



University Forum for Human Resource Development (UFHRD)

What is UFHRD?

UFHRD is an international member network for universities, practitioner-researchers, and learning-orientated organisations that has existed for over 30 years. As a voluntary, not-for-profit organisation, UFHRD aims to deliver leadership in Human Resource Development (HRD) for academics and practitioners. UFHRD promotes inclusive, ethical and impactful learning and practice in research, education and people and organisational development.

UFHRD has very strong links with the Academy of Human Resource Development (AHRD) based in the USA. This broadens the network potential and creates a truly international member network of HRD professionals.

Activities are organised throughout the year by the Learning and Education Committee and the Research Development Committee. There is also an annual International Conference, which attracts delegates from across the globe and strongly supports the post-graduate research (PGR) community. UFHRD is associated with two academic journals (see below) – as well as returning a profit for hosting institutions.

Benefits of membership

UFHRD is primarily an institutional-based membership organisation, so the **Institutional / Corporate Membership fee applies to ALL COLLEAGUES in that institution**, and we encourage the nominated representative to share UFHRD up-dates and so forth as a result. Individual memberships and Student memberships are also available.

Academy of HRD in the USA and UFHRD have agreed a reciprocal discount of 30% for their members to join AHRD/UFHRD.

Membership benefits are:

1. Access to the Members Only section of the UFHRD website, which includes conference archives (academic and practitioner research papers; keynote presentations; other related outputs); an archive of learning and education resources (e.g. lesson plans; case study activities); and recent research output supported via UFHRD's honoraria
2. Access to our JISCMail account, which facilitates cross-institutional/cross-nation research and scholarship collaborations, and acts as a networking forum too; free advertisement of job vacancies (including External Examiner roles) for your institution; and promotion of your latest publications
3. Free attendance at UFHRD workshops for all colleagues at member institutions
4. Eligibility for all colleagues at member institutions to apply for research honoraria sponsored by UFHRD
5. Eligibility for entry to the Alan Moon Research Prize, alongside other papers received, awarded annually at the UFHRD Conference
6. Eligibility for all colleagues for entry to the Learning and Education Prize, awarded annually at the UFHRD Conference, and available to Individual Members and Retired Members too
7. Eligibility for all colleagues to volunteer for leadership roles on our committees and beyond (e.g. we support the UK British Standards Institute HCS/1 committee) – which can serve as a 'significant activity' if your institution has/is working towards AACSB accreditation, for example;



volunteering for leadership roles is also a significant way for all colleagues – academic or practitioner or student - to foster Continuous Professional Development

8. Institutional Members have voting rights at UFHRD AGMs and GMs
9. One “hard copy” of Human Resource Development International (HRDI – five issues per annum) journal (see below), sent to all membership categories, thus benefitting practitioners

Workshops delivered since September 2024

Learning and Education (LEC) committee: the LEC have delivered some very insightful and topical online seminars in this membership period as part of the talking teaching series – **all of which are free to members!**

- **AI in assessment and learning** - focus on Artificial Intelligence (AI) and its use in assessment to support all colleagues in the scholarship of Learning and Education. The session created a friendly environment for participants to share teaching and learning experiences and good practice in the use of AI for teaching and assessment.

Research Development Committee (RDC): the RDC organised several important webinars during the period, providing a platform for scholars and practitioners to exchange ideas, strengthen research capacity and also engage with emerging issues in human resource development.

- **Funding for Research** - with Professor Seun Kolade and Professor Gosia Ciesielska from Sheffield Business School, Sheffield Hallam University as resource persons and organised by Dr Toyin Aderiye (Sheffield Business School), this session provided valuable insights into securing research funding. It offered practical guidance on identifying opportunities, crafting competitive proposals and building collaborative networks to support impactful HRD research
- **How to Write Using AI** - led by Henk Louw and organised by Dr Fotios Mitsakis (Nottingham Business School), this webinar explored the role of AI in academic writing. Participants gained an understanding of emerging tools, ethical considerations and practical applications to enhance productivity and research communication
- **Healthcare Leadership Development and Neurodiversity in the Workplace** - this multi-speaker event featuring Dr Frederike Scholz (Utrecht University of Applied Sciences), Professor Julie Davies (Brunel University of London) and Dr Pallvi Arora (Edinburgh Napier University), emphasised how inclusive leadership development can address systemic challenges in healthcare and create supportive environments for neurodiverse employees. Drawing on cross-disciplinary research and case studies, the speakers shared evidence-based practices and future directions for fostering resilience, inclusivity and equity in organisations.

Human Resource Development International (HRDI)

Rated as a 2 * journal by the Chartered Association of Business Schools [CABS] in the U.K., the journal was established by the UFHRD in the early 2000's. Published now by Taylor and Francis in partnership with the Academy of Human Resource Development [AHRD] in the U.S.A. we aim to continue the critical debates associated with HRD.

With five issues of the journal per annum, the journal promotes all aspects of practice and research that explore issues of individual, group and organisational learning and performance. In adopting this perspective HRDI is committed to questioning the divide between practice and theory; between the practitioner and the academic; and between traditional and experimental methodological approaches.

<https://www.ahrd.org/page/sponsored-journals-home>



International Journal of HRD: Practice Policy and Research (IJHRDPPR)

The journal seeks to bring together international practitioner and academic expertise to promote and support the understanding and practice of Human Resource Development. The journal is critically reflective and brings to light professional practitioners' insight, ideas and understanding on the contemporary issues and challenges facing HRD, its impact and influence. The journal is still relatively young but is growing in its reach and impact. This would be a great journal for colleagues to target with practical case studies and practitioner-based research to support REF 2029.

<https://sciendo.com/journal/IJHRD>

Annual International Conference

UFHRD delivers an annual conference and delegates attended from Europe, USA, South and Southeast Asia and Africa, so providing a truly global audience to participate in discussion about the main theme and other HRD topics.

We also encourage research and practitioner involvement through prize giving:

- Three honoraria of £2,000 each were awarded to projects focusing on HRD [monetary reward reviewed annually]
- The Alan Moon Research Prize for best research paper was awarded with a £750 prize [monetary reward reviewed annually]
- The Learning and Education Prize was awarded with a £650 first prize and other prizes [monetary reward reviewed annually]
- UFHRD Thomas N. Garavan Award for Responsible Leadership, Sustainable or Green HRD - £750 award for the winner, for a paper based on upon the theme of Responsible Leadership, Sustainable or Green HRD

We'd love you to be involved

The last 30 years have seen the Forum grow in stature and reach. Members and delegates at the annual conference continue to represent Europe, Scandinavia, Asia, America and Africa so providing an international forum where all matters relating to Human Resource Development are studied and debated. If you'd like to be part of this, please renew your membership for the forthcoming year. If you have any questions or are not yet an institutional member but would like information, please contact our Executive Secretary at ufhrd.execsecretary@outlook.com

We look forward to working with you and continuing the debate about international HRD.

Prof Lynn Nichol (University of Worcester)

Prof Carole Elliott (St Andrews University)

Co-Chairs for UFHRD