Call for Papers

Reshaping the Landscape: HRD in an Uncertain Economy

The Academy of Human Resource Development is the world’s leading professional association for advancing HRD through research and the application of research in practice.

This Call for Papers is for the 2011 Academy of Human Resource Development International Conference in the Americas (AHRD’s 19th Annual Conference in the Americas). Participants in this international research conference include national and international HRD practitioners, graduate students, and university faculty. The organizations represented include national and international universities, nonprofits, governments, and corporations from around the world.

In addition to the opportunity to submit papers, abstracts, and posters, attendees are invited to attend preconference sessions and graduate students are encouraged to attend the AHRD Emerging Research Course conducted on the Wednesday and Thursday preceding the conference (further details will be available on the AHRD website).

The Academy of Human Resource Development welcomes submissions from researchers and scholar-practitioners in all academic fields and disciplines. Manuscripts must be submitted online to one of the following tracks:

1. Assessment, Measurement & Evaluation
2. Career Development
3. Critical & Social Justice Perspectives of HRD
5. Virtual HRD, Technology, & Distance Learning
6. Leadership
7. Workplace Learning, Training & Development
8. Organizational Development & Change
9. Performance
10. Strategic HRD
11. Theory & Foundations of HRD

See pages 3-5 for submission guidelines.
Important Dates, Deadlines & Submission Information

Conference Location:

Renaissance Schaumburg Convention Center Hotel
1551 N. Thoreau Drive
Schaumburg, (Chicago) Illinois 60173 USA
Phone: 1-847-303-4100
Fax: 1-847-303-4199
Parking: Complimentary on-site

Manuscripts must be submitted to AHRD via the link provided at www.ahrd.org

Final Submission Deadline for Manuscripts:
September 8, 2010 at 11:00 p.m.
(Eastern Standard Time)

Decision notification to authors:
October 20, 2010

Camera-ready submissions due to Track Chair Editors:
December 3, 2010

To be included in the conference proceedings, at least one author per submission must register for the conference by: January 12, 2011

Questions? Contact:
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Scott E. Franzmeier, Operations Director
AHRD Main Office
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Renaissance Schaumburg Hotel and Convention Center

Submit online by 11:00 PM EST, Wednesday, September 8, 2010, following the link at www.AHRD.org
# 2011 AHRD Americas Conference Submission Guidelines

**Important:** All submissions should comply with formatting and writing style standards as defined by the Publication Manual of the American Psychological Association (APA) (6th Ed.) including one inch margins on all sides (left, right, top, bottom), twelve point Times New Roman font with double-spacing throughout the manuscript. Authors should, however, include figures and tables in-text where they are intended to appear. The Editors reserve the right to reclassify manuscripts to the Poster Category or Research Roundtable Category.

**Accepted submissions in the refereed categories will be published in the conference proceedings, pending:**

1. Acceptance of a final, camera-ready manuscript by the Track Chair Editor, and
2. At least one author from each accepted manuscript is registered by January 12, 2011 for the 2011 AHRD International Research Conference in the Americas.

**Rule of Three**

No author can submit more than three conference submissions as first author. There is no limit on the number of submissions for second, third, fourth, etc. author. Please note: Conference organizers create the conference program to minimize scheduling conflicts. However, only first authors are usually guaranteed to have a conflict-free presentation schedule.

**Presentation Schedule**

Authors must be able to present at any time during the symposium portion of the conference, which runs from Thursday, February 24th through Saturday, February 26th. The presentation schedule will be available on the AHRD website approximately six weeks before the conference.

**Manuscripts may be submitted to one of the following categories:**

1. Refereed Research & Theory Full Manuscripts
2. Refereed Scholar-Practitioner Full Manuscripts
3. Refereed Research Abstracts
4. Refereed Practice Abstracts
5. Refereed Research Roundtables
6. Innovative Sessions
7. Interactive Poster Sessions

*Note:* Examples of submissions for each category can be viewed on the AHRD website: [www.ahrd.org](http://www.ahrd.org)

**1. Refereed Research and Theory Full Manuscripts**

These papers typically focus on theory, quantitative and/or qualitative research, systematic reviews of literature, or other in-depth exploration of HRD related issues. Papers should provide implications for future research and practice. Submissions in this category should be no more than 8,000 words, all inclusive.

**Evaluation Criteria:**

- Relevance to HRD field
- Significance of research problem and/or theoretical conceptions
- Relevance and thoroughness of literature review and/or conceptual framework
- Clarity of research questions, purpose, and/or hypotheses
- Appropriateness and justification of the research design and methods (May not be applicable to conceptual or literature review-based manuscripts, depending on authors’ discretion.)
- Rigor and robustness of data collection and analysis methods
- Quality of reporting of results and discussion
- Appropriateness of conclusions and/or recommendations
- Contribution to HRD theory and/or research
- Utility for HRD practice
- Overall clarity and quality of writing

Submit online by 11:00 PM EST, Wednesday, September 8, 2010, following the link at [www.AHRD.org](http://www.AHRD.org)
2. Refereed Scholar-Practitioner Full Manuscripts

These papers typically integrate theory, research, and practical experience. Papers foster critical discourse and active collaboration among HRD professionals, and provide innovative ideas for HRD practice. Consequently, the review process places greater weight on results and implications for practice. Submissions in this category should be no more than 8,000 words, all inclusive.

**Evaluation Criteria:**

- Relevance to HRD field
- Significance of problem issue
- Relevance of literature review and/or conceptual framework
- Clear description of the practice, setting, and organizational need linked to the problem issue
- Practice allowed for testing of existing research and theory
- Practice design addressed organizational need and incorporated existing theory and/or research on subject
- Description of practice outcomes, with metrics where appropriate
- Lessons learned from practice, next steps for practice, and further work that could be done to test practice or address problem
- Implications for HRD theory and/or research
- Utility for HRD practice
- Overall clarity and quality of writing

3. Refereed Research Abstracts

This category typically includes conceptual models, empirical research, and other completed research. In-process research is not appropriate for this category. Authors may submit a detailed abstract of up to 2,000 words, all inclusive.

**Evaluation Criteria:**

- Relevance to HRD field
- Significance of research problem
- Relevance of cited literature • Clarity of conceptual framework
- Clarity of research questions, purposes, and/or hypotheses
- Appropriateness and justification of the research design and methods (May not be applicable to conceptual or literature review-based manuscripts, depending on authors’ discretion.)
- Clarity of data collection and analysis methods
- Implications of results and discussion
- Potential in advancing HRD theory and/or research
- Overall clarity and quality of writing

4. Refereed Practice Abstracts

Authors may submit a detailed abstract of up to 2,000 words, all inclusive. Refereed practice abstracts may focus on best practices or practice-oriented issues that do not include research.

**Evaluation Criteria:**

- Relevance to HRD field
- significance of problem issue
- Clarity of conceptual framework
- Clear description of practice, setting, and organizational needs
- practice grounded in theory and/or research
- Description of practice outcomes
- Lessons learned from practice
- Utility for HRD research and/or practice
- Overall clarity and quality of writing

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5. **Refereed Research Roundtables**

This category provides an opportunity to discuss research in progress and research preparation issues. Submissions in this category should be no more than 2,000 words, all inclusive. Submissions in this category generally include problem statement, research question, and discussion of research design and/or methods.

**Evaluation Criteria:**
- Relevance to HRD field
- Clear and bounded research problem
- Relevance of cited literature
- Well-formulated conceptual framework
- Clarity of research questions, purpose, and/or hypotheses
- Well-formulated research design and methods
- Clarity of data collection and analysis methods
- Potential contribution to HRD theory and practice
- Overall clarity and quality of writing

6. **Innovative Sessions (non-refereed but subject to an editorial committee review)**

This category provides an opportunity to present new and innovative Human Resource Development work through creative, interactive formats that do not fit any of the preceding traditional categories. This category is intended to be strategically aligned with the AHRD vision and enhance the learning value for participants. Submissions should be no more than 2,000 words, all inclusive. For consideration submissions for the Innovative Sessions category should be sent to the Proceedings Editor, Khalil M. Dirani <dirani@uga.edu> no later than September 13, 2010 at 11:00 p.m., Eastern Standard Time with one exception to the final submissions deadline rule: Final revisions for this category are due to the Proceedings Editor no later than December 15, 2010, 11:00 p.m., Eastern Standard Time.

**Important Notice:**
- A limit of approximately 14 presentations for this category is anticipated by the conference program team.
- Authors should submit complete papers, with all panelists names noted within the text, as soon as possible.
- Innovative Sessions papers are reviewed by an Editorial Subcommittee.
- Each Innovative Session paper is scheduled in the conference program and referenced in the Table of Contents within the proceedings but not published in its entirety as a double-blind peer reviewed paper.

7. **Interactive Poster**

Interactive poster session is a dynamic forum among presenters, a facilitator, and the audience, intended to encourage discussion and sharing of multiple perspectives. Manuscripts, including the poster miniatures, are required for submission. Submissions in this category should be no more than 1,000 words. Posters will be posted during the conference, and a session will be scheduled to allow interaction between the author(s) and conference participants. **Note:** Reduced copies of the posters should be made available to conference participants. The Editors reserve the right to recategorize other submissions to this category.

**Evaluation Criteria:**
- Title (fully explanatory)
- Content shows evidence of new, original, and innovative projects, curriculum, practices, models, etc.
- Purpose of project
- Methodology, including investigation or project design, participant and analysis (if applicable)
- Summary of Results (if applicable)
- Conclusions and substantive contribution to HRD knowledge
- **Note:** Accepted posters will have no more than two, professional appearing, 2’ x 3’ poster sections or one complete 3’ x 4’ poster
- Posters must be readable from a distance of six feet.