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POD NETWORK

PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT NETWORK IN HIGHER EDUCATION

NEWSLETTER
NOVEMBER, 1988

EVERYONE WANTS TO MOVE TO COLORADO

It is hard to imagine how we could have had more beautiful weather in a more beautiful setting than we did at the annual conference in Colorado. I know the ski slope operators were disappointed that there was no snow, but for the rest of us the conditions were perfect as was the conference itself. And thanks to the clever planning of the conference team, each of us took home a little bit of Colorado in the form of a Colorado blue spruce seedling. (Mine seems a bit confused by the weather in Texas, but appears to be adapting.) Of course, the conference itself was wonderful as usual. The theme of "Stretching our Boundaries" was certainly evident in our activities, particularly our keynote speakers, who challenged us intellectually as well as professionally. I want to personally thank the Colorado conference team for such a wonderful job in organizing one of our biggest conferences ever. We had approximately 240 attendees and yet everything seemed to run so smoothly. The only bumps were caused by me for not expecting so many participants and therefore running out of To Improve the Academys. But hopefully everyone who should have gotten one has by now been contacted by me and the mix-up straightened out. If you would like some input into the location of future conferences, note that there is a survey from the conference site selection committee included with this newsletter. Please fill it out and return it to Susan Holton at Bridgewater State College.

THE CORE COMMITTEE STRIKES AGAIN

As is customary, the Core Committee met prior to the conference to conduct the business of the organization. The most important business at the fall meeting is the selection of the new Executive Director, an event which fortunately occurs only every other year. This year for the first time, we tried a premeeting selection process to identify potential candidates whose names could be presented to the Core Committee for voting. We had a fine slate of nominees, some of whom for a variety of reasons decided not to run this year, bringing us down to two excellent candidates. After a brief interview with the two individuals, the Core Committee voted and as luck would have it, the vote resulted in a tie! In the meantime the two candidates were out in the hall discussing the work of the Executive Director position and deciding that what they really wanted to do

was share the responsibilities. As a result of these two coincidences, we now have a joint Executive Directorship for the next two year period. The two individuals who will divide up the responsibilities are Rusty Wadsworth, Executive Director for Programs, and Delivee Wright, Executive Director for Administration. For the first year of the two year period, Rusty will function as the "Executive Director" and perform the public and official functions of the position; during the second year Del will assume that role. Each will continue to head up that portion of the responsibilities mentioned in their respective titles for the entire two year period. Hopefully by dividing up the work, the position will be less of a burden on any one individual. Rusty and Del will take over their respective responsibilities beginning in January, although I will remain the nominal "Executive Director" until the spring Core meeting. This latter arrangement is needed since I will be on leave teaching in Hawaii for the spring semester. (Thank you, but I've had more than enough people already offer to do guest lectures.) I know that Rusty and Del will do a wonderful job of their respective responsibilities so the ship of state is in good hands, at least at the organization level.

The Core Committee also reviewed the finances of the organization and found us to be healthy if not wealthy. With the addition of three new projects this last year (grants, the Bright Ideas Network booklet and the Handbook for New Practitioners), we have expanded our services to members. Fortunately, due to Bette's careful management and my hounding people for membership dues, we are still on firm financial footing. Any new projects we undertake will have to pay their way, however, and we will be operating under a budget which should keep us from running off with the treasury. We are still entertaining ideas for new programs to serve the widely varying needs of the membership, so if you have a good idea for a new project, contact Rusty.

CORE COMMITTEE ELECTIONS

Just when you thought all mention of elections was past and it was safe to come out of the house, the spectre of Core Committee elections raises its head again. Each year at this time I send out an invitation for all members to nominate themselves for membership in the Core Committee. The activities involved in being a Core member are:

- attendance at the fall and spring meetings
- participation in the decision-making required by the various projects we undertake
- willingness to provide support and input to the various committees throughout the year

These are not onerous requirements and any Core Committee member will tell you that serving on the Core Committee is a fascinating experience. So let me encourage you to complete the attached self-nomination form and return it by December 15th to Glenn Ross Johnson at Texas A&M University, College Station, Texas. The address is on the form.

POD GRANT PROGRAM

Another annual event at this time is the call for small grant proposals for the 1989 grant review. I have included with this newsletter a proposal description which should serve as a guide for your submission. The grants which have been funded thus far have provided the basis for several conference sessions as well as articles and have had an impact on the receiving institutions as well, so the program seems to be serving its intended purpose. If you are interested in applying for one of the small grants, please prepare a proposal and submit it to Art Crawley at the University of Georgia by February 6. Each proposal will be reviewed by a committee and presented to the Core Committee during the spring meeting. Awards are made on a competitive basis and will be distributed after May 1 of next year.

PUBLISHING OPPORTUNITIES

Let me remind you once again that To Improve the Academy is getting wider and wider distribution these days, and we need to keep the quality of articles high. The more manuscripts received, the more quality we can expect. Articles for next year's volume should be submitted to Susan Kahn at the University of Wisconsin System, as noted on the enclosed call for papers.

And I have also been asked to make you aware of another publishing possibility as well as a print resource which might be of use to you. It is The Department Advisor, a quarterly designed to provide concrete assistance to department and division chairs. If you are interested in submitting something for consideration, please contact John Bennett of Siena Heights College in Adrian, Michigan. (Subscription inquiries should be sent to P.O. Box 12635, Denver, CO, 80212.)

AND NOW A WORD FROM OUR SPONSOR

For those of you who were not able to attend the conference and have not renewed your membership for the 88-89 academic year, this is your chance. Waiting in the wings are two indispensible resources for POD members, your 1988-89 membership guide and your 1988 To Improve the Academy. I will send both along to you as soon as I receive your membership renewal. You'll know if you are not listed as a current member because there will be a reminder notice accompanying this newsletter. On March 1st, Del Wright will purge the membership roles so be sure to get your dues in before then.

TO DO LIST:

Return conference site survey	To Susan Holton asap
Renew membership (if necessary)	To Marilla Svinicki asap
Nominate self for Core	To Glenn R. Johnson by 12/19
Submit article for book	To Susan Kahn by 1/13
Submit a grant proposal	To Art Crawley by 2/6

Have a nice holiday

From Marilla Svinicki asap

* * * * * * * ***CALL FOR PAPERS*** * * * * * * *

TO IMPROVE THE ACADEMY

Published by the Professional and Organizational Development Network in Higher Education (POD)

To Improve the Academy is an annual collection of essays on faculty and organizational development theory, research and practice in higher education. Published by the Professional and Organizational Development Network in Higher Education, the volume focuses particularly on faculty development, improvement of teaching and learning, and other topics related to educational reform. Readers of the collection include a wide audience of faculty members and administrators interested in development issues in higher education.

POD invites submissions for the 1989 edition of To Improve the Academy. Contributions should be related to the topics listed above, and might include literature reviews, annotated bibliographies, commentaries on or overviews of important issues, theoretical analyses, position papers, and descriptions of model programs or case studies. Also welcome are reports on classroom research projects and other experimental programs, qualitative or quantitative studies of teaching and academic life, and analyses of methodological issues. Articles should be practical, timely, thoughtful and well-written. Submissions will be reviewed blind by a team of five consulting editors.

Articles should be double-spaced with references in APA format. There is no specific length restriction; most submissions in the past have been between 10-20 pages. The deadline for the 1989 edition is January 13, 1989. Send submissions to Dr. Susan Kahn, Editor, 1642 Van Hise Hall, 1220 Linden Dr., Madison, Wisconsin 53703, telephone (608) 263-2722.

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POD GRANT PROGRAM

This program is intended to promote the professional growth of POD members, increase research and exchange of information on issues in higher education, and strengthen local and regional programs for institutional and faculty development. The maximum award for any one project is $1000.

GENERAL OBJECTIVES

1. Develop useful research
2. Enrich professional expertise and career satisfaction of POD members
3. Facilitate the exchange of expertise and information among POD members
4. Promote development of activities and materials that benefit POD members and their institutions.

CATEGORIES OF AWARDS

1. Research:
   a. Classroom projects that encourage developers, instructors, administrators, and/or students to investigate basic teaching/learning questions relevant to their specific educational settings. Production of materials that assist or promote such research.

   b. Research that illuminates the nature of the individuals, organizations, or activities involved in institutional or professional development. Production of materials that reflect or advance the success of individuals or organizations working in these areas.

2. Development:
   a. Implementation of a new program of professional, organizational, or instructional development for some group or institution. Expansion or revitalization of an existing program.

   b. Promotion of regional or inter-institutional exchanges or meetings.

   c. Activities or materials that increase the professional expertise, personal growth, and/or career satisfaction of POD members and their colleagues.

APPLICATION FORMAT

1. Title Page containing the proposal title and the name, institution, address, and telephone number of the applicant(s). Applicants must be current POD members.

2. Project Description (2 pages maximum) including as much of the following information as is applicable:

   a. What are you going to do? (project description)
   b. What are your goals? (objectives/desired outcomes)
   c. Why is this worth doing? What circumstances make this an especially valuable activity? (context/need/rationale)
   d. What is the general background of the setting and the personnel involved? (size/type of institution or participant pool; experience of personnel; other information helpful in evaluating the appropriateness and probability of success of the project) What is the role of the applicant?
      NOTE: Do NOT actually name the applicant, the institution, or local personnel. These should be identified ONLY on the Title Page so that the preliminary review of all proposals can be done "blind." It is appropriate, however, to identify and give the qualifications of any outside consultant involved.
   e. How do you plan to evaluate the project?
   f. How do you plan to disseminate what you learned to others? (regional workshop, POD conference presentation, article for POD's To Improve the Academy, etc.)

3. Budget including as much detail as fits on one page.
   It would be beneficial to mention any institutional or other supplementary support the project will receive. In the spirit of rewarding internally motivated participation, direct stipends to faculty are not encouraged.

APPLICATION PROCEDURE

1. Deadline for application is February 6, 1989.

2. Send the following materials to:

   Art Crawley
   Instructional Development
   164 Psychology Building
   University of Georgia
   Athens, GA 30602

   a. One copy of the complete 4 page application outlined above.
   b. Four copies of the Project Description and Budget. (These will be forwarded to the Review Committee and should NOT contain information identifying you or your institution.

EVALUATION OF APPLICATIONS

1. A Review Committee comprised of four Core Committee members will read all proposals and prepare a report including a preliminary priority listing and recommendations.

2. During its March meeting, the Core Committee will discuss the Review Committee's report and make the final award decisions. Applicants will be notified of the results by April 1.

CRITERIA FOR EVALUATION OF PROPOSALS

1. Closeness to the objectives and award categories described above.
2. Apparent likelihood of success.
3. Value to POD members.
4. Diversity of types of projects funded.

(Final decisions may also take into account the factor of regional diversity.)

FUNDING AND EVALUATION OF PROJECTS

1. Any funds awarded will be distributed after May 1, 1989.
2. A written evaluation of the project is required and should be sent to the Executive Director within 60 days of completion of the project or by February 1, 1990. If the project is not completed by that date, a preliminary report should be submitted along with a request for an extension not to exceed six months.

POD CORE COMMITTEE
1989-1992

SELF-NOMINATION FORM

If you think the next three years look like a good time for you to contribute some of your talents to POD, please volunteer to be a candidate for election to the Core Committee. Complete the information below and mail it on or before December 19, 1988, to:

Glenn Ross Johnson
Ctr. for Teaching Excellence
Texas A&M University
College Station, TX 77843

Please note that your self-nomination form will be reprinted on the election ballot exactly as you send it, so please type the information requested.

Name:

Title:

Address:

Phone:

Background in professional and organizational development:

What would you like to see POD accomplish over the next 3 years?