



NATIONAL ACADEMY OF HUMAN RESOURCES

VOLUME 1 / 2023



Happy New Year! It is with mixed emotions that I am writing my last annual newsletter with a year-end recap. I will be providing the wrap up for 2022 and will literally transition this newsletter to our new President, Daniel Marsili, later in the note to provide you his welcome message, including priorities for 2023 and beyond. Before I get down to business, let me take this last opportunity to thank you for allowing me to be the NAHR President these past eight years. This is an amazing organization, particularly due the experience and wisdom of our Fellows, but more importantly because of the generosity of the NAHR Fellows with their time and resources with the sole objective of giving back to the HR profession. While I am proud to have been our President, I am even more proud to have been elected as a NAHR Fellow in 2009.

2022 has been another unique and challenging year. News of Covid-19 changes every day, the ongoing war in the Ukraine is continuing to bring death and destruction, numerous natural disasters impacting so many, including many of us, and a challenging and unpredictable economy and business environment. Throughout the year, HR has continued to play a key role in keeping employees safe and healthy and at the same time productive, as well as providing strategic and operational leadership to our organizations. Even if you are no longer actively working in HR, the legacy you left is having an impact.

Dates to Remember

June 6-7, 2023
NAHR CHRO Academy XXII

June 7-8, 2023
NAHR CHRO Academy XXIII

November 9, 2023
**NAHR New Fellow Installation
and Annual Dinner**

Website

www.nationalacademyhr.org

Below you will find updates on:

- NAHR Foundation Initiatives
- NAHR and NAHR Foundation Financial Contributions
- 2023 NAHR President Priorities
- NAHR Communications
- 2023 and 2024 Calendar

Please remember actions required by you are in red!


WELCOMING NEW NAHR PRESIDENT



Effective January 1, 2023, we welcomed Daniel Marsili as the new President of the NAHR and the NAHR Foundation.

Daniel was on the HR team at the Colgate-Palmolive Company from 1991 until 2020 and was the CHRO from 2005 until 2020. Prior to joining Colgate-Palmolive, he held HR positions at the Hyatt Corporation and the Pepsi-Cola Bottling Company. Daniel was inducted as an NAHR Fellow in 2012 and was elected to the NAHR Board of Directors in 2019. You will hear more from Daniel below!

NAHR FOUNDATION PROGRAMS



NAHR Foundation

NAHR Foundation Programs and Initiatives
 Furthering the professionalism of the HR field at large by conducting outreach initiatives through various programs, projects and studies that reflect the interests of NAHR members and are responsive to the needs of the profession, business, higher education, government and society.

HR Leadership Development	HR Pipeline Cultivation	Diversity & Inclusion	Scholarships	Professionalism of the Field
NAHR CHRO Academy	Masters Students Program	HBCU HR Executive Article	NAHR SHRM Graduate Scholarships	American Research Universities - HR Institute
The Modern CHRO Role (Top Seat)	NAHR Fellows in the Classroom	NAHR SIOP Research Forum on D & I	NAHR Memorial Scholarships	
NAHR CPO Academy	HBCU Program	SIOP Anti-Racism Grants Coalition	NAHR HBCU Scholarships	NAHR History Project

Past NAHR Foundation Programs and Initiatives

- Retail HR Leaders Forum
- SHRM HR Curriculum Guidebook
- Best Practices Cases
- The Ram Charan HR Essay Contest
- Book: View from the Top
- HR Leaders on Boards
- The Global Consortium to Reimagine HR
- Book: The Rise of HR
- Masters Students Internship Program
- Book: The New Chief HR Officer

Advancing Excellence in the HR Profession

NAHR CHRO Academy



Our 2022 CHRO Academy took place in two separate and highly successful sessions on June 7-9, 2022. We had 87 first time CHROs attend and 30 Fellows as faculty! As always, the feedback on this signature program was exceptional. To date we have had almost 700 CHROs attend the Academy.

In 2023 we will once again host two CHRO Academies (XXII and XXIII) to be held consecutively on June 6-7 and June 7-8, 2023. They will be held at the Sheraton Times Square New York Hotel. **There is still space in the June 6-7 session so if you have referrals, please send us their name and contact information including email address and we will invite them to register. As soon as the block of hotel rooms is open, we will send you a link via email so that you may make your reservation.**

Fellows in the Classroom



The NAHR Fellows in the Classroom Program continues to thrive as it matches NAHR Fellows with key schools interested in guest speakers or adjunct faculty. The program hosts both virtual and in-person sessions and continues to gain momentum. We are currently working with 17 universities. The program is spearheaded by NAHR Fellow **Joe Ruocco**. **If you would like to participate in this program, please let Joe know.**

NAHR Master's Student Program



NAHR Fellows recommend students for a half day program led by Fellows covering several current and trending HR topics. Fellows attending the annual dinner mentor the students throughout the day's activities, and the students participate in the Pre-Dinner Discussion and the evening's new Fellow induction events. This year we welcomed 24 students and the program was again led by NAHR Fellow **David Lewin** with assistance from **Wayne Cascio**, **Tim Richmond** and **Kerry Chandler**.

2022 NAHR SHRM Scholarships



We now fund ten \$5,000 graduate scholarships through the SHRM Foundation. The SHRM Foundation selects the scholarship recipients. These ten individuals were invited to attend the NAHR events in New York City, including the NAHR Master's Student Program.

HBCU Scholarship Program



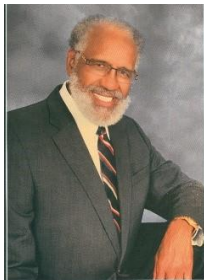
The NAHR Foundation provided one scholarship at each of three HBCU schools: Morgan State University, North Carolina A&T State University and Southern University. Each school identified a top high performing HR Master's student with the intent to pursue a career in HR for the scholarship. The NAHR Foundation has decided to increase the number of scholarships to four \$5,000 scholarships per school for the next two years. The scholarship winners are also invited to the NAHR Master's Students Program.

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 of Human Resources (NAHR). This was our second year in awarding the scholarship to a student pursuing a degree in Human Resources.

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. He attended Alabama's Tuskegee University, and achieved an honorary degree from St. Augustine in Raleigh, which like Tuskegee is a Historically Black College/University (HBCU). A scholarship was established at Tuskegee in his honor. This was our second year in awarding a scholarship to a student at Tuskegee University.

Historically Black Colleges and Universities (HBCU) Program



The NAHR continues to work with three HBCU universities, Morgan State University, North Carolina A&T State University, and Southern University. This program was launched in 2019 and continues to be an ongoing component of our HR talent pipeline, and also serves to increase awareness of NAHR with students and the broader employment community. We invited three representatives from the schools to join our Fellows Pre-Dinner Discussion and New Fellow Induction, three HBCU students to our Master's Student Program, and have Fellows speaking in their classrooms. This program is being led by NAHR Fellows **Ted Childs** and **Fred Foulkes**.

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



NAHR and the Society of Industrial and Organization Psychology (SIOP) have been partnering on several initiatives designed to advance research knowledge and practice in the area of Diversity and Inclusion (D&I).

- **Antiracism Grants funded by NAHR and SHRM** - Several of the research teams are completing their studies and summarizing results.
- **DEI Collegiate workstream** – A session of the Intergroup Dialogue Project (IDP) that is being used at Cornell to empower students and faculty to engage in critical dialogues by facilitating development of individual and collective skills and capacity in human connection, social identity, intergroup communication and strategic change was made available for NAHR Fellows and the NAHR Master's Students. We are exploring additional uses for this available session.
- **DEI Assessment workstream** - A DEI assessment tool for evaluating the successes and barriers towards greater representation and inclusion both at the individual and organization level has been developed and being piloted at the Honors College at Penn State.
- **Women's Professional Networks workstream** - This work is designed to explore and improve the professional networking opportunities for women and women of color. The ultimate outcome is to build more inclusive organizations by making these networks more visible and implementing interventions to improve the networks.

This initiative is being spearheaded by NAHR Distinguished Fellow **Mirian Graddick-Weir**.

2023 Top Seat Program

Cornell University

ILR School

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**. There were two in person sessions and 9 virtual sessions held in 2022 with 25 participants and 15 Fellows helping to facilitate the program. Approximately 205 participants have completed the program since its inception in 2008. The next offering of the program will run on November 8-9, 2023 and March, 2024 in New York City. **Please let us know if you have anyone you would like to be invited to the Top Seat**

NAHR History Timeline



In 1991 a group of human resources leaders took the initiative to form the National Academy of Human Resources (NAHR), an organization that would recognize as Fellows those that have significantly contributed to the HR profession. The initial class of Fellows was inducted in 1992. The NAHR History Project tells the story of the formulation and evolution of the NAHR organization.

NAHR Fellow **Christy Pambianchi** and her team helped create the timeline.

You can view the timeline on the NAHR website; you may use the following link to navigate to it [The History of the NAHR | The National Academy of Human Resources \(nationalacademyhr.org\)](https://www.nahr.org/history)

NAHR Formulation Group



The NAHR would not be what it is today if not for this group of outstanding HR professionals. Below is a link to the surprise video we played at the event in November. The video is also posted on the NAHR YouTube channel. <https://youtube.com/QqqMo9DMz6A>

NAHR CPO Academy



Though a date has not yet been determined, the NAHR will pilot a program in 2023 that provides a forum for Chief People Officers of smaller high growth, start-up, Private Equity (PE) owned and private companies to learn from experienced CHROs who have gone through similar experiences and can share best practices around people strategy and operations. Additionally, the forum will allow the participants to network and exchange ideas amongst themselves. Thanks to NAHR Fellow **Tracy Keogh** for her leadership on this new program. **Please let me know if you have anyone you would like us to add to the invitation list.**

NAHR AND NAHR FOUNDATION CONTRIBUTIONS

SOURCES OF FUNDING

NAHR

(covers operations)

- NAHR Patrons Program (\$5,000)
- Annual Dinner

NAHR Foundation

(covers programs and initiatives)

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

We appreciate your continued support and your generous financial contributions to both NAHR and the NAHR Foundation. **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

- Fellow 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%
 - 2021 - 48%
 - 2022 - 51%
- Number of Patrons: 41
- Range of donations from individuals in 2022: \$250 - \$5,000



It is with enormous pride I take on the President role following Jill, who has brought our organization to new heights. I pledge to preserve all that makes NAHR special and to collaborate closely with you to advance our work and continuously look for ways to improve NAHR.

For the first few months of 2023, I hope to engage individually with as many of you as possible to gather insight into what works well and where you see us taking our organization into the future. While our mission is clear and our Foundation strategy has been recently refreshed, I will take your insights to refine strategic priorities so I focus on the high impact elements in the immediate future. Your insight will help me finalize a path forward for NAHR amidst remarkably changing times, in industry and in our profession.

Of course, there will be the same operational focus that we saw so consistently well implemented under Jill's leadership. We will continue to deliver high-impact programs – CHRO Academies, Fellows in the Classroom, and Scholarships to increase student development, as a few examples.

As we look to the future, I will seek your insight into what I see as four areas of strategic focus:

1. Enhancing how we identify and honor our profession's most accomplished leaders and connecting Fellows more closely to our mission. Specifically, broadening our reach to CHROs beyond the top Fortune companies, improving the diversity of our Fellowship, and working to have better regional representation in our ranks while engaging our current Fellows more in our work.
2. Increasing our role in the development and effectiveness of CHRO's and those on a pathway to CHRO.
3. Leaning in further to educational institutions to build broader awareness of the importance of a Human Resources Organization's role in business.
4. Elevating NAHR's profile externally.

Within these areas of focus, I have initial ideas to validate with you through my reach out. While our resources are limited, the power of our Fellowship working together toward common good in our profession is limitless. To that end, I look forward to working with each of you and to refining our strategic path forward. Thank you for your trust in me.

2023-2024 PRIORITIES



- Continue to improve and successfully execute our innovative programs.
- Continue to increase our use of technology for information gathering, board materials, Fellow communications, event registration, etc.
- Continue to increase our brand awareness and digital presence by being more active on our LinkedIn and other social sites, providing digital badges to participants in our programs, further sharing knowledge capital from our Fellows on our website, sharing updates about our Fellows, having our Fellows use their digital footprint to include information about and from NAHR, etc.
- Continue to increase Fellow participation with both financial support and time, especially with the increased number of Programs we are hosting and leading.



If you have any local media organizations that you would like us to provide them news and information from NAHR, such as our annual class of new Fellows, please provide Debbie Knack with a contact name and email. Also, whenever possible please mention that you are an NAHR Fellow as you are published.

Stay Connected



We are going to start soliciting news about our Fellows so we can keep each other informed of any significant changes, both personally and professionally.

Please send Debbie updates that you would like to share such as

- Change of organization you are with
- Boards you join
- Awards or appointments you have received
- Exposure you may have in the news or magazines
- Any other information you would like us to share with Fellows

Please send Debbie any intellectual property that you would like to share on our website such as

- Articles you have authored
- Books you have authored or co-authored
- Podcasts or videos you are featured in
- Articles you have seen referring to the NAHR
- Articles you think would be of interest to other Fellows concerning HR

We will send a reminder out quarterly to send us any updates.

FELLOWS IN THE NEWS

Please make sure you keep us updated with any changes in your demographic information, such as a new email, phone number, or change of address. It is the only way we can keep you up to date on the activities of the NAHR.

Early in the New Year we will be sending out the confidential contact database for you to review to make sure all of your information is up to date.

Save the Dates

Date	Time	Event	Location
Tuesday, June 6, 2023	7:00 am – 8:00 pm Eastern	CHRO Academy XXII - Day 1	Sheraton New York Times Square
Wednesday, June 7, 2023	8:00 am – 12:00 pm Eastern	CHRO Academy XXII - Day 2	Sheraton New York Times Square
	12:00 pm – 8:00 pm Eastern	CHRO Academy XXIII - Day 1	
Thursday, June 8, 2023	8:00 am – 4:00 pm Eastern	CHRO Academy XXIII - Day 2	Sheraton New York Times Square
Thursday, November 9, 2023	8:30 am – 11:30 am Eastern	Master’s Students Program	JW Marriott Essex House - NYC
	11:30 am – 4:30 pm Eastern	NAHR Fellows Pre-Dinner Discussion	
	6:30 pm – 10:30 pm Eastern	Annual Dinner	
Wednesday, June 12, 2024	8:00 am – 8:00 pm Eastern	CHRO Academy XXIV - Day 1	TBD
Thursday, June 13, 2024	8:00 am – 4:00 pm Eastern	CHRO Academy XXIV - Day 2	TBD
TBD	8:30 am – 11:30 am Eastern	Master’s Student Program	TBD
	11:30 am – 4:30 pm Eastern	NAHR Fellows Pre-Dinner Discussion	
	6:30 pm – 10:30 pm Eastern	Annual Dinner	

SUMMARY OF ACTION REQUIRED

FELLOW TO DO'S

- Be sure to make your hotel reservations for the June 6-8, 2023 CHRO Academy. 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/e/50471723>
- Book your hotel for the 2023 Annual Dinner being held November 9th, 2023 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/NAHRAnnualDinner2023>
- Let us know if you have anyone you would like to be invited to the CHRO Academy, Top Seat Program, or CPO Academy.
- Let us know if you would like to participate in the CHRO Academy, CPO Academy, or Fellows in the Classroom Program.
- Sends us news about you!
- Contact Debbie to update your contact information or if you need website assistance at dknaack@nationalacademyhr.org or 708-414-9046.