



WELCOME TO 2021!



NAHR FACTS

Founded: 1992

Fellows: 184

Distinguished Fellows: 16

Honored Organizations: 13

Website:

www.nationalacademyhr.org

**The NAHR is a 501 (c)(6)
organization**

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

A belated Happy New Year to you all. This newsletter recaps our activities from 2020 and summarizes our priorities for 2021. [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 2020. 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. Given that we had to cancel our in-person programs which generate revenue, the financial contributions to the Patrons Program and the Foundation were vital to our financial health, so a special thank you to the Fellows who contributed.

Below you will find updates on:

- NAHR 2020 Fellow Induction
- 2021 Fellow, Distinguished Fellow and Honored Organization Nomination Schedule
- NAHR Foundation Initiatives
- NAHR and NAHR Foundation Financial Contributions
- NAHR President 2021 Priorities
- 2021 and 2022 Calendar
- **Action Required By You!**

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:

Our Annual Dinner in November was held virtually on November 5, 2020. We had 200+ attendees as we welcomed in four new Fellows and one Distinguished Fellow to the Academy.

Please be sure to mark your calendars for the formal induction of our Class of 2020 and the Class of 2021 which will be held on November 4, 2021 at the JW Marriott Essex House. Book your hotel for the 2021 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/NAHR2021>

Class of 2020:



Dave Ulrich (Distinguished Fellow)
Co-Founder/Partner at RBL Group
Rensis Likert Professor of Management
University of Michigan/Ross School of Business



Stephen Fry
SVP, Human Resources & Diversity
Eli Lilly



Tim Richmond
EVP & Chief Human Resources Officer
AbbVie

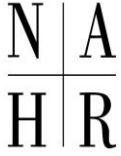


Carol Surface
Chief Human Resources Officer
Medtronic



Johnny C. Taylor, Jr.
President & Chief Executive Officer
Society for Human Resource Management

2021 NAHR FELLOW NOMINATION SCHEDULE:



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

2021 NOMINATIONS SCHEDULE:

- Email sent to all Fellows requesting Fellow, Distinguished Fellow, and Honored Organization nominations (February 1)
- Candidate and Honored Organization Preview Forms and Distinguished Fellow Nomination Forms due (by February 19)
- Conduct NAHR Board of Directors conference call to review nominees and determine which candidates will continue through the nomination process (March 12)
- Solicit Candidate Reviewers (April 1)
- Nomination Packages completed and submitted to NAHR President (by April 23)
- Candidate Nomination Packages sent to Candidate Reviewers (by May 1)
- Candidate Reviewer reports due to President (by May 19)
- NAHR Board of Directors meets to determine the ballot for Fellows' final vote (June 22)
- Ballots due (July 9)
- 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 19)
- Email sent to Fellows with election results and contact info for newly elected Fellows/Distinguished Fellow/Honored Organization, encouraging them to reach out and welcome them (July 23)
- President personally visits all new Fellows/Honored Organization to congratulate and explain NAHR, delivering the orientation manual (by September 30)

NAHR FOUNDATION PROGRAMS:

NEW PROGRAM!!

NAHR Start-up CPO Academy



Later in 2021 Hewlett Packard and NAHR together will pilot a program that provides a forum for Chief People Officers 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. **Please let me know if you have anyone you would like us to invite.**

NAHR CHRO Academy



Our 2020 CHRO Academy was cancelled due to the COVID-19 pandemic. Due to the cancellation and overwhelming response, we will be hosting two Academies in 2021. As of now they will be held June 15-16 and June 16-17, 2021, but the Board is in discussion to consider a deferral until the Fall, with some virtual sessions in the late spring and summer. The virtual sessions would have the added benefit of the participants getting to know one another in advance of being together at the in-person session. The in-person sessions will be held at the Sheraton Times Square New York Hotel. If you sent us candidates to attend, they have been invited. **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/NAHRCRO>

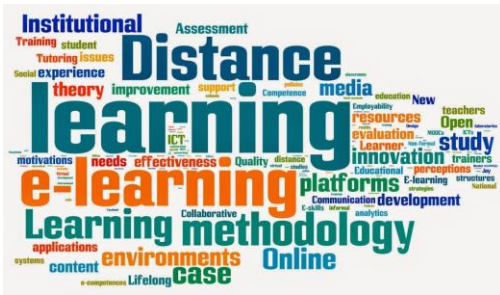
2021-2022 Understanding the Top Seat Program

Cornell University



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 Center for Advanced Human Resources Studies (CAHRS) 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. Approximately 205 participants have completed the program since its inception in 2008. The current cohort kicked-off on November 2020 with 25 participants and is being offered virtually. The next offering of the program will run on November 3-4, 2021 and March 22-24, 2022 in New York City (this program has two in-person sessions). The program is planned as an in-person delivery, but will adjust to virtual if the Covid-19 situation remains unchanged. **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 twelfth group of HR Masters Students virtually on November 5, 2020. We had twenty-four students from a variety of universities, and their day began in a session led by Fellows Marcia Avedon, David Lewin, Donna Morris, Mary George Opperman, Christy Pambianchi, and Sue Suver discussing multiple current HR topics. Feedback from the students was outstanding, and we have asked them to be NAHR ambassadors on their campuses.

Historically Black Colleges and Universities (HBCUs) Program



Last year the NAHR contacted 16 Historically Black Colleges and Universities (HBCUs) which yielded three identified MBA programs with HR course content: Morgan State University; North Carolina A&T State University; and Southern University. HR Masters program students from each of these three schools attended our virtual Masters Students Program this year, and the students and several Deans attended our virtual New Fellow Induction event. Additionally, several students from the three schools worked with NAHR to author an article for the HR Executive Magazine addressing *Black Lives Matter* ---a message to today's HR leader as seen through the lens of the next generation of Black HR leadership being developed in premier HBCU MBA HR programs. NAHR Fellow Ted Childs provided overall leadership and coordination for the authors. Here is a link to the article: <https://hrexecutive.com/black-lives-matter-a-call-to-action-for-hr/>

2021 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 Sarah Hamilton and Greta Perez. They will be recognized at our November 2021 event.

NAHR SHRM Scholarship Winner



Sarah Hamilton
Western Michigan University

Sarah Hamilton graduated Cum Laude from Western Michigan University, with a degree in Human Resource Management. After completing her undergraduate studies, she entered the Master of Arts in Human Resources and Industrial Relations program at the University of Minnesota Carlson School of Management, where employee engagement is her favorite area of study. In addition to the classroom, Ms. Hamilton excelled in the workplace and the community, as an HR Intern with Parker Hannifin - Fluid System Connectors Division and as HR Assistant/Recruiter for Montage Furniture Services. As a member of her school's SHRM Chapter, Society for Excellence in Human Resources (SEHR), Ms. Hamilton co-founded their first mentorship program, resulting in higher retention, increased engagement within the organization and the community's 70+ active members, earning the chapter the Superior Merit Award from SHRM. Ms. Hamilton chose a career in human resources because she wanted to empower others to create positive change within themselves, their organization, and the world, and she is honored to receive this award from such a strong group of distinguished human resources professionals.

NAHR SHRM Scholarship Winner



Greta Perez
DeVry University

Greta Perez graduated Cum Laude from DeVry University, with a degree in Human Resources. After graduation, Ms. Perez entered the workforce, supporting both the Benefits Department and Legal and Educational Assistance Department at Teamsters Local Union 727 Benefit Funds. Ms. Perez currently serves as an HR Generalist for the Chicago Teachers' Pension Fund, while maintaining a perfect GPA in the master's in Human Resources program at DePaul University. Ms. Perez is an active member of Chicago SHRM and has, in the past, volunteered with the membership department at Chicago SHRM. Additionally, she is committed to fostering opportunities for underprivileged communities and demonstrated her dedication by volunteering with Super 7 Girls, an organization that teaches young ladies the skills they need to succeed in life. Ms. Perez believes that for us to become a better society we need to learn to work together and celebrate our differences. In the future, Ms. Perez hopes to work as a Diversity & Inclusion Director to help foster a culture where everyone is respected and valued.

NEW PROGRAM!!

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



The National Academy of Human Resources (NAHR) and the Society of Industrial and Organization Psychology (SIOP) have been partnering on an initiative designed to advance our research knowledge and practice in the area of Diversity and Inclusion (D&I). We started on this project late in 2019, and since then it has become even more critical. We outlined a workshop designed to convene a small group of CHROs/Chief Diversity Officers who have a track record of prioritizing investments in D&I and demonstrating measurable results and a small group of Academics who have done evidence-based research and could discuss best practices that are compelling based on their research and theoretical perspectives that are actionable. That session was scheduled for June 2020 but it was cancelled due to the pandemic. Instead, we conducted interviews via Zoom with a number of Academics, CHROs and Chief Diversity Officers. Below is a link to the report that summarizes what we heard in the interviews. In the report we have identified possible areas of further research. NAHR Fellow Mirian Graddick-Weir is leading this effort with support from a number of Fellows and SIOP leaders.

<https://www.nationalacademyhr.org/articlesbooks>

NEW PROGRAM!!

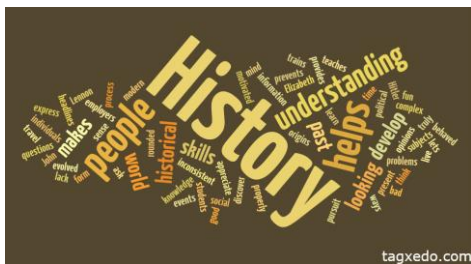
SIOP Anti-Racism Grants Coalition



The Society for Industrial and Organizational Psychology (SIOP) has initiated an Anti-Racism Grants Coalition program to provide grants to support projects and research intended to promote understanding of racism to identify actions to eliminate it in the workplace. The NAHR Foundation is a part of that coalition and has donated \$20,000 to this initiative. The SIOP Foundation has chosen the first round of grant recipients, and are in the process of soliciting additional coalition members.

NEW FOR 2021!!

NAHR History Project



Last year we decided to produce a short video that provides 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. This year we plan to produce a new video which will focus on the history of NAHR. NAHR Fellow Christy Pambianchi has offered to have her Marketing team help us. Stay tuned...more to come!

NEW FOR 2021!!

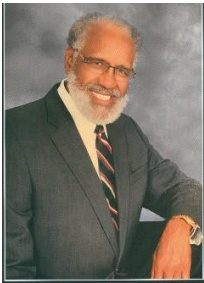
Richard Beaumont Scholarship



For more than forty years Richard Beaumont was CEO and Chairman of IRC (a nonprofit research foundation established in 1926 by John D. Rockefeller, Jr. to “advance the knowledge and practice of human relations” in the world of work) and of ORC, a for-profit subsidiary that sponsored peer networks for CHROs and other HR leaders, and provided consulting and data services across the HR function. He was a former deputy undersecretary of the US Navy, served on the boards of multiple corporations and educational institutions, and was a founding member and Fellow of the National Academy for Human Resources (NAHR). The scholarship will be awarded to a student pursuing a degree in Human Resources.

NEW FOR 2021!!

James Perkins Scholarship



James A. Perkins, formerly the Senior Vice President, Personnel at Federal Express Corporation, was inducted as a Fellow in the inaugural Class of 1992. He was our first Black Fellow. A scholarship is being established in his honor. He attended Tuskegee University which is an HBCU in Alabama, and he has an honorary degree from St. Augustine in Raleigh, also an HBCU. The scholarship will be awarded to a student at Tuskegee University.

NEW PROGRAM!!

Fellows in the Classroom Re-launch



This program matches CHRO Fellows and retired CHRO Fellows with key schools interested in guest speakers or adjunct faculty, either in person or via virtual (Zoom) sessions, in order to achieve the following goals:

1. Further our impact with students already studying HR by exposing them to current thinking and current practices
2. Provide undergraduate students exposure to HR in order to attract the best talent into the HR field
3. Give undergraduate business students and General Management track MBA students exposure to HR and to the value it can have on an organization
4. Drive diversity by enhancing focus on HBCUs

Thanks to Fellow Joe Ruocco for his leadership on this program.

NAHR AND NAHR FOUNDATION CONTRIBUTIONS:

SOURCES OF FUNDING

NAHR

- NAHR Patrons Program
- Annual Dinner

NAHR Foundation

(covers programs and initiatives)

- Annual Fellow Solicitation
- CHRO Academy 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 this 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%
 - 2020 – 49%
- Range of donations from individuals in 2020: \$250 - \$5,000

2020 PATRONS

PATRONS OF THE NAHR (28)

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

Accenture (11)
ADP (2)
American Express (20)
Applied Materials (2)
Archer Daniels Midland (4)
Josh Bersin Academy (1)
Cigna Corporation (14)
Colgate-Palmolive Company (10)
Mr. William J. Conaty (12)
Danaher Corporation (2)
Mr. Dennis Donovan (12)
Mr. Frank P. Doyle (18)
Ms. Mirian Graddick-Weir (1)
HR Policy Association (5)
IBM (28)
IRC4HR (5)
Johnson & Johnson (3)
Lincoln Financial Group (2)
Manulife (2)
Marriott International, Inc. (12)
Ms. Donna Morris (1)
Mr. Terry Powell (6)
Procter & Gamble Company (16)
Prudential Financial, Inc. (12)
Simmons University (11)
Trane Technologies (7) †
Verizon Communications, Inc. (7)
Workday (1)

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

2020 CONTRIBUTORS TO THE NAHR FOUNDATION

October 2019 through November 2020

Mr. William S. Allen	Professor David Lewin
Mr. Lucien Alziari	Mr. Daniel Marsili
Mr. Richard L. Antoine	Mr. Jeffrey McGuinness
Ms. Marcia J. Avedon	Paul D. McKinnon, Ph.D.
Mr. Sidney C. Banwart	Mr. Brian McNamee
Ms. Kathleen S. Barclay	Mr. John M. Murabito
Mr. Mark Biegger	Ms. Daisy Ng
Mr. Laszlo Bock	Mr. Dermot O'Brien
Ms. Lisa M. Buckingham	Mr. Alexander J. (Sandy) Ogg
Mr. John D. Butler	Ms. Mary George Opperman
Mr. Benito Cachinero-Sanchez	Ms. Christine M. Pambianchi
Mr. Kenneth J. Carrig	Ms. Nancy A. Reardon*
Mr. J. T. (Ted) Childs	Mr. Marc C. Reed
Mr. Michael D'Ambrose	Mr. Douglas M. Reid
Mr. Michael L. Davis	Mr. Joseph B. Ruocco
Ms. Susan F. Davis	Ms. Eva Sage-Gavin
Mr. Bruce Ellig	Ms. Libby Sartain
Ms. Ursula O. Fairbairn	Ms. Susan Schmitt
Mr. Peter M. Fasolo	Ms. Laurie A. Siegel
Mr. Richard R. Floersch	Ms. Jill B. Smart
Professor and Mrs. Fred K. Foulkes	Ms. Lea N. Soupata
Ms. Diane Gherson	Mr. Skip Spriggs
Ms. Ashley Goldsmith	Mr. Larry Steward
Ms. Lynda Gratton	Ms. Susan M. Suver
Professor Boris Groysberg	Ms. Mara Swan
Mr. and Mrs. Richard W. Hallock	Ms. Sharon C. Taylor
Mr. Steven R. Hill	Charles G. Tharp, Ph.D.
Mr. John Hofmeister	Professor David Ulrich
Professor Mark Huselid	Ms. Carole S. Watkins
Mr. Ken Hutchinson	Ms. Eleese E. Wright
Ms. Madelyn Jennings	Professor Patrick M. Wright
Ms. Tracy Keogh	Mr. Dan Yager
Ms. Pamela O. Kimmet	Mr. Ian V. Ziskin
Ms. Angela S. Lalor	

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

2021-2022 PRIORITIES:



- Successfully execute our new programs described above.
- Further increase and improve our use of technology for information gathering, board materials, Fellow communications, event registration, etc.
- Continue to 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 (dates for the CHRO Academy likely to change):

Date	Time	Event	Location
Tuesday, June 15, 2021	8:00 am – 8:00 pm Eastern	CHRO Academy XVIII – Day 1	Sheraton New York Times Square
Wednesday, June 16, 2021	8:00 am – 11:00 am Eastern	CHRO Academy XVIII – Day 2	Sheraton New York Times Square
Wednesday, June 16, 2021	1:00 pm – 8:00 pm Eastern	CHRO Academy XIX – Day 1	Sheraton New York Times Square
Thursday, June 17, 2021	8:00 am – 4:00 pm Eastern	CHRO Academy XIX – Day 2	Sheraton New York Times Square
Thursday, November 4, 2021	11:30 am – 4:30 pm Eastern	NAHR Fellows Pre-Dinner Discussion	JW Marriott Essex House – NYC
	6:30 pm – 10:30 pm Eastern	Annual Dinner	
Wednesday, June 8, 2022	8:00 am – 9:00 pm Eastern	CHRO Academy – Day 1	NYC – exact location TBD
Thursday, June 9, 2022	8:00 am – 12:30 pm Eastern	CHRO Academy – Day 2	NYC – exact location TBD
Thursday, November 3, 2022	11:30 am – 4:30 pm Eastern	NAHR Fellows Pre-Dinner Discussion	NYC – exact location TBD
	6:30 pm – 10:30 pm Eastern	Annual Dinner	

Zoom Meetings



In 2020 we came to depend on Zoom. The NAHR will use Zoom meetings going forward when we do not meet in person. If you would like to install the NAHR Background as one of your personal backgrounds, you may do so using the following link which will take you to our website where you can download a copy: <https://www.nationalacademyhr.org/nahr-zoom-background>





We all have a lot going on these days and as an organization we strive to stay connected and keep each other inspired.

- Please let Debbie know when any of your contact information has changed including:
 - Your primary email
 - Address, phone, assistant info, etc.
 - Emergency contact information
 - Any food allergies we should be aware of
- Once we can get together in person again in 2021, we would like to organize small regional dinners with Fellows that live close together. Please provide Debbie with your home information which is kept confidential and not shared at any time with anyone. This address will also be used for any tax letters in regards to NAHR Foundation donations.

NAHR NEWS

We also need to keep each other informed with what we are doing in the HR world.

Please send Debbie:

- Any articles you have authored and would like to share on the website
- Any books you have authored or co-authored that we can post
- Any articles you have seen referring to the NAHR
- Any articles you think would be of interest to other Fellows concerning HR

If you have any local media organizations that we can share news with, please provide Debbie with a contact name and email. Also, whenever possible please mention that you are an NAHR Fellow as you are published.

SUMMARY OF ACTION REQUIRED:



- When a final decision is made regarding the timing of the CHRO Academy, please respond to my email soliciting faculty, and if you are attending make your hotel reservations at the Sheraton New York Times Square, located at 811 7th 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 or book online using the following link: <https://book.passkey.com/go/NAHCRO>
- 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 or book online using the following link: <https://book.passkey.com/go/NAHR2021>
- Let us know if you have anyone you would like to be invited to the CHRO Academy, Top Seat Program, or CPO Start-up Academy.
- Nominate Fellow, Distinguished Fellow and/or Honored Organization candidates once the request for nominations goes out.
- Contact Debbie to update your contact information of if you need website assistance at dknaack@nationalacademyhr.org or (708) 414.9046.