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POD Network News, December 5, 1986

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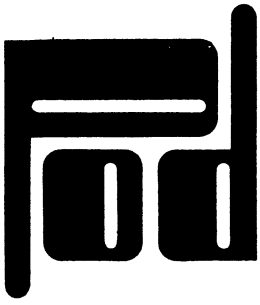
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NETWORK

PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT NETWORK IN HIGHER EDUCATION

December 5, 1986

Dear POD Friends:

First things first...and finding seven people to serve on POD's Core Committee is first and foremost on my mind. In March, seven Core Committee members will "retire," and POD will need seven others to take their places. Elections for the Core Committee will occur in January, but first we need some candidates. This year's elections are especially important. POD is about to undertake some new projects, and the Core Committee is contemplating some new ventures. More on that later...after I tell you what serving on the Core Committee entails and ask you to consider volunteering to be a candidate.

What is the Core Committee? The Core Committee, which is POD's closest thing to a governing board, includes 21 members elected for three-year terms. Each year, seven members complete their terms, and seven new members are elected. Elections for the 1987-1990 term on the Core Committee will take place in January, 1987.

What does the Core Committee do? The Core Committee meets twice a year--once at the POD Conference and again at the AAHE conference. In these meetings, which usually last a day or two, the Core Committee reviews progress on POD projects, considers proposals and policies, discusses questions and issues, and otherwise takes care of business. These are important meetings. In fact, they're so important that POD by-laws require that Core Committee members miss no more than two consecutive meetings.

Between meetings, Core Committee members are not idle. You've probably suspected that someone is doing all the work--planning the annual conference, publishing To Improve the Academy, organizing special projects such as the POD survey, pre-conference workshops, and regional meetings. Add to that list the on-going efforts to find out what's on POD members' minds, to put people in touch with other people, and to maintain the Network. Of course, Core Committee members are not the only ones who direct these activities; POD is lucky to have an able and active membership. However, Core Committee members accept responsibility for initiating activities and for finding people who can pursue them.

How does the Core Committee work? Unlike other governing bodies, the Core Committee makes decisions by consensus (hard to believe, but true, nonetheless). Votes are sometimes taken in order to get a reading on where people stand, but decisions are not made by voting. Going for consensus rather than settling for a majority vote has some consequences. One is that it sometimes takes a while to reach a decision. Another is that the decisions are usually better.

Working toward consensus places some demands on people. At their best, Core Committee members are willing to state their ideas candidly and clearly (succinctly is not required, but it reduces the need for patience), to listen carefully to others, to hold onto a position so long as it has merit, to let go when confronted by strong arguments sensibly stated, and to stick with a discussion until consensus can be reached. Did I mention patience, respect, and caring enough to go to the trouble? These, too, are important qualities. Also, a sense of humor helps.

Why would anyone want to serve on the Core Committee? I can (and I'm going to) tell you how I think about this. First, POD has served me well in a variety of ways and over a long time. I have frequently taken information, ideas, materials, and support from POD members. From time to time, I have felt it was time to give something back; serving on the Core Committee was one way to do that. (You should know, however: I now consider my "dues" paid for a while. I intend to focus on "taking" next year.)

Beyond that, the Core Committee is good company. Where else can you collaborate with 20 imaginative and energetic colleagues from other campuses on projects you regard as important? Serving on the Core Committee is hard work, but it's also exciting and rewarding.

Besides, it's fun.

How can you become a candidate for election to the Core Committee? You have to nominate yourself, so don't wait for someone else to nominate you. We assume you know best when you have the time and energy to serve, so we only accept self-nominations. If you think the next three years look like a good time for you to make your contributions to the Core Committee, please volunteer. **Simply complete the enclosed SELF-NOMINATION FORM and send it to me by January 9th, 1987.**

I hope you will give this "call for volunteers" your most generous attention and that I'll hear from you soon. Meanwhile, there's much to tell you.

Notes on the 1986 POD Conference. POD's 11th national get-together was at least as invigorating, renewing, and rewarding as our first ten were. We're grateful to K. Patricia Cross for her

keynote address on "The Need for Classroom Research." She urged POD members to engage faculty in conducting research in and on their classrooms, provided some illuminating examples of what classroom research projects might look like, and argued (rather cogently, I thought) that classroom research was more likely than some of the other educational reform proposals to promote the improvement of higher education and the professional development of faculty. At the very least, classroom research activities hold promise for filling some important gaps in higher education... "some good discussion of what teachers are trying to accomplish in their courses"; "a constructive approach to applying research to improve practice"; "a literature on how to conduct research in and on the classroom." We're hoping that the complete text of Pat Cross' keynote address will appear in the 1987 volume of To Improve the Academy.

We're also grateful to Richard C. Wallace, Superintendent of the Pittsburgh School District, for his address on "Tomorrow's Students." Those of us who do not have children in elementary or secondary schools were reassured by his report on efforts to reform our schools. Those of us who do have children in elementary or secondary schools are thinking about moving to Pittsburgh. I think all of us found his remarks informative and his predictions about tomorrow's college students encouraging.

And to all of you who took the time to share your experiences and research, your reflections and findings,...thank you from the rest of us. The 1986 POD Conference was everything we've come to expect from POD conferences...provocative, substantive, informative, visionary, supportive...and, of course, lots of fun! Will we ever forget Len Kogut dressed as a baked potato for the Halloween Party? And how about Miriam Nathan who somehow managed to translate Don Wullf's yodels into sign language? And for those of you who wanted the lyrics for C. B. Peters' POD song, here they are (slightly altered so as not to offend, and to be sung to the tune "Don't Fence Me In"):

We give advice to the folks in the nation's classes;
We're P.O.D.
We try to make them better when they teach the masses;
We're P.O.D.
Talk about the lecture and the old case study,
Making sure the faculty know we're their buddy,
Clearing up their thinking when it gets real muddy;
We're P.O.D.

Just turn us loose with our notions, magic potions, and our
little questionnaires.
All of your teachers who are good will get better and the bad
ones will be fair.
We'll tell your staff what to do and also what they shouldn't,
Giving out advice that we know is prudent,
To make active learners out of passive students;
We're P.O.D.

I think we owe special thanks to Bob Dove for chairing the committee that put the 1986 conference together, to Toni McIltrot who got us registered, and to John Anderson, Judy Aubrecht, Glenn Erickson, Peter Frederick, and Julie Jeffrey who fashioned a program worth attending and remembering.

As is its custom, the Core Committee met before the conference. Thus, I have news to report, announcements to make, and deadlines to note.

Marilla Svinicki elected 1987-1988 Executive Director. In March, Marilla Svinicki at the University of Texas at Austin will assume whatever remaining Executive Director responsibilities that I haven't been able to pawn off on her before then. I confess: I'm tired. But I'm very fond of POD, I care that POD's affairs be in good hands, and I'm relieved to know that they will be. I'll have more to say about this when the time comes, but I wanted to let you know the good news now.

Joanne Kurfiss named editor of To Improve the Academy. As you know, Joanne Kurfiss at Weber State College has served POD in a variety of ways, including her recent term as Associate Editor of the 1986 volume of To Improve the Academy. I'm happy to report that Joanne has agreed to serve as editor of the 1987 volume, and I'm relieved to know that this responsibility also will be in good hands.

Karron Lewis to chair the 1987 POD Conference. Karron Lewis from the University of Texas at Austin was officially appointed Chair of the 1987 Conference planning committee. Actually, Karron has been working on conference plans for at least two months. In September, Judy Aubrecht asked if anyone else might be available to relieve her of the 1987 conference planning responsibilities; Karron graciously agreed to do so. About the same time, our plans to hold the 1987 conference in Mississippi fell through; the conference center didn't have enough rooms. A month later, NCSPOD asked if we might postpone our plans to hold a joint conference next year, so that they could celebrate their tenth anniversary. In short, while most of us were up to our ears in planning the 1986 conference, the 1987 conference demanded attention. Personally, I'm very grateful to Karron for stepping in.

In case you're wondering when and where we'll meet again, get out your cowboy boots (and start working on the proposed POD song). The 1987 POD Conference will be held at the Inn of the Hills in Kerrville, Texas (75 minutes from the San Antonio Airport), October 15th-18th, 1987. You'll hear more about this after the winter holidays, but if you're eager for details, please contact Karron Lewis, Center for Teaching Effectiveness, University of Texas at Austin, 2200 Main Building, Austin, Texas 78712; phone: 512/471-1488.

POD 1987 Grants Program. I'm happy to report that POD is willing and able to offer something besides moral support for worthwhile projects. In their October meeting, the Core Committee agreed to pilot a small grants program, set aside \$5,000 for grants in 1987, and drafted a set of guidelines and procedures. If you have a project looking for some modest financial support, please turn to the enclosed announcement of POD's Grants Program (grey enclosure), which outlines objectives, priorities for 1987, application procedures, and criteria for evaluation of proposals. Please note that **applications for POD grants in 1987 must be postmarked by February 1, 1987.**

TO IMPROVE THE ACADEMY, 1987: Call for Papers. You have about two months to collect your thoughts, to get them in writing, and to submit them for review for the 1987 volume of To Improve the Academy. I have enclosed the 1987 Call for Papers and Submission Guidelines (yellow enclosure). Please note that the **deadline for submitting papers is February 16, 1987.** If you have questions (e.g., "What do you mean by 'theoretical analyses of relevant issues'?" "I have an idea cooking, but it's half-baked. Will you extend the submission deadline to the end of February?") or if you simply need a bit of encouragement, please contact Joanne Kurfiss, Learning Research Services, Weber State College, Ogden, Utah 84408-2909; phone: 801/626-6412.

Handbook for New POD members. Rusty Wadsworth is in the beginning stages of producing a "handbook" for persons new to professional and organizational development. As a first step, she would like to hear suggestions about content from POD members. She's especially interested in learning what those new to POD would have found valuable to have in print form. If you have ideas or suggestions, please contact Rusty Wadsworth, Northeastern Illinois University, 5500 N. St. Louis Avenue, Chicago, Illinois 60625; phone: 312/583-4050 ext. 3309.

Coming Events. It looks like a good year for professional development opportunities. The following announcements have crossed my desk so far.

The Center for Faculty Evaluation and Development at Kansas State University is offering two conferences which may be of interest to POD members. Both will be held in Orlando, Florida.

Academic Chairpersons: Organizational Structure, Change, and Development February 18-20, 1987

Faculty Evaluation and Development: Looking Ahead
April 1-3, 1987

For further information, please contact the Center for Faculty Evaluation and Development, Kansas State University, 1623 Anderson Avenue, Manhattan, Kansas 66502-4098; Phone: 800/255-2757 or 913/532-5970.

The American Association for Higher Education (AAHE) will hold its 1987 national conference, **Enhancing Performance by Taking Teaching Seriously**, March 1-4, 1987, at the Chicago Hilton & Towers in Chicago, Illinois. The preliminary conference program promises nearly 150 sessions on topics such as "the return to great expectations," "how we teach, how they learn," "elevating teaching, supporting the faculty," "transforming the teaching profession," "paying for college: a new ball game." "strengthening campus life, reaffirming values," "new expectations for assessment." What else could you want? A POD meeting, you say? Well, then, I have good news for you. **POD will be conducting a session and hosting a reception at the AAHE conference.** Please watch for AAHE conference announcements and registration materials. We hope we'll see you there!

The Institute of Higher Education and the Division of Continuing Education at the University of Florida has issued a call for proposals, papers, and institutional representation for its eleventh national conference, **A National Seminar on Successful College Teaching**, March 8-11, 1987, Orlando, Florida. Faculty are invited to submit proposals reporting their experience with some aspect of college teaching and are urged to take a practical, applied orientation. The deadline for submitting proposals is December 15, 1987. For additional information, please contact Al Smith, National Seminar on Successful College Teaching, Division of Continuing Education, 1938 W. University Avenue, Gainesville, Florida 32603.

The Society for Teaching and Learning in Higher Education and Queen's University at Kingston have also issued a call for proposals for their **Seventh Annual Conference on Teaching and Learning in Higher Education**, June 21-24, 1987, Queen's University at Kingston, Ontario, Canada. The conference hopes to provide faculty, educational researchers, administrators and instructional developers a forum in which to discuss ways to improve teaching and learning in post-secondary education. Proposals for sessions in either French or English will be welcomed from groups and individuals until January 31, 1987. For additional information, please contact The Society for Teaching and Learning in Higher Education, c/o Health Sciences Office of Education, Botterell Hall, Queen's University, Kingston, Ontario K7L 3N6; Phone: 613/545-2540.

And don't forget the **1987 POD Conference**, October 15-18, 1987, in Kerrville, Texas. You'll receive the call for proposals with the February POD Newsletter, but it's not too early to be thinking about the contributions you might make at next year's conference or to be making plans to attend.

Another reminder: 1986-1987 POD membership dues are now overdue. If you have not yet paid your 1986-1987 POD membership dues, now would be a good time to do so. Individual Membership is \$25.00; Institutional Membership covering five people is \$100.00. Please make checks in U.S. currency payable to POD Network.

Before closing, I'm concerned that you remember that POD depends on your contributions and that you not forget some important deadlines:

By January 9th, 1987, nominations for the Core Committee are due. Remember, only self-nominations are accepted. I know this sometimes feels awkward, but I beg you to put your humble natures aside for a minute while you volunteer for a worthy cause. We need some help. If you can give it, please complete the self-nomination form and return it to me before January 9th.

By February 1st, 1987, proposals for the 1987 POD Grants Program must be postmarked. If you have a project (preferably a worthy one) that needs some financial as well as moral support, please consult the enclosed guidelines for the 1987 Grants Program. If your project fits POD's objectives and priorities, get your proposal in the mail on or before February 1st.

By February 16th, 1987, submit that manuscript reporting your latest thoughts, discoveries, or accomplishments to Joanne Kurfiss for consideration for the 1987 volume of To Improve the Academy.

By sometime in March, 1987, your proposal to offer a session at the 1987 POD Conference will be due. I mention this now, so that you can start thinking and be ready when the deadline for submitting proposals is set.

Meanwhile, I hope your holidays are happy, that you'll keep in touch, and that you'll take care.

Bette

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NETWORK

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