

Announcing the Excellence in AHRD Mentoring Partnership Award

The Academy of Human Resource Development (AHRD), in formal partnership with the **International Mentoring Association (IMA)**, is pleased to introduce the **Excellence in AHRD Mentoring Partnership Award**, a new award established to recognize and celebrate exemplary mentoring partnerships within the AHRD Mentoring Partner Program. AHRD and IMA will co-sponsor and administer this award in alignment with shared commitments to advancing high-quality, impactful mentoring practices.

This award reflects AHRD's dedication to excellence in scholarship, practice, and professional service, while elevating the transformative role of developmental relationships in strengthening individuals and the broader field of Human Resource Development. By honoring outstanding mentoring partnerships, AHRD and IMA seek to highlight reciprocal learning, mutual support, and sustained collaboration as essential elements of effective mentoring.

Purpose of the Award

The award recognizes mentoring dyads or triads that have demonstrated meaningful impact on the professional development of all partners and contributed to the advancement of HRD. Through this recognition, AHRD aims to:

- Highlight the value of effective mentoring relationships within the Mentoring Partner Program.
- Share exemplary models and practices across the AHRD community.
- Encourage engagement in developmental partnerships.
- Celebrate reciprocal learning and collaborative advancement in HRD scholarship and practice.

Award Criteria

Nominations will be evaluated based on evidence of:

- **Impact on Professional Development**
- **Effectiveness of the Mentoring Relationship** as a generative, reciprocal partnership
- **Cultural Responsiveness and Equity-Mindedness**
- **Contribution to the HRD Community and Beyond**
- **Sustainability of the Partnership**

Eligibility and Nominations

Nominations may be submitted by any member of an active mentoring partnership who has participated in the AHRD Mentoring Partner Program for at least one program cycle (including the current year). Self-nominations are welcome. All nominated partners must be current AHRD members.

Because this award recognizes mentoring as a relational and collaborative partnership rather than an individual accomplishment, all members of the selected mentoring partnership will be recognized as award recipients.

For the inaugural award cycle, eligibility will be extended to all program participants from 2016 when the program first got established. We will offer 2 awards in the inaugural year, one for any dyad/triad nominated in the 2016-2023 year span and one for any dyad/triad nominated in the 2024-2027 year span. This broader window recognizes the full range of contributions made during the program's development and growth.

Beginning with subsequent award cycles, eligibility will be limited to participants who have been assigned a mentoring partnership within the past three years. To qualify, individuals must have been formally partnered for at least one year within that three-year window. This approach ensures the award remains closely aligned with recent program engagement and ongoing impact.

For Awards to be given at the 2027 AHRD conference, nominations will be due in November 6, 2026.

Review Process

Submissions will be reviewed by the AHRD Outstanding Mentoring Partnership Award Committee using a structured evaluation rubric aligned with the award criteria. We will offer 2 awards in the inaugural year as explained above in the Eligibility and Nominations section. For subsequent years, one award will be given to the selected dyad/triad who best meets the criteria listed in the rubric below.

The inaugural Award Committee will consist of the AHRD Mentoring Partnership Program Coordination Team and a representative from the International Mentoring Association (IMA) team. In future years, the committee will include previous award recipients.

This award represents an important step in recognizing the impact of developmental relationships within AHRD. We are excited to honor outstanding mentoring partnerships and to continue strengthening a culture of mutual learning and professional growth across our community.

Evaluation Rubric

The award committee will use the following rubric to evaluate the nominations. The reviewing committee should look for specific, measurable, and well-evidenced examples of outcomes. Vague or anecdotal claims should be rated lower unless supported by documentation or third-party testimonials

Criteria Scale:

- 1 = no to limited evidence
- 2 = some evidence
- 3 = strong evidence
- 4 = exemplary evidence

Criteria	1 Point	2 Points	3 Points	4 Points
1. Impact on Professional Development	No evidence or vague claims	Some evidence with limited examples	Strong evidence with specific, relevant examples	Exceptional impact with multiple, well-

Criteria	1 Point	2 Points	3 Points	4 Points
Clear evidence of mutual professional growth, such as career advancement, skill development, research productivity, teaching enhancement, or goal achievement.				documented outcomes
2. Effectiveness of the Mentoring Relationship	Minimal or unclear relationship dynamics	Some indicators of effective mentoring	Strong, well-articulated mentoring practices	Deep, sustained engagement with clear mutual benefit
Demonstrates a generative, reciprocal relationship with mutual trust, communication, shared learning, and problem-solving.				
3. Cultural Responsiveness and Equity-Mindedness	No mention or unclear attention to equity	Some awareness or examples of inclusive practices	Strong, intentional equity-minded approach	Exemplary demonstration of cultural responsiveness
Attention to power dynamics, cultural awareness, inclusive language, and equitable practices.				
4. Contribution to the HRD Community and Beyond	No clear contribution beyond the partnership	Some contribution with limited reach	Strong contribution with clear HRD relevance	Broad, innovative impact across contexts
Evidence of broader impact through collaboration, dissemination, or engagement in HRD or related fields.				

Criteria	1 Point	2 Points	3 Points	4 Points
5. Sustainability of Mentoring Relationship The partnership has ongoing collaboration or sustained outcomes that reflect long-term impact (e.g., continued mentoring, publication pipeline, formalized tools for others)	Minimal; no indication of continued collaboration or sustained impact beyond mentoring period.	Emerging; Some reference to possible future work or informal continuation, but no concrete outcomes or plans described.	Sustained; Clear evidence of ongoing collaboration or impact beyond the formal program (e.g., co-authored projects, extended mentorship, resource development).	Enduring; Multiple examples of sustained collaboration and influence beyond the pair/triad (e.g., mentoring others, presenting their model, tools for replication, ongoing joint initiatives).