



# NATIONAL ACADEMY OF HUMAN RESOURCES

VOLUME 1 / ISSUE 1

## WELCOME TO THE NEW FORMAT OF MY ANNUAL LETTER!



A VERY belated Happy New Year to you all. As I have done the past few years, this note recaps our activities from 2019 and summarizes our priorities for 2020. **Further down you will see some new programs being announced, so please take a few minutes to read through this newsletter. As always, action items for you throughout this letter are in red and are summarized at the end.**

I will once again start with a huge thank you to all of the Fellows who contributed their time and/or financial support to NAHR in 2019. I know that you all have many demands on your time and requests for financial support from many places, so thanks again for all you do.

Below you will find updates on:

- NAHR 2019 Fellow Induction and 2020 Fellow and Honored Organization Nomination Schedule
- NAHR Foundation Initiatives
- NAHR and NAHR Foundation Financial Contributions
- NAHR President 2020 Priorities
- 2020 and 2021 Calendar

### NAHR FACTS

**Founded:** 1992

**Fellows:** 180

**Distinguished Fellows:** 15

**Honored Organizations:** 13

**Website:**

[www.nationalacademyhr.org](http://www.nationalacademyhr.org)

**The NAHR Foundation is a 501 (c)(3) organization**

### ***The National Academy of Human Resources Purpose Statement***

*As the preeminent organization for senior human resources leaders, we are committed to:*

- **Recognize** those who have significantly contributed to the human resources profession
- **Advance** excellence in the HR profession by sharing the experience of our Fellows
- **Impact** the education and experiences of those studying HR
- **Support** and Connect with NAHR Fellows for professional & personal growth
- **Educate** business, government, and non-profit leaders and communities of the positive impact effective HR has on the success of the organization and its employees and communities

### ***Recognizing and Advancing Excellence in the HR Profession***



## **ANNUAL FELLOW INDUCTION DINNER:**



### **CLASS OF 2019 LEFT TO RIGHT ARE:**

**Mr. W. Warner Burke**

Thorndike Professor of Psychology and Education  
Teachers College, Columbia University

**Mr. Josh Bersin**

Founder and CEO, Josh Bersin Academy, Inc.

**Mr. Jeffrey McGuiness** (Distinguished Fellow)

CEO Emeritus, HR Policy Association

**Ms. Ashley Goldsmith**

Chief People Officer, Workday

**Mr. Skip Spriggs**

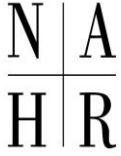
CEO

Atlanta Life Insurance Company  
Formerly President and CEO  
The Executive Leadership Council

Our Annual Dinner in November was held at the JW Marriott Essex House in New York City. We had 228 attendees as we welcomed in four new Fellows and one Distinguished Fellow to the Academy. I would like to thank Alexander Mann Solutions, Egon Zehnder, i4cp, and Lincoln Financial Group for being our Grand Sponsors this past year, as well as our Fellows who were financial supporters of the Dinner. This was the last year of Sponsorship for Alexander Mann Solutions and i4cp. Joining us in 2020 as Grand Sponsors are Accenture, Egon Zehnder, Lincoln Financial Group, and Johnson & Johnson.

Please be sure to mark your calendars for the induction of our Class of 2020 which will be held on November 5, 2020 at the JW Marriott Essex House. Book your hotel for the 2020 Annual Dinner at the JW Marriott Essex House, located at 160 Central Park South, New York, NY 10019. You may make your reservations by calling (212) 247-0300 and mentioning the National Academy of Human Resources Annual Dinner room block. You may also book via the following link: <https://book.passkey.com/go/NAHR2020AnnualDinner>

## 2020 NAHR FELLOW NOMINATION SCHEDULE:



The solicitation for Fellow, Distinguished Fellow and Honored Organizations went out in early February. **If you do not have anyone to nominate but wish to keep someone 'on our radar' please let me know.**

## 2020 NOMINATIONS SCHEDULE:

- Email sent to all Fellows requesting Fellow, Distinguished Fellow, and Honored Organization nominations (February 3)
- Candidate Preview Forms and Distinguished Fellow Nomination Forms due (by February 21)
- Conduct NAHR Board of Directors conference call to review nominees and determine which candidates will continue through the nomination process (March 13)
- Solicit Candidate Reviewers (April 1)
- Nomination Packages completed and submitted to NAHR President (by April 17)
- Candidate Nomination Packages sent to Candidate Reviewers (by May 4)
- Candidate Reviewer reports due to President (by May 15)
- NAHR Board of Directors meets to determine the ballot for Fellows' final vote (June 11)
- Ballots due (June 29)
- President notifies nominator of election results, asks them to congratulate the new Fellow / Distinguished Fellow / Honored Organization and let them know to expect a call from the NAHR President, and to inform the President when the call has been made (July 8)
- Email sent to Fellows with election results and contact info for newly elected Fellows/Distinguished Fellow/Honored Organization, encouraging them to reach out to them to welcome them (July 10)
- President personally visits all new Fellows/Honored Organization to congratulate and explain NAHR, delivering the orientation manual (by September 30)

## NAHR Logos

You may notice some changes in our NAHR seal and logos. The biggest change is that we are making a modification to the seal to change the year we were established to '1992' versus the roman numeral version. Our current logos are below.

Current Logo Options:



Current Seal:



## NAHR FOUNDATION EVENTS AND PROGRAMS

### NEW PROGRAM!!

#### NAHR Start-up CHRO Academy:



On March 31-April 1, 2020, Hewlett Packard and NAHR together will pilot a program that provides a forum for CHROs of start-up and high growth companies to learn from CHROs who have gone through similar experiences, as well as from CHROs who may not have been with a start-up but have experiences and best practices that could be of value to the participants. Additionally, the forum will allow the participants to exchange ideas amongst themselves. Thanks to Fellow Tracy Keogh for her leadership on this new program. She has lined up a stellar faculty group. **Please let me know if you have anyone you would like us to invite.**

#### NAHR CHRO Academy:



NAHR CHRO Academy XVII



Our 2019 CHRO Academy took place in New York at the Sheraton Times Square New York Hotel on June 12th-13th, 2019. We had 46 first time CHROs attend and 30 Fellows as faculty and table hosts! As always, the feedback on this signature program was exceptional. To date we have had 500 plus CHROs attend the Academy. Our next CHRO Academy will be held on June 10-11, 2020 at the Sheraton Times Square New York Hotel. **If you sent us candidates to attend they have been invited.** We are currently at capacity and have started a waitlist. **If you need a room at the Sheraton please call (212) 581-1000 and mention the National Academy of Human Resources room block. You may also book using the following link: <https://book.passkey.com/go/NAHR2020>**

## 2020-2021 Understanding the Top Seat Program:



Cornell University  
**ILR School**

### **NAHR Fellow Pat Wright**

Thomas C. Vandiver Bicentennial Chair  
Department of Management  
Darla Moore School of Business  
University of South Carolina

The “Modern CHRO Role and Strategies for Success” program, also known as the “Understanding the Top Seat” program, is designed for top HR leaders who have the potential to succeed the CHRO. The program, organized by Cornell’s ILR Executive Education and co-sponsored by NAHR, provides the participants both a realistic preview of the challenges entailed in the CHRO role and guidelines for how to navigate those challenges. The program is taught largely by NAHR Fellows and is led by NAHR Fellow Pat Wright. The thirteenth session kicked-off in November 2019 with 18 participants. Approximately 205 participants have completed the program since its inception in 2008. The next offering of the program will be November 4-5, 2020 and March 9-11, 2021 in New York City (this program has two in-person sessions). **Please let us know if you have anyone you would like to be invited to the Top Seat Program.**

## Masters Students Program:



We hosted our eleventh group of HR Masters Students at our Annual Pre-Dinner Discussion and Dinner. We had nineteen students from a variety of universities, and their day began in a session led by Fellows David Lewin, Sue Suver, Noel Tichy and W. Warner Burke discussing multiple current HR topics. The students then actively participated in the Pre-Dinner Discussion and attended the Dinner. Feedback from the students was outstanding, and we have asked them to be NAHR ambassadors on their campuses.

## NEW PROGRAM!!

### Historically Black Colleges and Universities (HBCUs) Program:



The NAHR contacted 16 universities which yielded three identified MBA programs with HR course content: Morgan State University; North Carolina A&T State University; and Southern University. In addition to inviting Deans and students from each of these three schools to our Masters Students Program, Pre-Dinner Discussion and Annual Dinner, we are taking steps to demonstrate our interest in establishing a longer-term relationship with each of these schools to assist them to become an ongoing component of our HR talent pipeline, and be better known by our members. NAHR colleagues Ted Childs and Fred Foulkes are spearheading this project. With the help of Fellow Lisa Buckingham, Lincoln Financial Group funded the program in 2019.

**2020 NAHR SHRM Scholarships:**



We continue to fund two \$5,000 graduate scholarships through the SHRM Foundation. The SHRM Foundation selects the scholarship recipients. Our two recently announced scholarship winners are Heather Greenfield and Anita Tse. They will be recognized at our November event.



**Heather Greenfield**  
Vanderbilt University

Heather Greenfield is a Human Resources professional with over 15 years of diverse human resources experience including HR Consulting, Training, Organizational Development, Compensation, Recruiting, Employee Relations, Benefit Administration and Performance Management. She is currently an HR Branch Manager at the Space Telescope Science Institute where she is responsible for Compensation, Training, and Organizational Development. She has a B.S. degree from Towson University in Psychology and Business Administration with a concentration in Human Resources Management and an MBA in Organization Development from Johns Hopkins University. Additionally, she holds her Professional in Human Resources (PHR) and Society for Human Resources Management Certified Professional (SHRM-CP) certifications and is a certified practitioner for the Herrmann Brain Dominance She is currently in her first year at Vanderbilt University where she is pursuing her Ed.D. in Leadership and Learning in Organizations, Instrument (HBDI), Myers-Briggs Type Indicator (MBTI) and The Leadership Challenge Workshop.

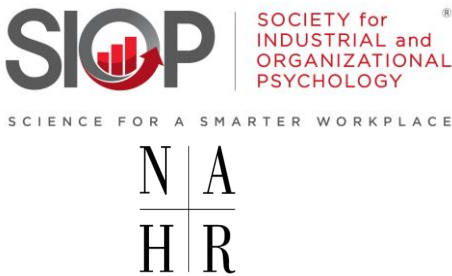


**Anita Tse**  
University of California, Irvine

Anita is currently a second-year full-time MBA student, class of 2020 at the University of California, Irvine. Before pursuing her MBA, Anita worked eight years in the accounting field, including as a public auditor at KPMG, LLP and then into private accounting in the enterprise software industry at Rocket Software, Inc. During her summer, she interned in an HR strategy and operation role in a clinical diagnostic healthcare company, Ambry Genetics. She is a graduate of the University of Massachusetts, Amherst where she majored in Accounting and minored in Linguistics and Economics.

**NEW PROGRAM!!**

**NAHR / Society for Industrial and Organizational Psychology (SIOP) Research Horizon Forum:**



The Society for Industrial and Organizational Psychology (SIOP) and NAHR have been partnering on an initiative designed to advance our research knowledge and practice in the area of Diversity and Inclusion. We have outlined a workshop designed to convene a small group of CHROs whose organizations have had a track record of demonstrating impactful and sustainable results in this area and a small group of Academics who have done evidence based research and can discuss best practices that are compelling based on their research and theoretical perspectives that are actionable. NAHR Fellow Mirian Graddick-Weir and SIOP Foundation President Milt Hakel are leading this effort with support from a number of Fellows.

**NEW FOR 2020!!**

**NAHR Video**



Last year we decided to produce a short video that will provide an overview of the mission of the NAHR organization and highlight the impact that NAHR has had on the human resources profession and individual human resources professionals and students. The video will be used in a variety of venues to increase awareness of the NAHR organization and its impact on the HR profession. This video is in its final phase and a link to it will be sent to you all in the very near future.

**NAHR AND NAHR FOUNDATION CONTRIBUTIONS:**

**SOURCES OF FUNDING**

**NAHR**

- NAHR Patrons Program
- Annual Dinner

**NAHR Foundation**  
(covers programs and initiatives)

- Annual Fellow Solicitation
- CHRO Academies Tuition
- CHRO Book Royalties
- Dividends / Interest / Gains on Investment Holdings

I appreciate your continued support and your generous financial contributions. **I hope you will consider contributing next year if you have not contributed recently, continue to contribute if you have done so recently, and consider increasing the level of contribution, so that we may further our mission.**

Here are a few key stats:

- Participation rate including both the NAHR Patrons Program and donations to the Foundation:
  - 2013 - 29%
  - 2014 - 27%
  - 2015 - 25%
  - 2016 - 41%
  - 2017 - 45%
  - 2018 - 51%
  - 2019 - 50%
- Range of donations from individuals: \$100 - \$5,000

## 2019 PATRONS

### PATRONS OF THE NAHR (28)

\$5,000 voluntary support of NAHR general operating expenses

Accenture LLP (10)  
Adobe Systems Incorporated (2)  
ADP (1)  
American Express Company (19)  
Applied Materials (1)  
Archer Daniels Midland (3)  
Cigna Corporation (13)  
Colgate-Palmolive Company (9)  
Mr. William J. Conaty (11)  
Danaher Corporation (1)  
Mr. Dennis Donovan (11)  
Mr. Frank P. Doyle (17)  
Hewlett-Packard Company (7)  
HR Policy Association (4)  
Human Resource Executive/LRP Magazine Group (22)  
IBM (27)  
Ingersoll Rand (6)  
IRC4HR (4)  
Johnson & Johnson (2)  
Lincoln Financial Group (1)  
Manulife (1)  
Marriott International, Inc. (11)  
Mr. Jack Mollen (3)  
Mr. Terry Powell (5)  
Procter & Gamble Company (15)  
Prudential Financial (11)  
Simmons College (10)  
Verizon Communications, Inc. (6)

*Note: The number following each name ( ) indicates the number of years as a Patron of the Academy.*



## 2019 CONTRIBUTORS TO THE NAHR FOUNDATION

October 2018 through November 2019

Mr. William S. Allen	Mr. Daniel Marsili
Mr. Lucien Alziari	Mr. Jeffrey C. McGuiness
Mr. Richard L. Antoine	Mr. Robert B. McKersie
Ms. Marcia J. Avedon	Paul D. McKinnon, Ph.D.
Mr. Sidney C. Banwart	Mr. Brian McNamee
Ms. Kathleen S. Barclay	Ms. Donna Morris
Mr. Mark Biegger	Mr. John M. Murabito
Mr. Laszlo Bock	Ms. Daisy Ng
Ms. Lisa Buckingham	Mr. Dermot O'Brien
Mr. John Butler	Mr. Alexander (Sandy) Ogg
Mr. Benito Cachinero-Sanchez	Ms. Mary George Opperman
Mr. Kenneth J. Carrig	Ms. Christine M. Pambianchi
Mr. J. T. (Ted) Childs	Ms. Nancy A. Reardon/Big Lots*
Mr. Michael D 'Ambrose/Archer Daniels Midland*	Mr. Marc C. Reed
Mr. Michael L. Davis	Mr. Douglas M. Reid
Ms. Susan F. Davis	Mr. Joseph B. Ruocco
Mr. Bruce R. Ellig	Ms. Eva Sage-Gavin/Accenture
Ms. Ursula O. Fairbairn	Mr. Dallas Salisbury
Mr. Peter Fasolo/Johnson & Johnson	Ms. Libby Sartain
Mr. Richard R. Floersch	Ms. Laurie A. Siegel
Professor and Mrs. Fred K. Foulkes	Ms. Jill B. Smart
Ms. Diane Gherson	Ms. Lea N. Soupata
Mirian Graddick-Weir, Ph.D.	Mr. Larry E. Steward
Professor Boris Groysberg	Ms. Susan M. Suver
Mr. and Mrs. Richard W. Hallock	Ms. Mara Swan
Ms. Jean M. Halloran	Ms. Sharon Taylor
Mr. Steven R. Hill	Charles G. Tharp, Ph.D.
Professor Mark Huselid	Mr. David Ulrich
Mr. Ken Hutchinson	Ms. Carole S. Watkins
Ms. Madelyn Pulver Jennings	Ms. Elease E. Wright
Ms. Pamela O. Kimmet	Professor Patrick M. Wright
Ms. Angela S. Lalor/Danaher Corporation	Mr. Ian V. Ziskin
Professor David Lewin	

*\*Indicates donation by both the Fellow and a matching corporate gift*

**2020-2021 PRIORITIES:**



- Successfully execute our new programs described above.
- Further increase and improve our use of technology for information gathering, board materials, Fellow communications, etc.
- Increase our digital presence by further sharing knowledge capital from our Fellows, updates about our Fellows, etc.
- Continue to increase Fellow participation with both financial support and time, especially with the increased number of Programs we are hosting and leading.

**Save the Dates:**

Date	Time	Event	Location
Wednesday, June 10, 2020	8:00am – 9:00pm Eastern	CHRO Academy – Day 1	Sheraton New York Times Square
Thursday, June 11, 2020	8:00am – 12:30pm Eastern	CHRO Academy – Day 2	Sheraton New York Times Square
Thursday, November 5, 2020	11:30am – 4:30pm Eastern	NAHR Fellows Pre-Dinner Discussion	JW Marriott Essex House – NYC
	6:30pm – 10:30pm Eastern	Annual Dinner	
Wednesday, June 9, 2021	8:00am – 9:00pm Eastern	CHRO Academy – Day 1	NYC – exact location TBD
Thursday, June 10, 2021	8:00am – 12:30pm Eastern	CHRO Academy – Day 2	NYC – exact location TBD
Thursday, November 4, 2021	11:30am – 4:30pm Eastern	NAHR Fellows Pre-Dinner Discussion	JW Marriott Essex House – NYC
	6:30pm – 10:30pm Eastern	Annual Dinner	

**SUMMARY OF ACTION REQUIRED:**



- If you have not done so already, let me know if you are available to be faculty or a table host at the CHRO Academy on June 10-11, 2020.
- Book your hotel for the 2020 CHRO Academy at the Sheraton New York Times Square, located at 811 7<sup>th</sup> Avenue, New York, NY 10019. You may make your reservations by calling (212) 581-1000 and mentioning the National Academy of Human Resources room block.
- Book your hotel for the 2020 Annual Dinner at the JW Marriott Essex House, located at 160 Central Park South, New York, NY 10019. You may make your reservations by calling (212) 247-0300 and mentioning the National Academy of Human Resources room block.
- Let us know if you have anyone you would like to be invited to the CHRO Academy, Top Seat Program, or CHRO Start-up Academy.
- Nominate Fellow, Distinguished Fellow and/or Honored Organization candidates.
- Contact Debbie if your contact information has changed or need assistance accessing the website to update @ [dknaack@nationalacademyhr.org](mailto:dknaack@nationalacademyhr.org) or (708) 414.9046.