg G. Wang, D. Harold Doty, and Shengbin Yang
- [Exploring the Process of Transformative Learning in Executive Coaching](#), by Gloria Mbokota, Kerrin Myres, and Sunny Stout-Rostron.

Human Resource Development International (HRDI)

Human Resource Development International (HRDI) promotes all aspects of practice and research that explore issues of individual, group and organizational learning and performance. It questions the divide between practice and theory; between the practitioner and the academic; and between traditional and experimental methodological approaches. Each issue of HRDI also includes its well-known Perspectives section, a non-peer reviewed way for authors to offer their ideas, views and debates relating to HRD.

The first issue of *HRDI* in 2022 saw the start of Rajashi Ghosh's term as Editor-in-Chief. A former Associate Editor of the Perspectives and peer-reviewed sections of HRDI, Rajashi is a recipient of numerous awards for her work, including the 2010 Best Paper Award from the Management

Education and Development division of Academy of Management (AOM), the 2016 AHRD Early Career Scholar Award, and the 2021 Mid-Career award (MCA) from the National Science Foundation (NSF). She builds on the tremendous work from HRDI's former Editor-in-Chief, Jessica Li, who brought HRDI to a broader global audience, and worked to encourage the inclusion of diverse and underrepresented voices in the journal. We thank Jessica for all her work and dedication, and give an excited welcome to Rajashi.

The five issues of *HRDI* published in 2022 included a special issue on Remote Working and HRD, while articles in the other issues considered the impact of, and responses to, COVID-19; a reevaluation of unstructured interviews, and a critical analysis of digital HRD.

Metrics:

- SCImago Journal Rank (SJR) 2021 - 0.82
- SCImago H-Index - 53
- Scopus CiteScore - 3.8

Example Articles:

- [When does being in a talent pool reap benefits? The moderating role of narcissism](#), by Janki Kanabar and Luke Fletcher.
- [Engaging in race-conscious research and applying racial equity in human resource development: a collective autoethnography](#), by Stephanie Sisco, Tasha S. Hart-Mrema and Eniola Aderibigbe

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	FY 2021-2022
INCOME						
Conference Fees	\$117,474.50	\$126,507.88	\$133,284.07	\$143,690	\$75,690	\$62,720.00
Membership Dues	\$79,286.00	\$82,224.00	\$74,365.00	\$79,103	\$80,646	\$82,712.00
Dividend & Interest	\$4,575.27	\$11,718.58	\$4,699.62	\$4,972.06	\$3,848.69	\$5,027.85
Other	\$5,747.33	\$1,075.00	\$850.00	\$4,194	\$18,547	\$29,967.00
Royalties	\$22,893.72	\$25,962.13	\$22,347.61	\$22,136.92	\$22,243	\$28,043.55
TOTAL INCOME	\$229,976.82	\$247,487.59	\$235,546.30	\$254,095.98	\$200,975.59	\$208,470.40
EXPENSES						
Credit Transaction Fees	\$7,861.27	\$8,245.54	\$8,484.31	\$9,829.69	\$8,172.83	\$9,812.90
Committee Expenses	\$291.33	\$367.86	\$100.00	\$100	\$0.00	\$0.00
Awards	\$3,037.84	\$2,211.46	\$2,110.87	\$2,612.74	\$5,866.74	\$3,583.84
Board Meetings	\$8,920.42	\$8,827.06	\$7,777.79	\$8,763.72	\$814.14	\$0.00
Management (Personnel)	\$92,256.00	\$92,256.00	\$92,256.00	\$96,900	\$96,900	\$97,110.00
Office Expenses	\$1200.22	\$2,256.77	\$849.24	\$4,805.15	\$2,148.97	\$2,798.27
Publications (AHRD Journals)	\$26,254.82	\$29,683.05	\$16,537.19	\$13,730.35	\$16,356.72	\$13,979.99
Professional Fees (accountant, Insurance, Web Hosting)	\$14,736.69	\$5,615.66	\$6,415.49	\$8,840.81	\$9,448.18	\$8,514.03
Research Grants	\$0.00	\$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	\$0.00
Other	\$1,914.86	\$5,035.68	\$0.00		\$12,260	\$17,929.55
Conference	\$96,728.17	\$110,130.91	\$110,326.84	\$94,840.36	\$29,177.23	\$44,228.09
TOTAL EXPENSES	\$256,842.09	\$267,454.21	\$247,931.87	243,459.75	\$181,144.81	\$197,956.67
INCOME MINUS EXPENSES	-\$26,865.27	-\$19,966.62	\$-12,385.57	\$10,636.23	\$19,830.78	\$10,513.73
ASSETS & LIABILITIES						
TOTAL ASSETS	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89	\$325,668.98	\$274,959.04
ACCOUNTS PAYABLE	\$2,780.73	\$20,268.28	\$5,045.37	\$25,117.50	\$36,095.66	\$8,318.60
TOTAL LIABILITIES & EQUITY	\$250,275.41	\$250,046.13	\$228,153.93	\$260,784.89	\$325,668.98	\$274,959.04
Conference Profit	\$14,068.02	\$16,376.97	\$22,957.23	\$40,570.61	\$40,646.03	\$18,491.91