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P ❖ O ❖ D DEVELOPMENTS

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IN HIGHER EDUCATION

POD DEVELOPMENTS
Volume 1, Issue 1
August, 1981

Dear Colleague:

Welcome back to the fresh beginning of the 1981-82 academic year. For most I'm sure it will be a dramatic change from summer vacations, yet a welcome change to move forward. To help in the welcome, the planning Committee of the POD fall conference is announcing in this newsletter the program for the Cincinnati happening October 22-24.

"Living and Learning in Academic Cultures" is the theme, and the program is another lively experiment with a network conference -- varied sessions, community-building activities and challenging ideas. You will note the all-conference simulation of a university setting on Thursday with several "classes" to attend and a collaborative exploration of the future of professional and organizational development for Friday.

The site is the brand new Westin Hotel (known as the Cincinnati Plaza under construction) and located on Fountain Square, downtown. May I continue to quote Steve Scholl, conference chair, with the following reminder: "Mark 'POD' on October 22-24 on your calendar, send me the registration today, tell the travel agent to start hunting for discount deals, and phone your usual POD roommate to be sure you have someone to talk to late, late at night, about the neanderthals back home, declining enrollments, mid-life crises, strategies for change, truth, love and hope. See you in Cinci!"

Though distance and money caused me to miss the Spring Core Committee meeting in Washington, D.C., where the decision to discontinue the POD Quarterly was made, I was pleased to learn that they did not shirk their responsibilities in developing a name for a different kind of communiqué. During the day the following suggestions were offered:

In *POD* we trust
POD party
A *POD* on the back
POD luck dinner
Howdy, *POD*ner
Welcoming *POD*dy
*POD*tifical
It's *POD*ible!
Seed *POD* money?
*POD*agogy
Ex*POD*ited
Peas in the *POD*
Norman *POD*horitz
A *POD* in the hand is worth 2 in the bush
Inde*POD*igable
Snap, Crackle and *POD*
*POD*ding the bill
Hodge *POD*ge
A *POD* on both your houses!
The *POD* at the end of the rainbow
Spare the *POD* and spoil the teacher
A big frog in a small *POD*dle
Our *POD* runneth over.
Are we just *POD*dering around?
Follow the *POD*dy line

Just one last thought after all of this: and these are our leaders?! Look forward to seeing you soon.

From the Executive Director:

For many of us this is vacation time and within a few days or weeks we are beginning a new academic year, facing the inevitable change that arrives with the new year. As you can see from the POD Developments, the Network has also undergone changes. The Core Committee decided to begin publishing this occasional newsletter as an alternative to the POD Quarterly. Also, Steve Scholl and the Planning Committee have arranged an exciting and interesting conference to be held in Cincinnati. More about that is in another section of the Newsletter.

Let me first talk about the Quarterly. Since its inception the Core Committee has discussed the Network's financial stability and future. The cost of producing the Quarterly exaggerated an already insecure situation. The general feeling of the Core Committee members had been that a quality periodical would be useful to, and valued by Network members. Further, I believe that many Core Committee members felt that the Quarterly was an important experiment by the Network, and accepted the risks of experimentation.

While financial pressure prompted Core Committee discussions about the cost-saving measures, the decision to no longer publish the Quarterly was based also on other considerations. First, attempts to reduce the costs of producing the Quarterly had been explored. Where these could be effected, the savings were not great enough. Second, an assumption had been made that the Quarterly would provide an outlet for member's work and could even promote research on professional development. However, after two years, the Quarterly was not attracting quality articles in sufficient numbers for us to plan for the publication of the future issues. The best articles which were coming in were the results of solicitation efforts by the two editors.

The Core Committee wanted to continue the Newsletter function which had been incorporated into the Quarterly, and decided to initiate a less expensive publication on an occasional basis. Thus, the POD Developments has begun. Sandy Inglis agreed to serve as the POD publication's editor and to coordinate the publication of the POD Developments. The Newsletter will continue to publish book reviews, news about our members, requests for information, meeting announcements and so forth.

At its most recent meeting the Core Committee also discussed the goals and missions which the Network should strive to achieve. I took the opportunity to initiate this discussion for several reasons. First, the role the POD Network in the culture of post secondary education organizations was unclear to me. Second, I wanted to discover and clarify those activities which the executive director could initiate to advance the Network and, hopefully, to allow us to collectively contribute to human development.

The discussions were based in part on the Delphi study of present and desired goals for POD. Lance Buhl and Steve Scholl conducted this study and reported the results in the POD Quarterly. The highest ranking goals in that study spoke of benefits to individual members such as Networking, making new contacts, and so forth. I suggested to the Core Committee that, while these goals have been the basis for the Network founding, they are not enough. For us to continue as a professional organization we should be making contributions to the community of post secondary educators and organizations. The discussions were lengthy, rambling and interesting. At the close of the discussion, there was agreement that the Network should pursue goals which would contribute to the post secondary education culture. However, the Network's primary activities, the Conference and the Newsletter, should continue to serve more individual goals like those resulting from the Delphi study. In the area of cooperation with other higher education organizations, a specific suggestion was made. The suggestion was that we initiate a research and development project which would outline and emphasize the value of professional development. Jack Lindquist agreed to prepare an outline draft for discussion purposes. Another suggestion, thanks to Chic Goldshmid, was that each of the Core Committee members plan and host local meetings for persons interested in professional development. One of the topics which could be discussed would be POD's role in the larger scheme of higher education. I have not heard of any meetings which occurred this past spring; however, I know several are planned for this fall. If you are interested in attending such a meeting and if you have not heard about one, please contact the Core Committee member nearest you.

Enclosed with the Newsletter are several copies of the most recent POD brochure. If you are attending meetings where you can tell others about the Network through the brochure or if you have other uses for extra copies, please drop me a line and I will send them to you.

In closing, I want to give special thanks to David Outcult and to Glenn Nyre. David was the founding editor for the POD Quarterly and worked very hard and effectively in getting it started. Glenn had the somewhat dubious distinction of being the second and last editor. He, too, spent many hours trying to make adjustments that would continue the quality which David had initiated.

I look forward to seeing you in Cincinnati.

Sincerely yours,

Mike

Michael L. Davis
Executive Director

ANNUAL CONFERENCE -- CINCINNATI -- OCTOBER 22-24

You can still register for the POD Annual Conference, to be held at the Westin Hotel in Cincinnati, October 22-24, and take advantage of a $10 registration discount if you do so no later than September 15. We have extended the pre-registration discount to the 15th in spite of a strong response already received in early registrations. Canadian members have suffered this summer under a mail strike and several people have indicated that the original September 1 discount deadline was unrealistic due to fall term starting dates at their institutions.

The conference is shaping up to be one of the best ever. Jack Lindquist is planning an intriguing simulation of an academic community to begin our activities on Thursday, October 22. Small groups formed during the simulation will provide increased interaction between new and old participants in POD events and give us feedback on the conference throughout the two days. Friday morning's session will focus on perspectives on the past, present and future of professional development in higher education. Lance Buhl is preparing a keynote address to kick off this series of sessions. And we have a host of exciting, participant-oriented workshops scheduled for Friday afternoon and Saturday morning.

Transportation to and from the Cincinnati airport is easy, but you should act now to make plane reservations to assure good connections and discounts. Think about carpooling to Cincinnati, too! Let us know if you want to know who else is coming from your area and we will put you in touch. We already know of one van leaving from Fresno.

Enclosed is an additional announcement of the conference and registration form to be used in recruiting a colleague to attend the conference. Our most effective means of getting new people involved in POD has always been person-to-person contact. Please pass this information on to someone who you know to be interested in our brand of fellowship and professional renewal. You might make a special point of contacting someone who used to come to the annual conferences but has not done so recently. We've already been successful in getting Jack Noonan to come back again, and he is organizing the final session for the conference. It seems appropriate with our theme of "Living and Learning in Academic Cultures" that we make special efforts to draw back in those associates who have been important to us in our own development. A conference should not be just an exchange of good ideas and a chance to get away from home -- it should also be an opportunity for that personal, human contact that is at the heart of effective education. See you in Cincinnati!

PRE-CONFERENCE WORKSHOP -- BIRKMAN METHOD

Thursday, October 22, 9:00-2:30

Westin Hotel - Cincinnati

"Relational Management, a new tool for administrative improvement."

Organizational success is dependent on individuals knowing and using their special skills and work styles; on the organization providing those individuals with circumstances which motivate them; on the organization having a broad range of work styles available; and on the willingness of individuals to work in offices and groups which contain a broad range of skills and styles. The key to those conditions lies in people having available accurate knowledge about:

their own working styles
their needs for certain work environments
others' working styles and work environment needs

One way to gain this knowledge is through the Birkman Profile, an individualized and specific description which has been used in industry for over 30 years. Profiles will be generated for each participant and discussions will cover participants' styles, how their styles affect their work and relationships, and how organizations have used the Profiles. Participants who are experienced trainers may apply at POD for further training enabling them to work with others using this Profile.

Workshop Leaders: Joan North and Dennis Schaffer
Limit: 15 persons
Cost: $85
Deadline for Application: October 1
To Register: write or call Joan North
Mercyhurst College
Erie, PA 16546
(814) 825-4000

(Those who participate in this pre-conference workshop, or are familiar already with the Birkman method, may be interested in knowing that Marilyn Leach (University of Nebraska-Omaha) is offering a session later in the conference on applying the Birkman analysis of personal needs and interests to "Improving Living and Learning in the Classroom.")