



academy of human resource development

Call for Submissions 2027

The Academy of Human Resource Development

presents its

34th International Research Conference in the Americas

***Powering Human Potential: HRD at the Intersection of Work, Identity,
and Innovation***

January 29, 2027 | Online

February 10-12, 2027 | Houston, Texas



Conference Information

The Academy of Human Resource Development (AHRD) exists to encourage the systematic study of Human Resource Development (HRD) theories, processes, and practices; to disseminate information about HRD; to encourage the application of HRD research findings; and to provide opportunities for social interaction among individuals with scholarly and professional interests in HRD from multiple disciplines and from across the globe. AHRD's vision is "Leading Human Resource Development through Research."

Powering Human Potential: HRD at the Intersection of Work, Identity, and Innovation

The Academy of Human Resource Development's 2027 International Research Conference in the Americas invites scholars and practitioners to explore how HRD can develop human potential and power new possibilities in a world defined by rapid change, complexity, and transformation. Providing a powerful backdrop for this conversation, Houston is one of the most economically dynamic, diverse, and globally connected cities in the United States. As organizations navigate the accelerating forces of technological disruption, demographic shifts, and evolving expectations around work and learning, HRD is uniquely positioned to serve as both an anchor and a catalyst for developing people with the capacity to adapt, lead, and thrive in these environments. This year's theme calls us to examine how HRD can expand what is possible for individuals, organizations, and communities by building systems and cultures that invest in human capability at every level.

Some questions for consideration include: How can HRD foster resilient learning ecosystems that prepare workers for roles and industries that are rapidly evolving? What does it mean to develop the whole person in contexts shaped by technological acceleration? How can HRD bridge the gap between scholarly knowledge and practitioner action to drive meaningful workforce transformation? And how do we design development experiences that are responsive to the full diversity of learners, communities, and organizational contexts in a dynamic world?

Dates and Location

Virtual Day: January 29, 2027 (Friday)
Pre-Conference: February 9 – 10, 2027 (Tuesday – Wednesday)
Conference: February 10 – 12, 2027 (Wednesday – Friday)
In-Person Location: Houston Marriott Westchase
2900 Briarpark Dr., Houston, TX 77042

<https://www.marriott.com/en-us/hotels/houwm-houston-marriott-westchase/overview/>

The 34th AHRD International Research Conference in the Americas program will include a selection of blind, peer-reviewed contributions that cover a broad spectrum of topics, perspectives, and research paradigms. The conference will also offer various sessions designed to foster generative learning and facilitate both formal and informal discussions on subjects of shared interest to scholars and practitioners. AHRD welcomes all individuals engaged in the field, regardless of their career stage or professional affiliation.

About the Virtual Conference Day

New for 2027, AHRD is introducing a dedicated Virtual Conference Day on Friday, January 29, 2027, one week prior to the in-person conference in Houston. This addition reflects AHRD's commitment to global inclusion and its desire to reduce barriers to scholarly participation across borders.

The Virtual Day is specifically designed to welcome international scholars and practitioners who wish to present their work and engage with the AHRD community but are unable to travel to the United States. AHRD recognizes that visa restrictions, travel costs, and logistical barriers can prevent talented scholars from participating in the conference, and the Virtual Day is one effort to close that gap.

What to Expect on the Virtual Day:

- **Virtual Research Presentations:** Selected submissions across all submission tracks and categories will be considered for presentation on January 29 via the conference's virtual platform. Authors who wish to be considered for virtual day scheduling should indicate this preference at the time of submission. The Program Committee will make final scheduling decisions based on overall program needs.
- **AHRD Annual Business Meeting:** The AHRD Annual Business Meeting will be held virtually on January 29 and is open to all current AHRD members and all 2027 conference attendees.
- **Session Chair Training:** All volunteers serving as session chairs for the in-person conference will complete the required orientation session on the Virtual Day. More details will be provided for the session chair volunteers following the Call for Session Chair Volunteers opening on November 9, 2026.

Virtual Day sessions will be hosted on a platform to be announced. All registered conference participants, including those registered for Virtual Day participation only, will have access to the Virtual Day program. Additional technical details and platform information will be made available on the Conference Central website at www.ahrd.org approximately four weeks before the conference.

AHRD's Commitment to Antiracism

The Academy of HRD Antiracism Committee, formed in response to urgent societal calls for justice marked by the murder of George Floyd in 2020, is a cornerstone of AHRD's commitment to combating racism and racial bias, as well as other interlocking systems of oppression. The committee's mission is rooted in the dismantling of racist practices and ideologies, to normalize racial equity through rigorous research, ongoing dialogue, and actionable policies. The Antiracism Committee advocates for the elimination of white supremacy by working to embed antiracism across the organization. The Antiracism Committee embodies AHRD's dedication to creating an inclusive conference experience. By fostering environments for antiracist learning and unlearning, the committee seeks to address immediate concerns and promote frameworks for sustainable change. The AHRD's proactive approach to advancing antiracism via a permanent Antiracism Committee underscores its enduring dedication to these values, reinforcing the importance of this work in shaping future leaders who prioritize inclusivity and equity. In further alignment with AHRD's Standards on Ethics and Integrity (2nd Edition), AHRD's commitment to antiracism emphasizes the importance of competence, integrity, professional responsibility, respect for people's rights and dignity, concern for others' welfare, and social responsibility. AHRD members and conference participants should be "aware of and respect cultural, individual and role differences, including those based on age, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups. HRD professionals try to eliminate the effects of biases based on those factors on their work, and they do not knowingly participate in or condone activities of others based upon such prejudices" (p. 10). Accordingly, any forms of discriminatory behavior will not be tolerated by the AHRD community.

Conference Culture of Respect, Inclusion, and Professional Conduct

AHRD is committed to providing a safe, welcoming, and intellectually rigorous environment for all conference participants. This commitment extends to all conference spaces, including in-person sessions, virtual events, social gatherings, and any online interactions associated with the conference.

Expected Standards of Conduct

All participants are expected to engage with one another with professionalism, respect, and good faith. This includes:

- Treating all participants with dignity during presentations, Q&A, roundtables, and informal interactions.
- Offering critique that is constructive, evidence-based, and directed at ideas rather than individuals.
- Honoring the contributions of scholars at all career stages, including graduate students and early-career researchers.
- Actively working to create space for diverse voices and perspectives in discussions and sessions.

Unacceptable Conduct

The following behaviors will not be tolerated at any AHRD conference event, whether in-person or virtual:

- Harassment, intimidation, or discrimination of any kind.
- Verbal abuse, personal attacks, or demeaning language directed at any participant.
- Unwelcome physical contact or inappropriate personal advances.
- Deliberate disruption of presentations or sessions.
- Retaliation against any individual who raises a concern or files a report.

Reporting and Accountability

AHRD takes all reports of misconduct seriously. Any participant who experiences or witnesses behavior that violates these standards is encouraged to report it promptly to the Senior Ambassador for Conference Engagement or the AHRD President-Elect. Reports may be made in person or by email. All reports will be reviewed with care, confidentiality, and urgency. AHRD reserves the right to remove any participant from the conference whose conduct is found to violate these standards. No refunds will be offered.

By registering for and participating in the AHRD conference, all attendees agree to abide by these standards. AHRD believes that the quality of our scholarship depends on the quality of our community, and we are committed to holding that community to the highest standards of respect and integrity.

Guidelines on Authorship Limits

AHRD is committed to providing a balanced and equitable platform for all scholars to present their work. To ensure a wide representation of ideas and fair access to presentation opportunities at the AHRD Conference in the Americas, the following policy will be enforced:

- An individual may serve as the **lead author on no more than three refereed submissions**.
- In addition to the limit on lead author submissions, an individual may be listed as a **co-author (second, third, fourth, etc.) on up to three additional refereed submissions**. This brings the total potential involvement to a maximum of six refereed submissions per author (three as lead and three as co-author). This number is inclusive of all submissions for the virtual day and the in-person conference.
- Only the first three refereed submissions by a **lead author** may secure a conflict-free presentation schedule. Additional accepted submissions may face scheduling conflicts due to the logistical complexities of accommodating numerous presentations.
- Exceptions to maximum refereed submissions will **not** be considered by the Program Committee under any circumstances.

We appreciate the ongoing engagement and dedication of our members and look forward to a rich exchange of knowledge and ideas at the conference.

Submission Tracks

The Academy of Human Resource Development welcomes submissions from all academic fields and disciplines that focus on workplace and organizational learning, performance, change, and related issues and challenges. We highly encourage submissions from scholar-practitioners across all conference submission tracks. We also invite submissions related to the conference theme:

Powering Human Potential: HRD at the Intersection of Work, Identity, and Innovation

Consistent with AHRD's commitment to antiracism, for the 2027 conference, we continue to aim to increase the number of manuscripts focused on antiracism work and/or racial/social injustice. In addition, we encourage all submissions to consider potential connections between antiracism and the conference theme and to embed antiracism themes and implications across all conference submission tracks.

Conference Submission Tracks

- Assessment, Evaluation, and People Analytics
- Career Development, Mentoring, and Lifelong Learning
- Global and Cross-Cultural HRD
- HRD Teaching, Student Engagement, and Faculty Development
- Leadership Development and Strategic HRD
- Organization Development and Change
- Workforce Development, Economic Mobility, and Community Partnerships
- Workforce Diversity, Social Justice, and Critical HRD
- Workplace Well-being and Engagement
- Workplace Learning and Talent Development
- Virtual HRD, Technology, and Artificial Intelligence

Submission Categories

Within each track, authors will assign their submission(s) to one of the following two categories and submission types:

<u>Refereed Submissions</u>	<u>Non-Refereed Submissions</u>
• Full Manuscript • Roundtable • Poster	• Focus Session • Professional Development Workshop • Practitioner Session

The Conference Program Committee reserves the right to reclassify submissions based on reviewer feedback or program time limitations. Examples of submissions for each category can be viewed on the *Conference Central* website (www.ahrd.org). Each submission must comply with **APA 7th edition** and follow the paper formatting requirements for Professional Papers unless otherwise noted. Sample papers are provided for each submission type on the *Conference Central* website (www.ahrd.org).

Refereed Submissions

The following submission types undergo blind peer review. **Please be sure to remove all author-identifying information from the uploaded document that is submitted for review.** Submissions are judged based on overall quality, innovativeness, and scholarly/practical contribution. The full criteria that reviewers will use will be available on the Conference Central website (www.ahrd.org).

1. Full Manuscripts (5,000-8,000 words, including references)

This is a fully developed, scholarly product sharing completed empirical studies and/or substantive theoretical/conceptual works. AHRD is committed to papers representing the majority of the submissions on the conference program. Manuscripts should demonstrate theoretical and practical relevance, rigorous methods, and compelling results.

For this category, authors will submit a full manuscript, including an abstract, for peer review. Abstracts must be included as part of the original submission and be 250 words maximum. Authors will be able to choose whether to publish either the Full Manuscript or an Abstract Only in the Conference Proceedings at the time of submission. This decision must be made at the time of the initial submission of the manuscript and CANNOT be changed.

Publication of Full Manuscript in Conference Proceedings: Authors must submit the full manuscript, including abstract and references, for peer review. Your full manuscript, including the abstract, will be published in the Proceedings if your paper is accepted and you comply with the revision process.

Publication of Abstract only in Conference Proceedings: Authors must submit the full manuscript, including abstract and references, for peer review. Once the submission is accepted, the author must resubmit only the abstract, with revisions, as needed, for publication in the proceedings. The submitted abstract should have the following components:

- Title Page: include the author(s) names, institutional affiliation, and title of the manuscript.
- Abstract: provide an overview of your paper, up to 250 words (with revisions as part of the peer review process).
- Keywords: list three (3) keywords (maximum)

Scheduling in the Conference Program: Up to four individually submitted papers will be grouped together to share a 75-minute session. Individual presenters will be allocated 15 minutes as a part of that session. The session will be facilitated with opportunities for questions and answers. Refereed full manuscript sessions are the only sessions that will receive AV equipment and support. No exceptions will be made.

2. Roundtables (1,500-2,000 words, excluding references)

Roundtable sessions provide an opportunity for scholars to share works in progress and engage in focused dialogue with other conference attendees. Roundtables create an informal, interactive setting for sharing research, theory, practice, or methodological innovation and are intended to foster collegial exchange.

For this category, authors will submit an extended abstract for peer review. The abstract should be between 1,500–2,000 words (excluding references) and provide sufficient context, background, and detail to allow reviewers to assess the quality and relevance of the work. Submissions should reflect the scholarly rigor appropriate to the stage of the work while emphasizing openness to dialogue.

Submissions must include the following:

- Title of the proposed roundtable
- Extended abstract (1,500-2,000 words, excluding references). The abstract should clearly outline key ideas/problems, purpose, context/background, description of the work, potential contributions to HRD research and/or practice, a list of substantive questions or prompts intended to guide discussion during the session
- References

The author's name or other identifying information should not appear on the cover page and abstract narrative during the initial submission process.

If the roundtable submission is accepted, authors will resubmit the abstract with necessary revisions (1,500-2,000 words, excluding references). The abstract must be resubmitted with author information on the cover page. Titles of abstracts for the Roundtable Session will appear in the Conference program, and the abstracts will appear in the Conference proceedings.

Scheduling in the Conference Program: Individually submitted roundtables will be grouped within a shared room during a 40-minute session block. Each roundtable will have a dedicated table with chairs to facilitate focused conversation. Presenters will briefly introduce their work and then engage participants in discussion. Presenters are encouraged to prepare their own handouts, but AHRD will not provide or coordinate materials. Refereed roundtables will not receive any AV equipment or support. No exceptions will be made.

3. Posters (no more than 1,000 words, excluding references)

Poster sessions provide an opportunity to share innovative research ideas and engage in conversations with other attendees. The poster format is available in Appendix A of the Call for Submissions and online at Conference Central. Poster presentations should represent original work that has not been previously reported at a conference and should reflect scholarly rigor appropriate to the stage of the project. All poster abstract submissions will be peer-reviewed.

Submissions should be marked as either a 1) research proposal, 2) work in progress, or 3) completed project and should include the information below.

- Title of the proposed poster

- Abstract of the proposed poster (no more than 1,000 words, excluding references). Abstracts should clearly outline the purpose, background/literature framing, methodology (if applicable), preliminary or final findings, and potential implications for HRD research and/or practice.
- References

The author's name or other identifying information should not appear on the cover page and abstract narrative when submitted during the initial submission process.

If the poster submission is accepted, authors will resubmit the poster abstract with necessary revisions. The poster abstract must be resubmitted with author information on the cover page. In addition, authors will be asked to submit a one-page visual draft or summary description of the planned poster content (figures, tables, models, or design elements) prior to the conference. This will help ensure poster quality and consideration for the new AHRD Innovative Poster Award (described below). Titles of abstracts for the Poster Session will appear in the Conference program and the 1,000-word abstracts will appear in the Conference proceedings.

Scheduling in the Conference Program: Individually submitted posters will be grouped together to share a 75-minute session. Poster sessions will not receive any AV equipment or support. No exceptions will be made.

Non-Refereed Submissions

The following submission types are **not** blind peer reviewed. The reviewers of the proposals for these sessions will see the names of the presenters, participants, and organizers. Proposals are judged based on overall quality, innovativeness, and contribution. Submission samples along with the full criteria the reviewers will use are available on the *Conference Central* website (www.ahrd.org).

All non-refereed sessions will be scheduled in the conference program with the title, a brief description of the session, and a list of the sponsors/facilitators/presenters. There will be no materials printed in the conference proceedings for these sessions. Organizers of these sessions are invited to provide handouts (at their own expense) in whatever format they wish during the session.

No AV equipment or support will be provided for any category of non-refereed submissions. No exceptions will be made.

1. FOCUS Sessions

This format allows the opportunity to offer a session that focuses in-depth on a specific topic area. These sessions may be colloquiums, expert panel discussions, or other kinds of session designs that foster scholarly exploration as related to a specific topic. All presenters must be listed in the submission.

Sponsor(s) should submit a proposal that provides:

1. Title of the Session
2. Abstract/description of the focus session (100 words maximum) and keywords (maximum of three). This information will be used to assign reviewers.
3. Detailed description of the session that will include:
 - Substantiation of the session's need
 - Description of the various perspectives offered by each participant/facilitator, including how their perspectives will add to the discussion
 - Review of the session's purpose, design, and approach, including an outline of the session's organization and timeline
 - Description of how the session contributes towards the advancement of HRD (1,000–2,000 words maximum, including references)

4. Relevant biographical information for the sponsor and each panelist, specifically highlighting expertise as related to the focus of the session (100 words maximum per person). This is not part of the word count listed for the description of the session.

Scheduling in the Conference Program: FOCUS sessions will be scheduled as one 75-minute session facilitated by the organizer(s) of the session. FOCUS sessions will not receive any AV equipment or support. No exceptions will be made.

2. Professional Development Workshops

Professional Development Workshops (PDWs) provide structured, hands-on learning experiences for conference participants. These workshops are designed to build specific skills or knowledge relevant to HRD scholarship or practice. PDWs should be highly engaging and interactive sessions with clearly outlined learning objectives that can be achieved within a 75-minute session. All presenters and facilitators must be listed in the submission.

****Note:** AHRD will not accept proposals for workshops that include descriptions of commercial products that the presenter is marketing.

Sponsors should submit a proposal that provides:

1. Title of the Workshop
2. Abstract/description (100 words maximum) and keywords (maximum of three).
3. Detailed description (1,000–2,000 words) including: target audience; learning objectives; flow of the session; instructional design, methods, and activities; description of facilitator expertise; and how the workshop advances HRD knowledge or practice.
4. Biographical information for each facilitator (100 words maximum per person). This is not part of the word count listed for the description of the session.

Scheduling in the Conference Program: Professional Development Workshops are scheduled as 75-minute sessions. No AV equipment or support will be provided. No exceptions will be made.

3. Practitioner Sessions

Practitioner Sessions are designed to bridge HRD scholarship and organizational practice. These sessions bring practitioner perspectives, case studies, or applied solutions to conference attendees. All presenters must be listed in the submission.

Sponsors should submit a proposal that provides:

1. Title of the Session
2. Abstract/description (100 words maximum) and keywords (maximum of three).
3. Detailed description (1,000–2,000 words) including: description of the practice challenge or case, connection to HRD research and theory, key takeaways for attendees, and how the session advances scholar-practitioner dialogue.
4. Biographical information for each presenter (100 words maximum per person). This is not part of the word count listed for the description of the session.

Scheduling in the Conference Program: Practitioner Sessions will be scheduled as 75-minute sessions. No AV equipment or support will be provided. No exceptions will be made.

Other Formatting Guidelines for Submissions

All submissions must comply with the guidelines outlined in this document to be reviewed for inclusion in the conference. Any submissions that are not in compliance will not be reviewed and/or accepted.

Formatting of Both Refereed and Non-Refereed Submissions

- Submissions must comply with the word limits specified in the guidelines as described in the submission categories. Submissions exceeding word limits will not be reviewed.
- The document must be saved as both a Microsoft Word file (.doc or .docx) and a PDF. Please submit both the Word document and the PDF for the initial and final submissions.
- Document should be formatted for 8 ½ x 11 paper (with 1" margins).
- All submissions must comply with formatting and writing style standards as defined by the Publication Manual of the American Psychological Association (APA; 7th edition) unless the proposal requirements allow for exceptions.
- Use Times New Roman font (12 pt.) for all submissions.
- All tracked changes have been accepted, and the document is saved without comments or tracked changes.

Additional Formatting Requirements for Refereed Submissions Only

- All author-identifying information has been removed (including information in document file properties).
- The document should be in Times New Roman font (12 pt.) and double-spaced.
- Separate title page formatted as outlined in APA (7th edition). Include title only for blind-review submission – no author identification for manuscripts that will undergo blind peer review.
- Abstract page formatted as outlined in APA (7th edition). Each manuscript must meet the requirements outlined for that type of submission. Guidelines for refereed full manuscripts posters, roundtable submissions, and a non-refereed submission template are available online at Conference Central.

Conference Guidelines on Responsible Use of Artificial Intelligence

The Academy of HRD aims to embrace the integration of technology in HRD research and practice. Recent developments in Artificial Intelligence (AI), including generative, natural, and large language processing tools and models, warrant the attention of the field as scholars and practitioners seek guidelines for using AI responsibly. As the AHRD community continues to adapt to the rapidly changing landscape surrounding AI, the following guidelines are intended to assist authors in the development, understanding, and implementation of responsible AI usage as it relates to submissions for the annual conference. These guidelines are *developmental, advisory, and flexible*, and should not be interpreted as definitive constraints. These guidelines are also informed by prevailing expectations for originality, transparency, proper attribution (see APA 7th edition), and [AHRD Standards on Ethics and Integrity \(2nd Edition\)](#). Given AI use is evolving, it is up to the contributor to remain current with APA style requirements. Anyone using ChatGPT, Claude, or similar should review APA guidance on how to properly [cite AI tools](#).

These guidelines are not intended to be an exhaustive list of considerations. Authors are encouraged to engage in continued individual learning and understanding of AI applications in research. Should any concerns arise regarding AI usage in a conference submission, the Program Committee may initiate a

dialogue with the author(s) to better understand the context and possibly suggest modifications or further review.

Transparency, attribution, and acknowledgement

- Disclose how AI was used in your research, including the precise AI tools used and their roles. Provide citation or attribution where appropriate.
- Include a descriptive statement in the body of the manuscript if your submission utilizes AI-generated, or significantly modified, content.
- Provide attribution for AI-generated content. Ensure that any text or data substantially produced or altered by AI is clearly marked in your submission. Another example is an AI-generated image, which should be sufficiently identified as an AI product in the figure description.
- Remember: Current [APA guidance](#) disallows the naming of AI as an author or co-author of a manuscript and encourages full disclosure of any AI use in research.

Academic integrity and reproducibility

- All authors are responsible for the accuracy, integrity, and originality of submitted work, including any portions generated or assisted by AI tools.
- AI-generated content must not be used to misrepresent data, fabricate citations, or create false impressions about the novelty or scope of research.
- Authors must ensure that AI-generated content can be independently verified and reproduced as appropriate to the research method.

Limitations of AI

- AI tools may produce content that is outdated, factually incorrect, or biased. Authors are responsible for verifying all content for accuracy and appropriateness.
- AI tools should not be used as substitutes for scholarly expertise, critical thinking, or original analysis.

AHRD Conference Awards

Refereed full manuscripts are eligible for the **Human Resource Development Cutting Edge Award** and the **AHRD Graduate Student Outstanding Paper Award** based on criteria described below. The two awards maintain separate review and selection processes. Therefore, consideration/selection for one award does not preclude nor guarantee consideration/selection for the other. Refereed posters are eligible for the **AHRD Innovative Poster Award** based on the criteria described below.

Human Resource Development Cutting Edge Award

The Human Resource Development Cutting Edge Awards are given to the author(s) of up to ten outstanding scholarly papers from those submitted to the annual Conference Proceedings of the Academy of Human Resource Development for the same year. All full manuscripts, including those published in the abstract only format, will be eligible for consideration for the HRD Cutting Edge Awards.

Submissions are evaluated based on the following criteria: new knowledge contribution to the HRD profession, theoretical and/or practical importance of the problem, appropriateness of approaches and/or methods used, conclusions, and quality of reporting.

Selection Process

Manuscripts are nominated for the award using a three-stage process including reviewers, track chairs, proceedings editors, and outside reviewers with final decisions made by the Conference Program Team.

AHRD Graduate Student Outstanding Paper Award

The purpose of this award is to encourage excellence in research by graduate student members of AHRD. Recognizing outstanding research of graduate students acknowledges the importance of the contributions of new scholars to the field of AHRD.

All student-authored full manuscripts, including those published in the abstract only format, will be eligible for consideration for the AHRD Graduate Student Outstanding Paper Award. Papers are only eligible for the award if completely authored by a student or group of students. Student authorship must be indicated at the time of submission.

Criteria for selection:

1. Award winners must be current members of the Academy of Human Resource Development.
2. Award winners must be enrolled in a graduate program at the time of submission to the AHRD conference.
3. The paper must be a refereed full manuscript submission authored solely by graduate students. It may be co-authored with other currently enrolled students (at the time of submission) but cannot be co-authored with a faculty member.
4. The paper must be based on research conducted by the student and have been accepted for presentation at the conference. Award nominees and winners must commit to presenting their accepted papers at the conference.
5. The paper may be conceptual, empirical, theoretical, and/or methodological in nature.
6. Nominees will be evaluated through a committee review process across the following criteria:
 - Contribution to the field of HRD (25%)
 - Quality of research (25%)
 - Quality of writing (25%)
 - Potential impact of the applicant's work on the field of HRD (25%)

Selection Process

When submitting a full manuscript to the conference, there is an option to indicate that all authors are current students and members of AHRD. All full refereed manuscripts which have indicated student member authorship will be eligible for award consideration upon acceptance to the conference.

Selection by the current Conference Program Team, AHRD Board Awards Chair, plus two additional AHRD Board Members.

AHRD Innovative Poster Award

The purpose of the AHRD Innovative Poster Award is to recognize outstanding poster submissions (up to two annually) that demonstrate innovative research ideas and strong potential to make a meaningful impact on both HRD scholarship and practice. The award especially values contributions that bridge academic and practitioner communities and support the professional development of emerging scholars and scholar-practitioners. All posters submitted to the conference will be eligible for consideration.

Criteria for selection:

1. Award winners must be members of the Academy of Human Resource Development.
2. The poster submission must have been accepted for presentation at the conference.
3. Nominees will be evaluated through a blind peer-review process across the following criteria:
 - Contribution to the field of HRD (25%)
 - Innovation and originality (25%)
 - Scholar-practitioner relevance and impact (25%)
 - Clarity and quality of the writing and presentation of information (25%)

Selection Process

Poster submissions are nominated for the award using a three-stage process including reviewers, track chairs, and outside reviewers with final decisions made by the conference program team. Stage 1 occurs during peer review when reviewers will have the option to nominate proposals for consideration. Stage 2 involves track chairs screening nominated proposals and developing a shortlist of finalists. Stage 3 concludes with a final evaluation process including two volunteer members of the AHRD Board of Directors and the conference team. The program chair will review the results of this process and make a determination.

Presentation Schedule

Authors must be able to present at any time during the conference. For authors scheduled on the Virtual Day (January 29), participation requires only a reliable internet connection and access to the virtual platform — no travel to Houston is required for Virtual Day presentations alone. Authors scheduled for in-person sessions (February 10–12) must be present in Houston. AHRD will provide additional information regarding exact days, times, and technology in the coming months. The presentation schedule and presentation guidelines will be available on the Conference Central website approximately four weeks before the conference.

Important Notes, Dates, and Deadlines

July 2026	Submission system opens
August 31, 2026	Submission deadline for manuscripts
October 12, 2026	Decision notifications to authors
November 2, 2026	Camera-ready submissions due
November 9, 2026	Call for Session Chair volunteers opens
January 29, 2027 (virtual) February 10-12 2027 (in-person)	Conference Dates

Critical Notes

1. All submissions must be submitted within the following dates:
 - Submission system opening date: **July 2026**
 - Submission closing date: **August 31, 2026** (11:59 pm PST)These dates are firm, and no extensions will be granted.
2. All authors must attest that the submission complies with articles outlined in the Representation of Authorship and Agreement as to Publication of Materials. All authors will verify this in the submission system and not on a separate form. The terms of the Representation of Authorship and Agreement as to Publication of Materials is available for review on the *Conference Central* website at www.ahrd.org.
3. Accepted submissions in the refereed categories will be published online in limited release, and only conference registrants will have access to the conference proceedings.
4. Accepted refereed submissions will be published if and only if both of the following two conditions are met:
 - Acceptance of a final, camera-ready submission by the Track Chair by November 2, 2026. This includes APA 7th edition compliance as well.
 - At least one author of each accepted submission is registered for the Conference by January 1, 2027. NO EXCEPTIONS. Failure for at least one author to register by the deadline will result in the submission being pulled from the conference schedule.

Questions?

If you have questions related to this Call for Submissions, please contact a member of the program committee:



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