

Thank you for choosing the Academy of Human Resource Development (AHRD) as your professional home. On behalf of the Board of Directors, I am pleased to share the 2025 Annual Report.

Looking back, 2025 was a watershed year for AHRD, one in which we moved from transition to traction. Building on important changes initiated in 2024, we focused on strengthening the fundamentals of how we operate so we could better deliver what members expect and deserve: meaningful engagement, timely execution, and clear priorities that advance the field of human resource development.

Our partnership with Global Management Partners continued to mature throughout the year, resulting in stronger financial stewardship, clearer accountability, and more reliable operations. With Kathie Pugaczewski's leadership and the responsiveness of the Global Management Partners team, we improved internal processes, clarified roles across the Board, and increased consistency, responsiveness, and transparency in our work. These improvements provided the stability needed for the Board to focus more fully on member value, program quality, and long-term sustainability.

This report offers a comprehensive view of our progress, including financial and membership insights and detailed updates from each committee and working group. In 2025, AHRD's work was advanced through the collective efforts of many Board teams, including the AHRD Conference in the Americas, Membership and SIGs, Academic Programs, the Antiracism Committee, Strategic Initiatives focused on Bridging Research and Practice, Communications and Branding, International Committees, Masterclass Podcasts, Research and Journals, and the Executive Committee. Each group played a distinct and important role in moving the Academy forward.

Importantly, we began our 2025 Board work by listening. As we entered a new partnership and reexamined how we serve members, we conducted a member needs assessment that began with the Board and expanded to current and past members. The insights gathered helped clarify what members

value most and where AHRD can have even greater impact. From this work, the Strategic Initiatives team developed Member Value Proposition statements that now guide our priorities, resource decisions, and new initiatives.

MVP: AHRD: Advancing the Science and Practice of Human Resource Development

The Academy of Human Resource Development (AHRD) is the premier global community dedicated to advancing HRD research and practice. We unite leading scholars, scholar-practitioners, faculty, and professionals with emerging researchers and students to shape the future of work and improve organizational performance worldwide. Through cutting-edge research, evidence-based resources, and inclusive collaboration, AHRD empowers members to elevate their careers, drive innovation, and contribute to the evolving workplace. AHRD empowers you to:

- Advance the Field — Influence HRD theory and practice through research, collaboration, and thought leadership.
- Gain Recognition — Earn distinction through awards, leadership roles, and peer-reviewed publications.
- Grow Professionally — Access world-class conferences, learning opportunities, and development resources.
- Build Global Connections — Join a vibrant, international community of HRD experts, educators, and practitioners committed to transforming organizations.

AHRD isn't just a network—it's a catalyst for impact, growth, and meaningful change in the HRD field.

While AHRD has long been recognized for its strong research foundation, we continue to broaden our reach by inviting more practitioners and elevating their voices, perspectives, and needs. Throughout 2025, the Board translated lessons from the previous year into focused action. With stronger operational foundations in place, we emphasized clarity, coordination, and follow-through.

Member engagement deepened through intentional support of SIGs, expanded communication, and new spaces for connection that reduced barriers to participation and encouraged collaboration across communities. At the same time, we strengthened academic programs through PEN, expanded leadership development opportunities for students and early-career professionals, and reinforced AHRD’s role as a professional home that values both rigor and belonging. Together, these efforts reflect our shared commitment to making AHRD more accessible, responsive, and relevant to the evolving needs of our members.

FY2024-2025 Financials Global Management Partners

At the end of the fiscal year, AHRD made significant progress over the previous two fiscal years with a positive net of \$6516.36. The conference profit was \$35,901.40. With fiscal management, focus on member value proposition assessment, and a successful conference, AHRD is moving in a

sustainable direction. In the coming year, the board will be working on determining strategic initiatives/ pillars and revenue diversification to not rely as heavily on conference income as the primary source of revenue,especially with the rising costs of hotel and AV.

Membership Trends and Special Interest Groups (SIGs)

Submitted by Sunyoung Park, Sanghamitra Chaudhuri, and Karen Johnson

In 2025, AHRD’s Interest Groups (SIGs) demonstrated continued momentum, marked by membership growth, the launch of new SIGs, and expanded opportunities for scholarly and professional engagement.

The 2025 membership trend continues to show an upward trajectory, with the number of SIGs increasing from 15 in 2024 to 17 SIGs in 2025. In 2025, AHRD experienced growth with the launch of two new SIGs - Black SIG and Motherhood SIG reflecting AHRD’s

Table 1: MEMBERSHIP TRENDS 2004-2026

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	458
2026 (Jan)	258	199	7			6	470

ongoing commitment to inclusivity and diverse scholarly communities. This growth also 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, research collaboration, book club, and publications. These initiatives form the backbone of AHRD, making it a welcoming and valuable community for our members.

This year, the Board actively communicated with SIG chairs to promote SIG events and activities. Board members attended SIG events to demonstrate their importance and to provide visible support for SIG activities. In addition, the Board collected information on monthly SIG events and shared these through LinkedIn, enabling the AHRD Communications and Branding Committee to repost them through official channels. These communication and engagement efforts enhanced the visibility of SIG events and activities, strengthened communication between SIGs and the Board, and demonstrated the Board's commitment to supporting SIGs.

We are pleased to report that this year we launched a new initiative, the SIG Mixer, at the AHRD conference, following thoughtful guidance from our leadership team. This initiative was designed to address recurring challenges such as early morning meeting times and the difficulty members face in attending multiple SIG meetings that typically run concurrently.

To respond to these concerns, we allocated a dedicated time slot that brought all SIGs together in one shared space. The conference committee intentionally avoided scheduling any competing events during this period. As a result, the SIG Mixer attracted an unprecedented level of engagement, with attendance exceeding 100 participants. During the Mixer, SIGs had the opportunity to introduce themselves and articulate their focus areas, while also engaging in a friendly, informal competition to draw participants to their tables. This format proved to be a refreshing departure from the traditional SIG structure. Participants responded very positively to the experience and requested additional time

for future mixers. In response to this feedback, we extended the SIG Mixer duration to 90 minutes. We look forward to continuing this initiative at this year's conference.

Together, these collective efforts underscore the vital role of SIGs in advancing AHRD's mission and ensure that they remain a dynamic, inclusive, and high-impact cornerstone of the association. Reflecting on the activities of 2025, 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>).

Antiracism Committee

Submitted by Dr. Chaunda Scott and Marilyn Byrd

The AHRD Antiracism Committee remains deeply committed to advancing equity, justice, and inclusion across the Academy and the broader field of human resource development. In 2025, the Committee continued its critical work to illuminate and address the impacts of systemic and interpersonal racism affecting students, scholars, and practitioners within AHRD and beyond.

Throughout the year, the Committee strengthened AHRD's antiracism infrastructure by contributing to the development and review of antiracism policies and practices, co-sponsoring a learning-focused webcast in partnership with the Workforce Diversity SIG, and authoring quarterly digest articles designed to promote sustained antiracism learning and dialogue within the Academy. A major milestone in 2025 was the Committee's leadership and advocacy in the successful establishment of the AHRD Black Special Interest Group (Black SIG). This newly approved SIG is designed to increase the visibility, voice, and scholarly contributions of Black graduate students, faculty, administrators, and practitioners. Equally important, the Black SIG provides a welcoming, inclusive professional home that fosters community, belonging, and collective advancement for its members and guests.

The Antiracism Committee's impact is further reinforced through its diverse and engaged membership, whose collective expertise spans

scholarship, leadership, and practice. Notably, AHRD continues to demonstrate institutional commitment to antiracism through the historic appointment of its first Antiracism Committee representative to the AHRD Board of Directors—a role that elevates antiracism as a strategic priority within organizational governance and will be revisited for re-election or appointment in 2027. Together, these efforts reflect AHRD's ongoing commitment to building a more equitable, inclusive, and socially responsive scholarly community—one that recognizes antiracism not as a one-time initiative, but as a sustained and collective responsibility.

Americas Conference Report

Submitted by Joshua Collins (AHRD President-Elect) and Yuanlu Niu (Program Chair)

We extend heartfelt thanks to all authors who submitted to the Academy of Human Resource Development (AHRD) Conference, to our 265 volunteer reviewers, to our 13 Track Chairs and 9 Associate Track Chairs, to our Board of Directors, and Kathie Pugaczewski and Sue Yoemans of Global Management Partners. We would also like to thank the rest of the conference team, including Dr. Amin Alizadeh (Proceedings Editor), Dr. Shinhee Park (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 2026 conference is **Engaged, Healthy, and Whole: Driving Learning and Performance for an Empowered Workforce**. We are pleased to again offer the Future Scholars and Leaders Colloquium, led by 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. Finally, this year we aimed to offer greater opportunities for practitioners and students at all levels to participate in conference activities.

We utilized the call for submissions to clarify AHRD's Commitment to Antiracism and provide guidelines for the responsible use of artificial intelligence. There were 5 submission types. We received 395 total submissions. There were 371 refereed submissions (151 full manuscripts, 184 posters, and 36 roundtables) and 24 non-refereed sessions (17 focus sessions and 7 professional development workshops). The final submission number is 339 published in the proceedings and the virtual conference platform after excluding all rejected and withdrawn submissions. In addition, there are 23 non-refereed submissions, which will be presented at the conference but are

not published in the proceedings. Overall, submission and acceptance rates for the conference were in alignment with previous years.

We look forward to welcoming the AHRD community in the DFW metro!

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 Academy's current and future international initiatives. In 2025, 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 2025 UFHRD conference in Belfast, the U.K., was a success, with AHRD members serving as presenters, keynote speakers, and attendees. UFHRD's 2026 conference is scheduled in person on June 17-19 at York St John University in York, the 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 2025 Asian AHRD Conference was planned and operated with the local partner. Both Chai and Han supported the local conference team in the design and implementation of the conference. The conference was a huge success, with AHRD members serving as presenters, keynote speakers, and attendees. Toyo University has agreed to host an in-person conference in November 2026 in Tokyo, Japan. We completed the memorandum of agreement with the University in May 2025.

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.

Strategic Initiatives Working Group

Submitted by Claire Gubbins and Matthew Hurtienne

Formed in August, 2025, the Bridging Research and Practice Group is an AHRD Strategic Projects Initiative which envisions bridging the gap between HRD/Learning and Development research and practice.

Its objectives are two fold. First, to make high-quality research accessible, actionable, and impactful for practitioners, scholars, and students. Second, to collaborate with and engage in knowledge sharing with HRD/Learning and Development practitioners to solicit their experiences and challenges and inform and co-create applied research agenda's and actions.

These objectives will be achieved through:

- Webinars
- The HRD Master Class podcast series
- Joint practitioner/research conference workshops,
- Joint practitioner/research online workshops,
- The Bridging Research and Practice "Insights" blog launching in 2026.

WEBINARS & PODCASTS

[Bridging Research & Practice](#) by Prof. Claire Gubbins, Dublin City University Business School, Ireland
[Human Edge in an AI Powered World](#) by Prof. Jeff Allen, University of North Texas
[HRD Masterclass Podcast Series](#), Hosted by Darren Short, AllbyPodcast

INSIGHTS BLOG FORMATS

- **Insights from Research – Empirical:** 800-word insight blogs grounded in empirical research (covers research question, PICOC (population, intervention, comparison, outcome, context), key findings, practical recommendations, practical applied framework/steps, keywords)
- **Insights from Research – Literature/Systematic or other Review:** 800-word Insights blog summarizing literature review findings (research question, relevance to HRD, PICOC ((population, intervention, comparison, outcome, context), key findings, practical implications for HRD/LD practice and policy, visual model/steps for practice where possible)
- **Practitioner Insights (case studies and interviews):** practitioner Insights blog focusing on a central question of concern in practice, context of practitioners, key themes, illustrative quotes, and "where do we go from here" recommendations.

- **Author's Corner:** 500-800 word author summaries of HRD/Learning and Development books published including summary of the books focus, context and key insights for research and practice.
- **HRD Hall of Fame "View From...":** 500-800 word reflective pieces on key priorities for HRD research and practice, future directions, and advice to scholars and practitioners.

The Working Group will be developing online joint practitioner/researcher workshops as well as exploring a practitioner subscription model to continue to bridge research and practice.

Working Group Members:

- Co-Chairs: Claire Gubbins, Dublin City University (DCU) & Matthew Hurtienne, The University of Texas at Tyler
- Jeff Allen, University of North Texas
- Yonjoo Cho, University of Texas at Tyler
- Yob Ha, Texas A&M University
- Kyung Nam Kim, Texas A&M University
- Kelly Moore, University of Texas Tyler
- Suzanne Murphy, Abeo Consulting
- Kathie Pugaczewski, AHRD
- Katherine Rosenbusch, George Mason University
- Darren Short, All by Podcast
- Cynthia Mignonne Sims, University of Georgia
- Kathy Yeager, Abilene Christian University

For more information go to the [Research Meets Practice webpage](#).

Academic Programs

Submitted by Cynthia Sims, Sanghamitra Chaudhuri, and Kathy Yeager

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), Sanghamitra Chaudhuri (Temple University), and Kathy Yeager (Abilene Christian University). There are 18 academic programs that belong to PEN.

We focused some of our efforts this year to extend the work started in 2024-2025 devising a plan to recruit universities with HRD programs (based on CIP codes) that were not previously a part of AHRD to join our PEN group. We conducted a targeted email campaign and held two information sessions. We also conducted a panel in 2025 where we invited panelists to share their experiences launching online programs in their respective schools.

Based on member feedback, our priorities for 2026 include: Incorporating AI ethically and responsibly in courses, program Accreditation through AHRD, challenges and opportunities created by program name changes, and supporting part time PhD students in their learning. We will continue to have annual in-person meetings with the purpose of program lead networking along with quarterly virtually gatherings as well as keeping the value proposition of job board postings and the AHRD directory.

Working with the AHRD Executive Team and Board, PEN is working to launch a Case Competition for PEN student members at the 2026 AHRD International Research Conference in the Americas. The intent is to provide PEN-affiliated student teams the opportunity to demonstrate their HRD knowledge, analytical capability, and consulting acumen. We will be gathering data to improve the competition offering for future conferences. 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 2025.

AHRD Masterclass Podcasts

Submitted by Darren Short, AllbyPodcast

In June 2021, AHRD launched its first podcast series titled “HRD Masterclass”, hosted by former AHRD President, Darren Short. During 2025, the series released its fifth season bringing the total number of episodes released to 55. In total, over 130 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 focused on answering common “how to” questions related to HRD with episodes covering: how HRD can support veterans; how HRD can respond to AI; how to rethink HRD; how to develop an HRD strategy; how to implement people analytics; how to mentor HRD scholars; how to be culturally responsive in coaching and mentoring; how to prepare the next generation of HRD professionals; how to respond to challenges to DEIB; how to connect HRD research and practice; and how to respond to challenges facing HRD academic programs. Episodes were released via all major podcasting services, including Apple 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.

Costs associated with creating, releasing, and managing the podcast offering are covered by sponsorships. As of January 2026, episodes have been listened to a total of 91,300 times across 175 countries and territories with the top locations being the United States (59% of listeners), India (3%), United Kingdom (3%), and Canada (3%). Already, 14 episodes have each exceeded 2,000 listeners, with the top episodes attracting around 5,000 listeners. Full details of the series and all 55 existing episodes are available via the AHRD website:

<https://www.ahrd.org/page/HRD-Masterclass-Podcast-Series>

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 2025, 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 and Eunbi Sim, AHRD Board Members and Chairs of AHRD Communications and Branding Committee, have served as Editors-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 15th of each month to ensure timely publication.

AHRD Website and Direct Email

Global Management Partners assists members, SIGs, and committees with sharing information on the AHRD website. Global Management Partners 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 5, 2026, the AHRD Facebook Page feed has 2.6k followers and 6,086 views. 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.

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 5, 2026, the AHRD Twitter feed has 801 followers and 1,217 likes. In 2026, 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 2026 on X.

AHRD YouTube Channel

In October 2019, the [AHRD YouTube Channel](#) was created. There are 81 subscribers to the YouTube Channel. The most watched video continues to be “AHRD Presents Dr. Gary N. McLean”, which has 459 total views. The Research Meets Practice Webinars were added to the channel in 2025. Continued and/or increased use of the YouTube channel in 2026 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

Figure 1: Facebook Followers by Age and Gender

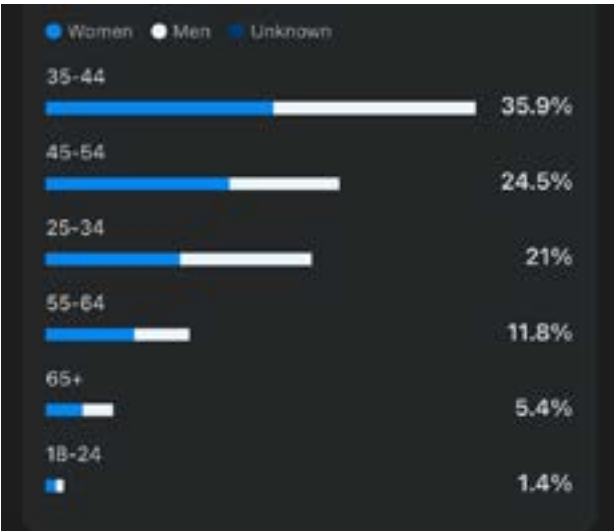


Table 2: Facebook Followers by Country and City



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 5, 2026, there are 161 followers on the Instagram page and 99 posts. In 2026, 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 2026 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 5 2026, the AHRD LinkedIn Page (<https://www.linkedin.com/company/ahrd/>) has 2,344 followers. In the last 1 year, the AHRD LinkedIn page gained 740 new followers. The top cities for followers of AHRD LinkedIn Page are the following:

City/Area	% of followers
Washington, DC - Baltimore Area	3.5
Greater Houston	3.2
Dallas-Fort Worth Metroplex	3
Atlanta Metropolitan Area	2.8
Greater Minneapolis-St. Paul Area	2.7
College Station-Bryan Area	2.5
New York City Metropolitan Area	2.4
Greater Dublin, Ireland	1.8
Baton Rouge Metropolitan Area	1.7
Seoul Incheon Metropolotan Area, South Korea	1.6

Research and Journals Report 2025

Submitted by Thomas Garavan

The four Academy of Human Resource Development journals continue to develop both in terms of impact and quality of publication. These outcomes have been achieved thanks to the continuing leadership and excellent work by journal Editors in-Chief, Associate Editors, Editorial Boards, reviewer in addition to the quality of contributions from scholars and practitioners around the world. Across the four journals there is clear evidence of significant author diversity and geographical reach.

This is important and reveals that worldwide HRD scholarship is flourishing. All four journals have once again broken ground during 2025 – theoretically, empirically, and methodologically. We are thrilled to see the emergence of new topics, perspectives and voices from around the world and encourage authors to both read and publish in HRDQ, ADHR, HRDR and HRDI, and join the global conversation on HRD. A special thanks must go to the reviewers, who have committed their time to ensure a rigorous and constructive review process.

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, Rajashi Ghosh, and Sewon Kim. The four issues of HRDQ published in 2025 addressed issues such as creativity, discrimination , expertise development, workplace bullying and working form home.

Metrics: Clarivate Impact factor: – 3.8.

Exemplar articles include:

- Mazumdar, B., Warren, A. M., & Brown, T. C. (2025). The new meaning of retirement for bridge employees: Situating bridge employment through the lens of the Kaleidoscope Career Model. *Human Resource Development Quarterly*, 36(1), 89–112. <https://doi.org/10.1002/hrdq.21520>
- Frie, L. S., Korzilius, H. P. L. M., Dobbinga, S., Van der Heijden, B. I. J. M., & Sjoer, E. (2025). Meeting new expertise needs throughout careers: A group model building approach in the field of HR/D . *Human Resource Development Quarterly*, 36(3), 287–305. <https://doi.org/10.1002/hrdq.21544>
- Jung, S., & Hong, A. J. (2025). Exploring the combination of individual and organizational–environmental factors in the expression of radical and incremental creativity. *Human Resource Development Quarterly*, 36(4), 409–433. <https://doi.org/10.1002/hrdq.21531>

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. 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 2025 addressed issues such as competence development, race consciousness, informal field-based learning, quiet quitting and high performance works systems.

Metrics: Clarivate Impact factor: – 4.6.

Exemplar articles include:

- Chai, D. S., Kim, H. S., Kim, K. N., Ha, Y., Shin, S. S. H., & Yoon, S. W. (2025). Generative Artificial Intelligence in Instructional System Design. *Human Resource Development Review*, 24(4), 388-417. <https://doi.org/10.1177/15344843251320256>
- Dillard, N., Cavallo, T., & Zhang, P. (2024). A Return to Humanism: A Multi-Level Analysis Exploring the Positive Effects of Quiet Quitting. *Human Resource Development Review*, 24(2), 127-156. <https://doi.org/10.1177/15344843241305655>
- Schmidt, S. W., Baumgartner, L. M., de Faria Santos, H., & Misawa, M. (2024). Lesbian, Gay, Bisexual, Transgender and Queer/ Questioning People and Human Resource Development: An Examination of Recent Literature 2010-2020. *Human Resource Development Review*, 24(1), 93-122. <https://doi.org/10.1177/15344843241281881>

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 is thriving under the editorship of John Mendy. The four issues of ADHR published in 2025 addressed issues such as learning transfer, generational differences, complexity and developing a global workforce.

Metrics: Clarivate Impact factor: – 2.4 .

Exemplar articles include:

- Yawson, R. M., & Goryunova, E. (2025). Nested Complexity: A Conceptual Framework for Leveraging AI for Sustainable Organizations and Human Resource Development. *Advances in Developing Human Resources*, 27(2-3), 91-123. <https://doi.org/10.1177/15234223251335908>
- Cseh, M., Crocco, O. S., Engel, L., & Follman, J. (2024). Preparing a Globally Competent Workforce: A Mixed Methods Study of an

Innovative Co-Curricular University Program. *Advances in Developing Human Resources*, 27(1), 5-26. <https://doi.org/10.1177/15234223241296186>

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 Editor-in-Chief, Stefanos Nachmias leadership the journal has made major strides in increasing its impact. The five issues of HRDI published in 2025 addressed issues such as cross-cultural development, growth experience, critical HRD scholarship and crisis leadership.

Metrics: Clarivate Impact Factor : 3.9.

Exemplar articles include:

- Els, R. C., & Meyer, H. W. (2025). The influence of leaders' attitudes and commitment to quality management of training on organisational excellence: a mixed-methods study. *Human Resource Development International*, 28(1), 79-109.
- Oh, S., & Kim, K. (2025). Organizational learning from failures: double moderating impact of organizational trust and owner-manager interest in human resource development. *Human Resource Development International*, 28(4), 492-517.
- Matsuo, M. (2025). Supporting experiential learning for expanding successes: extending Kolb's model. *Human Resource Development International*, 28(3), 423-445.

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	FY 2024-2025
INCOME			
Conference Fees	\$137,404.00	\$166,837.00	\$188,222.40
Membership Dues	\$75,509.00	\$77,629.00	\$87,666.20
Dividend & Interest	\$4,056.79	\$5,539.49	\$2,987.53
Other	\$21,204.43	\$6,779.00	\$36,364.00
Royalties	\$28,624.67	\$26,362.29	\$31,612.43
TOTAL INCOME	\$266,798.89	\$283,146.78	\$346,852.56
EXPENSES			
Credit Transaction Fees	\$10,263.00	\$10,749.71	\$8,937.14
Committee Expenses	\$0.00	\$1,234.93	\$0.00
Awards	\$3,589.43	\$4,001.43	\$2,672.55
Board Meetings	\$0.00	\$1,460.03	\$1,437.50
Management (Personnel)	\$105,996.00	\$108,000.00	\$121,000.00
Office Expenses	\$0.00	\$3,803.71	\$10,000
Publications (AHRD Journals)	\$19,266.37	\$23,154.24	\$10,152.85
Professional Fees (accountant, Insurance, Web Hosting)	\$9,636.17	\$19,818.81	\$24,509.56
Research Grants	\$0.00	\$0.00	\$0.00
Travel (Other)	\$2,424.60	\$3,689.26	\$2,305.93
Other	\$15,765.99	\$2,367.00	\$7,000.17
Conference	\$133,005.91	\$159,655.35	\$152,321.00
TOTAL EXPENSES	\$299,947.47	\$337,934.47	\$340,336.20
INCOME MINUS EXPENSES	\$-33,148.58	\$-54,787.69	\$6,516.36
ASSETS & LIABILITIES			
TOTAL ASSETS	\$282,707.04	\$231,934.65	\$211,162.52
ACCOUNTS PAYABLE	\$49,770.56	\$38,901.99	\$2,982.95
TOTAL LIABILITIES & EQUITY	\$282,707.04	\$231,934.65	\$211,162.52
Conference Profit	\$4,618.09	\$3,761.63	\$35,901.40

Concluding Thoughts

Submitted by Seung Won Yoon

The AHRD Board of Directors is a hands-on, working board. Each seat carries distinct roles and responsibilities, none are symbolic. Every board member actively contributes, serving as a committee chair or co-chair, often across multiple teams. I would like to express my heartfelt thanks to our directors: Joshua Collins, Khalil Dirani, Sanghamitra Sonai Chaudhuri, Thomas Garavan, Caleb Seung-hyun Han, Clareth Hughes, Matthew Hurtienne, Karen Johnson, Kathy Yeager, Shinhee Jeong, Terry Maltbia, Sunyoung Park, Dae Seok Chai, Eunbi Sim, Claire Gubbins, and Cynthia Sims.

I am also deeply grateful to our management partners at Global Management Partners, especially Kathie Pugaczewski and Sue Yoemans, whose steady support and leadership have been essential to many of the accomplishments highlighted in this report. It has been a privilege to work alongside Khalil Dirani (Past President) and Joshua Collins (President-Elect and Conference Chair) as part of the Executive Team. I warmly welcome our newly elected Board Members, John Turner, Ana Carolina Rodriguez, Ahmed Al-Asfour, Yuanlu Niu, and Tomeka Greer, incoming President-Elect.

As I reflect on the past four years, including two years as President Elect chairing the conference and two years as President, I find the experience both humbling and deeply rewarding. Working alongside such dedicated board members and colleagues has been one of the most meaningful aspects of my professional service. As my term concludes at the 2026 AHRD Conference, I look forward to continuing to support the Academy as Past President and to working closely with the incoming President and leadership team.

Thank you for being part of the AHRD community. I hope you will continue to engage, contribute, and grow with us as we advance the field of human resource development together.