

Mission Statement

A NEW JERSEY 501(C)(3) NONPROFIT ORGANIZATION

VISION

We envision an America in which work sustains rather than diminishes the human person; in which the institutions that govern public and private life are equal to the demands of a free and self-governing society; and in which those who labor for the nation and its communities, including workers, families, public servants, and veterans, are met with the dignity, opportunity, and care they have earned.

Mission

Agard Research Associates, Inc. produces rigorous scholarly research, principled policy analysis, and direct community programs that improve the quality of American working life and strengthen the institutions that shape it. Based in New Jersey and engaged nationally, our work centers on institutional design, employment law, workers' rights, and the conditions of a humane workplace. Our programs are oriented toward the populations historically underserved by these institutions, including veterans, women, and members of minority and underrepresented communities. The organization is anchored in the humanistic conviction that institutions exist to serve human flourishing and must be evaluated, reformed, and rebuilt by that standard.

The Need We Address

American workers and the institutions that employ them face a persistent and well-documented set of pressures. Workplaces too often compromise mental health and erode the conditions necessary for sustainable family and civic life. Public policy moves faster than the evidence required to guide it responsibly. Educational programming for K-12 students is increasingly stripped of the civic and humanistic foundations that prepare young people for meaningful participation in their workplaces and communities. These pressures fall unevenly. Workers in underserved communities, members of minority populations, women navigating uneven workplaces, and veterans returning from service all face structural disadvantages compounded by gaps in employment support and elevated behavioral health risks.

Agard Research Associates exists to close the distance between rigorous evidence and the people whose lives that evidence is meant to serve.

Our Approach

The organization's work is grounded in a deliberate commitment to interdisciplinary scholarship and methodological seriousness. We integrate the methods of political science, public administration, and the behavioral and neuropsychological sciences with the older disciplines of the liberal arts and humanities, particularly history, ethics, and political philosophy. This integration is foundational rather than decorative. The questions we study, including what makes a workplace humane, what a society owes those who serve it, and how institutions ought to be designed, evaluated, and renewed, are at their root humanistic questions. They cannot be answered responsibly without the moral, historical, and cultural seriousness that the humanities supply.

Our research and policy products meet the standards of academic peer discourse while remaining accessible to practitioners, policymakers, and the engaged public. We hold to nonpartisan analysis, transparent argumentation, and the responsibility to translate complex findings into instruments of practical reform.

Core Programs

- 01 **Scholarly Research.** The organization produces academic-level research on institutional design, organizational behavior, and the conditions that shape quality of life in private and public workplaces. Our scholarship draws on the methods of the social and behavioral sciences and the interpretive traditions of the humanities to produce work that is at once empirically grounded and morally serious. Findings are disseminated through articles, working papers, and public-facing publications intended for both specialists and an educated general audience.
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- 02 **Policy Analysis.** Agard Research Associates analyzes laws and legislation pertaining to employment, workers' rights, women's rights, labor standards, and related domains of civic life. Our policy products include briefs, reports, and recommendations directed at decision-makers at the local, state, and federal levels, and are written to inform both deliberation and reform.
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- 03 **Employment Assistance.** The organization assists individuals in securing meaningful employment. Priority is extended first to veterans, and thereafter to members of underserved communities and minority populations. This program combines research-informed guidance, partnership networks, and direct support designed to help individuals navigate the labor market with dignity, clarity, and effectiveness.
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- 04 **Workshops and Professional Development.** Agard Research Associates designs and delivers workshops and professional development curricula for workplaces and institutions. These programs translate the organization's research into practical training on workplace culture, ethical management, organizational design, employee well-being, and the structural conditions of a healthy professional environment.
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- 05 **K-12 Educational Programming.** The organization develops presentations, projects, and classroom activities for K-12 students that align with New Jersey curriculum standards and reflect the broader mission of the nonprofit. Anchored in the humanities,

this programming introduces students to civic institutions, public service, ethical reasoning, and the historical foundations of American working life. A dedicated educational track is devoted to veterans and military service, ensuring that students encounter the substance of national service alongside their broader civic education.

- 06 **Behavioral Health and Trauma Support.** Agard Research Associates compiles, recommends, and partners on resources for behavioral health and trauma support, with a primary focus on veterans and active-duty United States military personnel. The organization pursues formal partnerships with established providers and advocacy organizations to ensure that those directed to support are met with credible, sustained, and trauma-informed care.
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Core Values

Scholarly Rigor	Our work meets the standards of peer academic discourse and is offered to the public in that spirit.
Civic Responsibility	We treat research as a contribution to the health of American democratic life, not as an end in itself.
Humanistic Inquiry	We hold that the questions of work, institutions, and citizenship are humanistic questions, and we honor the liberal arts as an indispensable foundation of public reasoning and ethical leadership.
Practical Reform	We pursue research that produces actionable change in workplaces, institutions, and communities, holding ourselves accountable to outcomes and not to ideas alone.
Cultural Competence	We pursue research and reform that takes seriously the diversity of American working life and the communities our work is meant to serve.

Organizational Structure and Stewardship

Agard Research Associates, Inc. operates as a 501(c)(3) nonprofit organization, sustained by charitable contributions, foundation grants, public support, and the dedication of volunteers and affiliated researchers. The organization commits to transparent governance, prudent stewardship of donor resources, and the publication of measurable outcomes across its program areas. Public-facing platforms, including the organization's website, are structured to reflect the breadth of the mission and to provide accessible navigation to the organization's research, policy work, employment resources, educational programming, and the dedicated sections that serve the populations the organization is committed to reaching.

By integrating scholarship, policy, service, and education, and by holding fast to the humanistic traditions that give this work its coherence, Agard Research Associates seeks to make a lasting contribution to the institutions, workplaces, and communities that define American working life.