

Thank you for choosing the Academy of Human Resource Development (AHRD) as your professional home. On behalf of our Board of Directors, I am pleased to present our Annual Report. The year 2024 was both demanding and extraordinary in terms of AHRD Board activities.

Our previous long-term management partner faced challenges in meeting expectations, resulting in errors and delays in work completion. In 2024, the executive leadership of AHRD made the difficult but necessary decision to transition to a new, reliable, and responsive partner to better support our organization's needs. We selected GMP (<https://gmpartners.org/>) as our trusted partner and welcomed back Kathie Pugaczewski as GMP's AHRD Executive Director.

Following COVID-19, hotel and conference costs began increasing by more than 20% annually. This trend, coupled with the association's transition, presented significant challenges. Despite these obstacles, we hosted two highly successful conferences in the Americas, thanks to the tireless and coordinated efforts of the AHRD leadership team. The work and outcomes from the Board under this new partnership have been nothing short of extraordinary. As President, one of my first initiatives was to implement a team structure and foster stronger connections across the various board roles, ensuring greater collaboration and alignment in our efforts to strengthen member value propositions and address fiscal challenges in all we do.

This report provides updates on the progress and achievements of our efforts, offering a thorough view of the organization through financial and membership insights, along with updates from each committee. In 2024, AHRD committees played an integral role in advancing our mission. These included the AHRD Conference in the Americas (chaired by President-Elect Joshua Collins); Membership and SIGs (co-chaired by Grace Oh, Sunyoung Park, and Sanghamitra Chaudhuri); Academic Programs (co-chaired by Cynthia Sims and Kevin Rose); the Antiracism Committee (co-chaired by Marilyn Byrd and Chaunda Scott, with reporting by Terrence Maltbia); Partnerships and Membership Innovative/Special Projects (co-chaired by Clareatha Hughes, Matthew Hurtienne, and Terry Maltbia); Awards (chaired by Thomas Garavan); Communications and Branding (co-chaired by Shinhee Jeong and Eunbi Sim); International Committees (co-chaired by Dae Seok Chai and Seung-hyun Caleb Han); Masterclass Podcasts (chaired by Darren Short); Research and Journals (chaired by Thomas Garavan); and the Executive Committee (comprising the President, President-Elect, and Past President Khalil Dirani).

We remain steadfast in our strategic objectives of advancing research, enhancing member value, strengthening fundraising efforts, and diversifying revenue sources. We are committed to the utmost principles of inclusion, belonging, and human respect. We see the value in upholding the original inspiration for the Academy of Human Resource Development: **Leading HRD through research.**

While AHRD's membership and focus have traditionally centered on research, we recognize the importance of broadening our reach to invite more practitioners and their voices, perspectives, and needs. By fostering a stronger connection between researchers and practitioners, we can ensure that our work remains grounded in real-world challenges and delivers actionable solutions that advance our mission.

We aim to strengthen collaborative partnerships with our European and Asian colleagues while also recognizing the growing interest and opportunities for engagement in other regions. Our ongoing 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/>)—positions AHRD on a platform accessed by over 300,000 users daily. We must leverage this resource as well as other social media tools, such as LinkedIn, more proactively and strategically share our work, and engage a broader audience. We are fortunate to have a wealth of intellectual assets and dedicated members eager to contribute through service and leadership opportunities within AHRD.

Financially and in terms of membership, we continue to face challenges with stabilized membership numbers and substantively increasing costs that require careful management of expenses while identifying new revenue opportunities. Balancing the Academy's core values with the operational demands of serving our stakeholders remains essential. To address these challenges, we must prioritize membership growth and conference success—our primary revenue drivers—while expanding funding sources through mission-driven sponsorships and donations. Despite these obstacles, we are confident in our strengths and the opportunities ahead.

We remain fully committed to supporting research and evidence-based practice. With a dedicated Board proudly working to advance AHRD's mission and vision, we are excited about the future. We invite you to engage with the exciting initiatives outlined in this report and join us in shaping the Academy's future together!

Antiracism Committee

Submitted by Terrence Maltbia

The AHRD Antiracism Committee continues its dedicated efforts to address the presence and impacts of systemic and interpersonal racism on students, scholars, and scholar-practitioners within the Academy. In 2024, the committee was led by two new co-chairs, Marilyn Byrd and Chaunda Scott. Continuing members include Seung Won Yoon, Khalil Dirani, Joshua Collins, and Nicole Dillard. Terrence Maltbia was re-elected to continue his role as the first-ever Antiracism Committee board representative for another term. Additionally, we were pleased to welcome Jason Styles and Juanita Johnson-Bailey as the newest members of the committee.

Throughout the year, the committee continued its critical work by providing recommendations to the AHRD Nominations and Elections Committee and identifying opportunities to integrate antiracism initiatives into the AHRD strategic plan. On Wednesday, October 16, 2024, Chaunda Scott and Marilyn Byrd conducted an Antiracism Committee webinar titled “Introducing the Palgrave Handbook of Anti-racism Human Resource Development.” This event was part of our ongoing commitment to building capacity for learning and development related to racism and providing antiracism resources to AHRD members.

Looking ahead, on Wednesday, April 16, 2025, Terrence Maltbia will host a webinar titled “When Theory Meets Practice: Distinctions Between Diversity and Antiracism.” This session will feature four panelists offering perspectives from both theoretical and practical orientations. The committee is also exploring additional topics for future webinars to further engage and educate our members.

In the coming year, the committee aims to expand opportunities for AHRD members to actively participate in various antiracism initiatives beyond webinars. We are committed to fostering a more inclusive and equitable academic community and encourage members to stay engaged as we continue this important work.

Membership Trends and Special Interest Groups (SIGs)

Submitted by Eunjung Grace Oh, Sungyoung Park, and Sanghamitra Chaudhuri

The 2024 membership trend continues to show an upward trajectory, driven by increases in both regular and student memberships (See Table 1). This growth reflects the Board of Directors’ strategic efforts to boost member value by enhancing the visibility of SIG activities and leadership structures, as well as by attracting and supporting more graduate students and scholar-practitioners within AHRD. We extend our heartfelt appreciation to the dedication and leadership of our SIG chairs. Their efforts have facilitated numerous meaningful activities, both formal and informal, including webinars, workshops, focus sessions, membership meetings, writing retreats, networking opportunities, graduate student mentoring, collaborative team-up grants, and publications. These initiatives form the backbone of AHRD, making it a welcoming and valuable community for our members.

This year, the Board has implemented a significant policy change, removing the limits on the number of SIGs a member can join. With this new policy, all AHRD members can freely join and participate in the activities of any and all SIGs without restrictions. We are also delighted to report the establishment of the new Graduate Student SIG. This SIG provides an essential professional home and community for our graduate student members, fostering their sense of belonging and identity development as HRD scholars and practitioners. Despite its launch only a few months ago, the Graduate Student SIG leadership has been already actively addressing member needs and organizing a variety of formal and informal opportunities. Another exciting development in 2024 is the transformation of the India SIG into the South Asia SIG, reflecting a commitment to greater inclusivity and diversity. The South Asia region includes countries such as Afghanistan, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan, India, and the Maldives. This important change broadens opportunities for researchers from a wide range of regional, cultural, and linguistic backgrounds, fostering richer insights into regional challenges and opportunities through vibrant scholarship, thought-provoking discussions, and collaborative endeavors.

Reflecting on the activities of 2024, the Board, in collaboration with SIG chairs, has taken significant steps to create more spaces for member engagement and participation. With continued dedication and strategic efforts, we are confident that AHRD will continue to serve as a professional home for even more members, fostering a shared experience of learning and growth. For more information about the SIGs, please visit the AHRD SIG webpage (https://www.ahrd.org/page/special_interest_groups) as well as AHRD Digest (<https://www.ahrd.org/page/the-ahrd-digest>).

Table 1: Membership Trends 2004 - 2025

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
2024 (Jan)	266	158	7		7	10	451
2025 (Jan)	254	198	6			7	485

International Committee

Submitted by Dae Seok Chai and Seung Hyun Caleb Han, Co-chairs

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. In 2024, Dae Seok Chai and Seung Hyun Caleb Han, as Co-Chairs of the International Committee, worked together to achieve the purpose of this committee: Increased focus on international activities.

AHRD continued its relationship with our partner organization in Europe, the University Forum for Human Resource Development (UFHRD). The 2024 UFHRD conference in Lisbon, Portugal, was a success, with AHRD members serving as presenters, keynote speakers, and attendees. UFHRD's 2025 conference is scheduled in person on June 11-13 at Ulster University in Belfast, U.K. AHRD desires to continue cultivating its relationship with UFHRD as an important partner in leading the field through research and scholarly practice.

The committee has also reached out to various partners in nations across Asia and built relationships with them. The 2024 Asian AHRD Conference was planned and operated with the local partner. Unlike former Asian AHRD conferences, the committee co-chairs (Chai and Han) deeply involved in the design and implementation of the conference with Dr. Chan Lee (Seoul National University). The conference was a huge success, with AHRD members serving as presenters, keynote speakers, and attendees. The National Institute for Development Administration (NIDA) has agreed to host an in-person conference in November 2025 in Bangkok, Thailand. We completed the memorandum of agreement with the NIDA in December 2024. For the 2026 Asian AHRD Conference, colleagues in Japan agreed to host an in-person conference in Tokyo, Japan. The committee has worked with the team regarding the memorandum of agreement.

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

Americas Conference Report

Submitted by Joshua Collins (AHRD President-Elect) and Bhagyashree Barhate (Program Chair)

We extend heartfelt thanks to all authors who submitted to the Academy of Human Resource Development (AHRD) Conference, to our 296 volunteer reviewers, to our 11 Track Chairs and 8 Associate Track Chairs, to our Board of Directors, and Kathie Pugaczewski and Dana Sobania of GMP Consulting. We would also like to thank the rest of the conference team, including Dr. Yuanlu Niu (Proceedings Editor), Dr. Amin Alizadeh (Associate Proceedings Editor), and Dr. Kris Frady (Platform Administrator). Finally, thank you to Dr. Marilyn Byrd and Dr. Nicole Dillard for their contributions to the conference planning process.

The theme of the 2025 conference is Envisioning HRD's legacy in 2055: Advocacy, leadership, and sustained change. We are pleased to again offer the Future Scholars and Leaders Colloquium, led by Dr. H. Quincy Brown and Dr. Stephanie Sisco, showing our commitment to the growth and success of HRD graduate students. We are also excited to continue the AHRD Ambassador Program, led by Dr. Nicole Dillard and Dr. Kevin Rose.

We adjusted manuscript track names in our ongoing attempt to better represent the interests of the AHRD community, and we added a new track focused on HRD Curriculum, Student Engagement, and Faculty Development. We also utilized the call for submissions to clarify AHRD's Commitment to Antiracism and provide guidelines for the responsible use of artificial intelligence. There were 4 submission types. We received **399 total submissions**. There were 372 refereed submissions (151 full manuscripts, 219 posters, 1 refereed symposium) and 28 non-refereed sessions. The final submission number is **320 published in the proceedings and the virtual conference platform** after excluding all rejected and withdrawn submissions (see Table 1). Overall, there was a **34.5% increase in the number of refereed submissions** this year (370) compared to last (275). There was a slight decrease of 12.5% of non-refereed submissions this year (28) compared to last (32).

We look forward to welcoming the AHRD community in Arlington, VA, this year!

Partnership, Membership Innovative/ Special Projects Committee

Submitted by Claretha Hughes, Matthew Hurtienne, and Terrence Maltbia

The Academy of Human Resource Development (AHRD) Partnership, Membership Innovative/Special Projects Committee was established to help shape the Academy's future. The committee recognized the need for a clear and inspiring member value proposition (MVP) statement to guide AHRD's path forward, so it launched an initiative to engage with stakeholders and gather diverse perspectives.

This was the major project for the fiscal year, and it was executed in collaboration with other board groups. To achieve this, a survey instrument was developed to capture a range of viewpoints from AHRD members, including academics, practitioners, and students. The survey explored critical areas such as current perceptions of AHRD's strengths and weaknesses, ideas for the organization's future within the field of human resource development, and innovative strategies for achieving these goals.

The team is currently analyzing the data collected from the survey. This analysis includes identifying recurring themes, uncovering significant trends, and determining areas of consensus among our stakeholders. The insights gained will be used to craft an MVP statement that reflects the shared aspirations and priorities of the AHRD community. The committee is committed to ensuring that the resulting MVP statement is both aspirational and actionable, providing a clear framework for strategic planning and decision-making. In the coming months, the committee will finalize its efforts by presenting a formal technical report to the AHRD Board of Directors.

Following the Board's review and an opportunity for feedback on the MVP statement, the Board will decide on the final MVP statement and how to utilize the findings from the report. The work of the committee can serve as a guiding star, informing the organization's strategic direction, priorities, and initiatives in the years to come.

Academic Programs

Submitted by Cynthia Sims and Kevin Rose

The Program Excellence Network (PEN) aims to support and strengthen HRD academic programs. This year, PEN was co-chaired by board members Cynthia Sims (University of Georgia), Kevin Rose (Purdue University), Sanghamitra Chaudhuri (Metropolitan State University), Eunbi Sim (Student Representative, University of Georgia) as well as other AHRD Board members. There are 12 academic programs that belong to PEN. Based on member feedback, the goal is to “stay the course” and continue having annual in-person meetings with the purpose of program lead networking, having less “structured events”, keeping the value proposition of job board postings and the AHRD directory. In addition, PEN co-chairs were pleased to help facilitate the creation of the first Graduate Student SIG within AHRD.

Working with the AHRD Executive Team, PEN was able to launch the new AHRD Program E-Directory. In addition to the half-day 2024 PEN in person session at the International Research Conference in the Americas, PEN programming in 2024 focused a post conference virtual session book club “The Right Kind of Wrong” and PEN Reimagined. We would like to extend our appreciation to the AHRD members, board members, executive team, and others who partnered with us to support PEN members in 2024.

AHRD Masterclass Podcast Report

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 44 episodes in four seasons exploring the fundamentals of HRD and how those are changing in the workplace of the 2020s. In total, over 100 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 2023 with each episode focusing on the implications for HRD of a trend in society and organizations. The one-hour episodes explored HRD and remote working, generational changes in the workforce, globalization, the great resignation, politics, social justice & human rights, anxiety & burnout, inflation & unemployment, artificial intelligence, the climate crisis, and pop culture. 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 2025, episodes have been listened to a total of 70,000 times across 166 countries and territories with the top locations being the United States (57% of listeners), India (4%), and United Kingdom (3%). Already, 9 episodes have each exceeded 2,000 listeners, with 30 episodes exceeding 1,000 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 2,000 listeners with the most popular episodes exceeding 5,000 listeners.

Work is underway on a fifth season with episodes focused on answering “How to” questions related to HRD and with discussions bringing together researchers and practitioners. The season is scheduled to release in spring 2025.

Full details of the series and all 44 existing episodes are available via the AHRD website: The Academy of Human Resource Development (AHRD) Partnership, Membership Innovative/Special Projects Committee was established to help shape the Academy's future. The committee recognized the need for a clear and inspiring member value proposition (MVP) statement to guide AHRD's path forward, so it launched an initiative to engage with stakeholders and gather diverse perspectives.

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Communications and Branding Committee

Submitted by Shinhee Jeong, Chair and Eunbi Sim, Co-Chair

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 2024, 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. Shinhee Jeong, AHRD Board Member and Chair of AHRD Communications and Branding Committee, has served as Editor-in-Chief of the AHRD Digest since April 2024. 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 directly to the committee chair/co-chair by the 10th of each month to ensure timely publication.

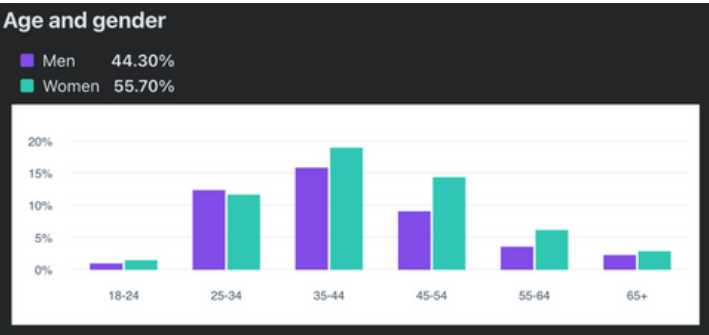
AHRD Website and Direct Email

GMP Consulting assists members, SIGs, and committees with sharing information on the AHRD website. GMP 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.

AHRD Facebook Community

As of January 7, 2024, the AHRD Facebook Page feed has 2.6k followers and 2.5K likes. The AHRD Facebook Community is diverse in terms of gender and age, as shown in Figure 1.

Figure 1: Facebook Followers by Age and Gender



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

Table 1: Facebook Followers by City/Area

Country	Followers
United States	907
India	204
Philippines	176
Egypt	132
Thailand	126
South Korea	98
Pakistan	95
Malaysia	67
Malaysia	67
United Kingdom	52

AHRD X Community (@AcademyHRD)

The AHRD X feed continues to be an active AHRD social media outlet. AHRD Board member, Eunbi Sim, has maintained the AHRD Twitter feed since February 2024. As of January 7, 2024, the AHRD Twitter feed has 836 followers and 1,217 likes. In 2025, the X page will be regularly updated with announcements and event information, typically to mirror what is posted on the AHRD Facebook and Instagram pages. The social media managers will also strategically follow more X accounts to hopefully boost our own following and reach in 2025 on X.

AHRD YouTube Channel

In October 2019, the AHRD YouTube Channel was created. There are 58 subscribers to the YouTube Channel. The most watched video continues to be "AHRD Presents Dr. Gary N. McLean", which has 437 total views. There were no new videos added to the YouTube channel in 2024. Content creation remains sporadic for the AHRD YouTube channel. Continued and/or increased use of the YouTube channel in 2025 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 7, 2024, there are 123 followers on the Instagram page and 88 posts. In 2025, the Instagram page will be regularly updated with announcements and event information, typically to mirror what is posted on the AHRD Facebook and X pages. The social media managers will also strategically follow more Instagram accounts to hopefully boost our own following and reach in 2025 on Instagram.

AHRD LinkedIn

AHRD operates a LinkedIn Page (only the admin can post) and a LinkedIn Group (open to any member to post). As of January 7 2025, the AHRD LinkedIn Page (<https://www.linkedin.com/company/ahrd/>) has 1,604 followers. In the last 1 year, the AHRD LinkedIn page gained 514 new followers. The LinkedIn Group has 10,245 members, as of January 7, 2025. Since this is a private group, new members must be added individually. The top cities for followers of AHRD LinkedIn Page are the following:

Table 2: Facebook Followers by Country

City/Area	Percent of followers
Greater Houston	3.9
Washington, DC	3.9
College Station-Bryan	3.2
Atlanta Metropolitan Area	3.1
Greater Minneapolis-St. Paul	3.1
Dallas-Fort Worth Metroplex	2.9
Baton Rouge Metropolitan Area	2
New York City Metropolitan	1.7
Seoul Incheon Metropolitan Area	1.6
Great Bengaluru, India	1.6

Research and Journals Report 2024

Submitted by Thomas Garavan

The four AHRD journals continue to develop both in terms of impact and quality of publication. We have achieved these outcomes, 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.

All four journals have once again broken ground during 2024 – theoretically, empirically, and geographically! We are thrilled to see the emergence of new 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 empirical research, and evaluation of HRD interventions and HRD in multiple contexts. The journal has benefitted from the stalwart leadership of Toby Egan, and Sewon Kim.

The four issues of HRDQ published in 2024 addressed issues such as motivating learning goal orientation and job performance, individual differences in learning agility at work, bridging human resource development processes through generative Artificial Intelligence and multi-level effects of human resource bundles on the performance of aging employees

Metrics: Clarivate Impact factor (2023): – 4.

Example Articles:

- Huang, J., Li, Y., & Tang, C. (2024). Developmental human resource and exploitative leadership interact to influence Employees' creative idea championing and application. *Human Resource Development Quarterly*, 35(3), 273–298. <https://doi.org/10.1002/hrdq.21525>
- Pahos, N., Galanaki, E., & van der Heijden, B. I. J. M. (2024). Multi-level effects of human resource bundles on the performance of aging employees. *Human Resource Development Quarterly*, 35(2), 165–188. <https://doi.org/10.1002/hrdq.21501>

Human Resource Development Review (HRDR)
Human Resource Development Review (HRDR) publishes high-quality conceptual work using nonempirical 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. Under the leadership of Editor-in-Chief Thomas Garavan the journal continues to grow and has a very healthy flow of quality submissions.

The four issues of HRDR published in 2024 addressed issues such as responsible AI in organizational training, examining the contemporary worker and the workplace from a leadership-as-practice perspective, artificial intelligence and automation in Human Resource Development and People Analytics and Human Resource Development.

Metrics: Clarivate Impact factor (2023): – 4.6

Example Articles:

- Reyes, L.-E., Blanco, M.-R., & Pinillos, M.-J. (2024). Past, Present, and Future of Learning Agility: A Bibliometric and Content Analysis. *Human Resource Development Review*, 23(4), 462-497.
- Wallo, A., Lundqvist, D., & Coetzer, A. (2024). Learning-Oriented Leadership in Organizations: An Integrative Review of Qualitative Studies. *Human Resource Development Review*, 23(2), 230-275.

2023-2024 Financials

Advances in Developing Human Resources (ADHR)
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. We thank her for ongoing commitment and visionary leadership.

The four issues of ADHR published in 2024 addressed issues such as organizational support after early pregnancy loss, insights on the transition to leadership: the power of onboarding and networking, developing attributes of the leader and the career pathways of black women in higher education senior leadership positions

Metrics: Clarivate Impact factor (2023): 3.1

Example Articles:

- Harney, B., & Gubbins, C. (2024). Human Resource Development (HRD) Meets Human Resource Management (HRM): A Skills Based Agenda for a FRAGILE World Order. *Advances in Developing Human Resources*, 26(4), 160-178.
- Osolase, E. H., Mohd Rasdi, R., & Mansor, Z. D. (2024). Talent Development versus Talent Management: Unblurring the Lines for Workforce and Organizational Performance. *Advances in Developing Human Resources*, 26(1), 48-55.

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. Under Rajashi Ghosh's term as Editor-in-Chief, the journal made excellent strides in building its reputation. In late 2024 Stefanos Nachmias took over as Editor-In-Chief. The five issues of HRDI published in 2024 addressed issues such as ethical artificial intelligence, Chinese students entrepreneurial career anchors, ambidextrous leadership and micro-agency of human resource professionals.

Metrics: Clarivate Impact Factor (2023): 3.8.

Example Articles:

- Anderson, V., Poell, R. F., & Mohd Rasdi, R. (2024). Theorizing cultural HRD: An emancipatory structures approach. *Human Resource Development International*, 27(5), 649-671.
- Li, H., & Kim, S. (2024). Developing AI literacy in HRD: competencies, approaches, and implications. *Human Resource Development International*, 1-22.

AHRD's primary sources of income continue to be conference income and membership dues. In 2022-2023, AHRD incurred a net loss of -\$33,148.58. In 2023-2024, incurred a net loss of -\$54,787.69. AHRD last year, AHRD passed a deficit budget of -\$27,950.00 net income. The actual net income year-end in June is -\$54,787.69. In 2023, AHRD also incurred a net loss of -\$33,148.58.

Under new management in July, 2024, the AHRD Board reviewed the detailed expenses from the previous two years and is focusing on member value and expansion, revenue development and diversification and reducing expenses for the long-term sustainability. Since 2010, there has not been a dues increase or significant increases in conference registration fees.

In order to pass a balanced budget, the board voted to increase membership dues with the exception of the student membership category. In addition, the board is working on revenue diversification with full sponsorship funding required for the fifth season of the HRD Masterclass podcast, exploring research to practice initiatives to expand our reach, sponsor development and has formed a Fundraising Committee lead by Past President Laura Bierema.

When AHRD cancelled in-person conferences in 2021, the Marriott Minneapolis did not charge a cancellation fee for the rebook from 2021 to 2023. The Marriott Alexandria reduced the cancellation for 2022 by 75% when we rebooked for two years in a row (2024 and 2025). In the end AHRD paid, \$29,010.75 in cancellation fees due to the rebooking due to the pandemic.

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

End of Year Financial Summary

	FY 2022-2023	FY 2023-2024		
Income				
Conference Fees	\$137,404.00	\$166,837.00		
Membership Dues	\$75,509.00	\$77,629.00		
Dividend & Interest	\$4,056.79	\$5,539.49		
Other	\$21,204.43	\$6,779.00		
Royalties	\$28,624.67	\$26,362.29		
Total Income	\$266,798.89	\$283,146.78		
Expenses				
Credit Transaction Fees	\$10,263.00	\$10,749.71		
Committee Expenses	\$0.00	\$1,234.93		
Awards	\$3,589.43	\$4,001.43		
Board Meetings	\$0.00	\$1,460.03		
Management	\$105,996.00	\$108,000.00		
Office Expenses		\$3,803.71		
Publications	\$19,266.37	\$23,154.24		
Professional Fees	\$9,636.17	\$19,818.81		
Research Grants				
Travel	\$2,424.60	\$3,689.26		
Other	\$15,765.99	\$2,367.00		
Conference	\$133,005.91	\$159,655.35		
Total Expenses	\$299,947.47	\$337,934.47		
Income Minus Expenses	-\$33,148.58	-\$54,787.69		
Assets & Liabilities				
Total Assets	\$282,707.04	\$231,934.65		
Accounts Payable	\$49,770.56	\$38,901.99		
Total Liabilities & Equity	\$282,707.04	\$231,934.65		
Conference Profit	\$4,618.09	\$3,761.63		

Concluding Thoughts

Submitted by Seung Won Yoon

The AHRD Board of Directors is a hands-on, working board. Each seat comes with distinct roles and responsibilities—none are symbolic. Every board member actively contributes, serving as committee chairs or co-chairs. I want to express my heartfelt thanks to each of our directors: Joshua Collins, Khalil Dirani, Sonai Chauduri, Thomas Garavan, Grace Oh, Caleb Han, Claretha Hughes, Matthew Hurtienne, Shinhee Jeong, Ciaran McFadden, Terry Maltbia, Sunyoung Park, Kevin Rose, Dae Seok Chai, Eunbi Sim, and Cynthia Sims. I would also like to express my sincere gratitude to our new partners from GMP, Kathie Pugaczewski and Dana Sobania, whose support has been essential for many accomplishments shared in this report.

It has been a pleasure to work alongside Khalil Dirani (Past-President) and Joshua Collins (President-Elect and Conference Chair) as part of the Executive Team. I would also like to extend a warm welcome to our newly elected Board Members: Claire Gubbins, Karen Johnson, Kathy Yeager, and Terry Maltbia (re-elected). As I enter my second year as President, I look forward to continuously working closely with many leadership teams and working groups. I am committed to advancing our mission and strategic initiatives, fostering greater inclusion, and safeguarding the long-term vitality of our special AHRD community.
