POD Conference in Portland

Everyone I have talked to who attended the 19th Annual POD Conference held in Portland, Oregon in October has said that they had a great time and acquired an enormous amount of useful information. There were a record 350+ participants at the conference and over 100 of those participants were attending for the first time!! I found it very exciting to meet all of the people who are starting new programs, and, as usual, also relished making contacts with "old" friends.

The conference program included 8 pre-conference workshops, 72 Concurrent sessions, 9 Poster sessions and 9 Roundtable sessions. In his keynote speech, Faculty Work in the 21st Century: Time, Tools & Talent, William Plater used multi-media (probably a first for POD) and gave all of us a vision of what things might be like in the not too distant future. Joan North, Marty Nemko and Peter Seldin provided a provocative look at Professional & Organizational Development through the format of a McNeill/Lehrer Newshour. To help newcomers get acquainted with POD (the organization), there was a Newcomers Orientation session. And a wonderful addition to this year's conference were the "wawsuk-la" groups — small break-out groups that met periodically to process and discuss the conference sessions (or whatever else they wanted to discuss!).

Even the entertainment was intellectual this year. Len Barron, from Boulder, CO, provided interesting insight into Einstein as an ordinary man through a theater piece that incorporated humor as well as scholarship; Gene Houck and Jean-Pierre brought synthesizer/MIDI technology into Friday evening's entertainment; and on Saturday evening, Moe Dixon's guitar music and singing contained many different styles (rock, blues, jazz) and lots of audience participation.

Everyone who was involved in the conference deserves gold stars and commendations for the high quality of the sessions, the entertainment, and the accommodations. Thanks to all of you!

Thanks to Conference Organizers and Other Special Volunteers

Putting a POD Conference together takes a great deal of time and effort from many people (65 are listed in the front of the conference program). I can't name all 65 here, but there are some to whom we owe special thanks: Larry Quinsland for planning and coordinating the conference; Carol Weiss for chairing the Preconference Program Committee; Li Tang for chairing the Conference Evaluation Committee; David Templeton for coordinating the increasingly complicated audiovisual support; Nancy Diamond, Gentry Lankewicz, Anita Haynes, Glenn Erickson, Judy Greene, and Don Wulff for assisting with registration; David Graf, for assisting with the logistics; LeAne Rutherford for again putting out the daily News; and everyone else, who in many different ways, made the conference such a wonderful success. POD depends heavily on volunteers, such as these, and we thank them for their generous contributions of time and expertise.

To Improve The Academy

Special thanks also need to be extended to Emily (Rusty) Wadsworth, the Editor for the 1994 issue of To Improve The Academy, and her associate editors. This issue is the largest to date (391 pages!) and contains 24 chapters. These chapters provide insights, describe methods, and recount research in the fields of instructional, faculty, and organizational development. If you were unable to attend the conference, your issue has been mailed to you.

Next year's issue will be edited by Ed Neal. As you remember, there was a call for self-nominations in the May 1994 POD Newsletter for Associate Editor and Reviewers for the next issue. The Publications Committee reviewed all of these nominations and selected the following persons:

Associate Editor — Laurie Richlin (she will become the Editor for the 1996 issue)

Reviewers

(1 yr Term) — Deborah DeZure, Nancy Diamond, Rita Rodabaugh, Christine Stanley, Rusty Wadsworth, Dina Wills.

(2 yr Term) — Cheryl Amundsen, James Browne, Phil Cottell, Art Crawley, Madelyn Healy, Chuck Spuches.

(Alternates) — Shirley Adams, Erin Porter.

Our thanks to these folks for volunteering to help with this very important project.
Did you Get your POD Mug?

If you attended the conference, but did not get one of the POD Mugs distributed to all attendees, please contact David Graf at the POD national office so he can mail one to you.

Report on CORE Committee Strategic Planning Session

This year the CORE Committee volunteered to come a half day early to provide time for strategic planning and visioning for the organization. This 6-hour session was facilitated by Anthony Diemont from The Pacific Institute in Seattle, WA. From this session six areas were identified as Key Result Areas (areas in which the POD Network needs to move forward to create an even more useful and viable professional organization):

- **Marketing/Awareness Campaign**
  to create a wider awareness of POD and our mission;
- **Research, Development & Dissemination**
  to provide a research and theoretical basis for what we do and make sure that information reaches a wide audience;
- **Member Recruitment/Retention**
  to facilitate ways to mentor new members and bring in additional members;
- **Member Services**
  to provide publications, conferences, technology, etc. to facilitate the development and maintenance of effective programs on individual campuses;
- **Resource Management**
  to help the CORE Committee utilize our resources in ways that will benefit our members and the organization as a whole;
- **Policy Development**
  to provide guidelines, objectives and policies for effective administration and governance of the POD Network.

If you are interested in helping out in any of the above areas, please let David Graf or Karron Lewis know so they can pass your names along to the committee chairs for each of these areas.

CORE Committee Decisions/Reports

Following the Strategic Planning session, the CORE Committee proceeded to discuss the business of the organization. The committee made decisions and received reports in the following areas:

- **Future Conference Sites.** Mark your calendars now!! Next year, October 25-29, 1995, we will be meeting at Sea Crest Conference Center and Resort in North Falmouth, Massachusetts. The following year, October 16-20, 1996, we will be moving westward to Snowbird Conference Center and Resort just outside Salt Lake City, Utah. The CORE Committee instructed the Site Selection Committee to look at the area between Texas and Georgia for a location for the 1997 conference. If you know of conference centers in that area that would hold 350+ people and have the meeting facilities for 12-14 breakout sessions, contact David Graf with that information.

- **Conference Planning Booklet.** Because planning and putting on a POD Conference requires much attention to detail, Larry Quinsland and David Graf are going to draft a guidebook for future conference coordinators. (Past Conference Coordinators will be asked to provide input, so please be ready to respond to the draft when it is completed.) This will be very useful and should help future conference coordinators ensure smooth-running conferences.

- **Bright Idea Award.** As some people noticed, we did not have a Bright Idea Award this year at the conference. The committee in charge of this activity decided that we should provide more time for people to write up their Bright Ideas and additional time for the Bright Idea Committee to determine to whom the award should be given. The Committee, chaired by Barbara Millis, is currently developing guidelines and procedures for this process. In the meantime, be thinking of interesting ideas you have used in your faculty, instructional and organizational development activities and be ready to share them when the Call for Bright Ideas comes out (probably with the May Newsletter).

- **Outreach.** *The Outreach Committee is seeking new members.* Its goal is to explore collaborative relationships between POD and other professional organizations, to
arrange for POD representation at the AAHE meeting, and to initiate other activities designed to promote POD and the profession of faculty, instructional, and organizational development. Most of the activity must be conducted by e-mail, phone, or regular mail, but the committee will meet at the POD Conference each year. If you are interested in being a part of the Outreach Committee, contact Nancy Chism (chism.1@osu.edu) or (614) 459-2967. The Outreach Committee has three foci — National Organizations, International Organizations, and the Diversity Task Force. Brief reports follow.

National Organizations

- **Consortium for Integrative Studies in Higher Education** — We were invited to attend a planning meeting for this proposed consortium in September. Laurie Richlin represented POD during this meeting. Though this group has a very interesting agenda, Laurie felt that their mission didn't quite mesh with the mission of POD as an organization. We have asked them to keep us on their mailing list, however, so we may share with our members whatever information they develop.

- **AAHE Teaching, Learning, & Technology (TLT) Roundtable** — David Graf will be representing POD in this new AAHE initiative. The purpose of the initiative is to “improve the quality and accessibility of education through the increasing use of information technology and information resources on individual campuses in the teaching and learning process. Help make the infusion of information technology into teaching and learning happen more smoothly and quickly.” If you'd like to volunteer to work on David's committee, please contact him. If you are interested in this area of teaching and learning, you can join in the conversation by subscribing to the listserv that is monitored by Steve Gilbert (information on how to subscribe was given in the August POD Newsletter). Steve can also be contacted at <gilbert@clark.net> or (202) 293-6440 x54.

- **POD participation in AAHE** — This year at AAHE Joan North will be presenting a session to encourage Administrators to think about faculty development activities and what they mean to their campuses. We are also planning a session for faculty members with “how to” experiences in Peer Observations. AAHE is re-structuring the Exemplary Teaching Forum, and at this point, we're not sure how or if we will be asked to participate in that.

International Organizations

- **Staff and Education Development Association (SEDA)** — We have been exchanging information with this organization, which is our equivalent in England. One of the interesting things they are doing is developing criteria for effective faculty development centers and professionals. We are also trying to find an inexpensive way to share research and FD literature between England and the U.S.

- **POD International Information Table** — Dan Wheeler said he received some information for the International Information Table at the Conference, but would like for people to send him any additional information they might have about international conferences, workshops, and materials. He will then post this information on the listserv or may start a separate listing that would be available upon inquiry. If you have such information, please send it to Dan. <opod001@unlvm.unl.edu>

Diversity Task Force

- At last year’s CORE Committee meeting, $7,500 was allocated to this task force to develop diversity initiatives. The following were their actions and recommendations:

  **I. Encourage existing members of POD to hire more diverse staff** (A session on this was presented at the POD Conference.)

  - Internship Grants — To facilitate this, the task force recommended awarding two POD member institutions with funding of $1,000 each to establish an internship program for people from diverse groups who wish to prepare for a faculty/instructional development career. (See the Call for Proposals insert.)

  **II. Recruit additional members from socially diverse groups**

  - **Travel Grants** — Travel grants of $500 each were awarded in August 1994 to five selected historically black colleges and universities (HBCUs)
and Native American Tribal Colleges to attend this year's conference in Portland. (Two of these institutions were Hesburgh award winners.)

- POD Welcome Packages — POD Welcome Packages (A Handbook for New Practitioners, Teaching Excellence, Doing Faculty Development by Committee) were sent to 39 faculty development coordinators at HBCUs and Native American Tribal Colleges for distribution at their institutions.

III. To form reciprocal sharing
- To help POD members attend activities of HBCU and Native American Tribal College events — Christine Stanley attended and presented two sessions at the First National HBCU Faculty Development Symposium sponsored by Tougaloo College in Jackson, Mississippi, Sept. 30-Oct. 2, 1994. She has been invited to consult at four HBCUs on faculty development and evaluation of teaching initiatives. Lesliy Cafarelli also attended the HBCU symposium as a participant and keynote speaker. 34 individuals from this symposium representing 20 HBCUs have expressed an interest in joining POD. Diane vom Saal has been consulting with Lincoln University in Jefferson City, MO and two individuals from there are considering joining POD.

IV. Institutional memberships
- The five HBCUs and Native American Tribal Colleges that attended this year's conference have been awarded complimentary institutional memberships.

- Manager of Administrative Services. The CORE Committee agreed to commend David Graf for his work as POD Manager of Administrative Services and to renew his contract for three years, until May 31, 1997. It was also agreed to renew Beth Teuscher's appointment for another year. (Beth provides clerical assistance to David in the mornings.) To facilitate member contact, the CORE Committee also authorized David to obtain a cellular phone to enhance his accessibility to members and prospective members.

- CORE Meeting at AAHE. The CORE Committee will hold its second meeting of the fiscal year just prior to the annual AAHE meeting in Washington, DC in March. In addition to approving the 1995-96 budget and addressing ongoing issues, they will welcome the five new members who will be selected in the upcoming election and extend thanks to members who are completing their three-year terms.

Enclosures about Upcoming Events

Call for Self-nomination for CORE
In January, five POD members will be elected to three-year positions on the CORE Committee. Serving on the CORE committee is a way for members to be directly involved in decisions affecting the organization. Functioning as the board of directors for POD, the CORE Committee meets twice a year, prior to the annual POD conference and just before the annual convention of the American Association for Higher Education (AAHE), to make policy decisions and conduct the business of the organization.

Members interested in serving in one of the five positions must nominate themselves in the next two weeks by completing the form enclosed in this newsletter and mailing it to David Graf by the date indicated on the nomination form. The five new CORE members will be selected from the list of nominees by a vote of the general POD membership. Ballots will be distributed to all members in late December, and the five individuals selected will be notified in January in time to make plans to attend the CORE meeting at AAHE in March.

Call for Submissions for To Improve the Academy
Editor Ed Neal invites submissions to be reviewed for the 1995 volume of To Improve the Academy. A copy of the "Call for Papers," including deadlines and submission guidelines, is enclosed in this newsletter.

Call for POD Grants Proposals
The CORE Committee is now calling for proposals for the 1995-96 POD Grant Program. The purpose of the program is to provide from $500.00 to $5000.00 for POD members to conduct projects that will benefit the organization and the profession. For those interested in submitting proposals by the February 15, 1995 deadline, the procedure is outlined in the proposal announcement enclosed in this newsletter.
Announcements

POD President, Karron Lewis has a new e-mail address. Please put this in your files. Her new address is: kglewis@uts.cc.utexas.edu

Conferences, Resources and Job Openings

Conferences

February 5-7, 1995

16th Annual Conference of the Southern Regional Faculty and Instructional Development Consortium. This conference will be held in Wilmington, Delaware and the theme is “Taking Teaching Seriously.” For additional information, contact: Ben Ward, Faculty Center for Teaching Excellence, Western Carolina University, Cullowhee, NC 28723. Ph: (704) 227-7196; e-mail: Ward@WCU.EDU

March 1-3, 1995

3rd Annual Conference on Innovations in Education. This conference is sponsored by the Midcontinent Institute of Writing and Critical Thinking at Minot State University in Minot, North Dakota. The conference theme is “Internationalizing the Curriculum”. For more information, contact: Gary J. Ross, Dept of Business Administration, Minot State University, Minot, ND 58707. Ph: (701) 857-3291; e-mail: ross@warp6.cs.misu.nodak.edu

March 2-5, 1995

7th Annual Lilly-West Conference on College Teaching. This conference will be held in southern California. Registration deadline is November 30, 1994.

June 2-4, 1995

1st Annual Lilly-South Conference on College Teaching. This conference will be held in Columbia, South Carolina. Deadline for proposals is February 4, 1995. Registration deadline is April 6, 1995. For information about either of these Lilly Conferences on College Teaching, contact Laurie Richlin at (richlin@vms.cis.pitt.edu) or phone (412) 624-6593.

Listserver Reminder

POD operates a listserver network for its members. It is for exchanging ideas, asking for information, posting positions, and the like. To subscribe, send mail to:

listserver@lists.acs.ohio-state.edu

Your message should read:

subscribe POD yourfirstname yourlastname

Once you are subscribed, messages will be delivered directly to your box. You can send messages to the whole list by sending to:

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or by using the reply function on your mail software.

Be sure that you do not send messages intended for only one individual to the whole list or messages to the list manager (subscribing, unsubscribing, etc.) to the list readers. Use listserv@lists. etc. for the former and POD@lists. etc. for the latter. And, of course, please use the network for respectful and open dialogue.

Specific questions should be sent to David Graf, at Iowa State University <dgraf@iastate.edu> or to Nancy Chism at Ohio State University <chism.1@osu.edu>.

(Please see the insert, The POD Listserv FAQ, for additional information about rules, subscribing and unsubscribing. Keep this insert in your files for future reference.)

Call for Membership Renewal

It is time to renew memberships for the 1994-1995 year (September 1-August 31), if you have not already done so. If you are a previous member of POD but have not renewed, you should have received two reminders in the mail. Enclosed in this newsletter is a membership form that can be photocopied as needed to recruit new members.

Call for Faculty/Instructional Development Training Grants

The Diversity Task Force invites the submission of proposals for the 1995-1996 faculty/instructional development training grant program. Please see the proposal announcement for criteria and deadlines.

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(Please see the insert, The POD Listserv FAQ, for additional information about rules, subscribing and unsubscribing. Keep this insert in your files for future reference.)
July 10-13, 1995

**20th International Conference on Improving University Teaching.** To participate in this conference, you must submit a complete paper manuscript of a report on specific research or programs. The deadline for papers is February 15, 1995. This year’s conference will be held in Hong Kong. For additional information, contact: Improving University Teaching, University of Maryland University College, University Boulevard at Adelphi Road, College Park, MD 20742-1600. (Note: Rita Rhodabaugh has attended this conference and may also be contacted for more information.)

August 6-10, 1995

**12th Annual Canada/U.S. Faculty Development Summer Institute.** The theme for this institute is “Teaching in the Active Voice: Enhancing the Learning Experience.” The institute will be held at the University of Prince Edward Island, Charlottetown, Prince Edward Island, CANADA. For information, contact: Anna Sawicki, Faculty Development Summer Institute, Department of Extension and Summer Sessions, University of Prince Edward Island, Charlottetown, PEI C1A 4P3 CANADA. Ph: (902) 566-0003 FAX: (902) 566-0420 e-mail: sawicki@upei.ca

**Resources**


This book, by a psychologist with two decades of investment in writers, depicts his programs for instilling patience, pacing, constancy, and resilience in writing. He shows how writers proceed to comfort and fluency by detailing strategies, rules, and turning points for a diversity of writers—professional, professorial, and otherwise. The result is a thorough-going discussion of what helps writers and a review of the broad literature that program participants found most helpful.

- **Two New Videotapes in the Master Teaching Series from Brigham Young University**

  - **Engaging Students in the Large Class**

    Teaching large classes and considering their impact on student learning is an important concern for faculty in higher education. This video suggests ways to maximize the student’s engagement and interaction in a large class including: the special form of energy and commitment required; the preparation time involved; how to create an open and comfortable atmosphere; using a well-organized syllabus or workbook; structure of the large class; and effectively using media and teaching assistants.

  - **Toward an Ethical Learning Community**

    Ethical teaching at the academy can be an important factor in the student's learning process. This video explores the impact of differing teaching philosophies and styles on the learning community. The faculty and students featured in the video discuss ethical teaching and how to build an ethical learning community in the classroom. Through the metaphor of dance, the video proposes that faculty regard their relationships with students as essential elements in creating an effective learning environment.

    A discussion guide is included in each video package to help prepare the facilitator in using the media and create a more productive discussion of the issues raised in each film.

    For more information contact: Media Services, Glenda Judy, 101 Flecher, Brigham Young University, Provo, UT 84602 or call(801) 378-4071.

- **TA Handbooks On Line.** Electronic, hypertext copies of the two TA handbooks published at the University of California, Santa Barbara are now available on the Internet (TAs as Teachers & The International Teaching Assistant Handbook). You can electronically access these handbooks through any worldwide web browser (Lynx, MacWeb, Mosaic, Cello). Open a URL (Universal Resources Locator) to the following:
For additional information contact Shirley Ronkowski, Instructional Consultation, University of California, Santa Barbara, Santa Barbara, CA 93106.
e-mail: SHIRLEY@ID.UCSB.EDU

• National Faculty Exchange. The National Faculty Exchange (NFE) is the only nation-wide program in the United States which centrally negotiates or brokers faculty and staff exchanges. These exchanges are facilitated among a group of member colleges, universities, education associations, and federal agencies. Founded in 1983, NFE has arranged hundreds of faculty and administrator exchanges for periods of a few weeks to two years.

NFE now invites your institution to become a member at the one-time-only special low rate of $50.00 for the coming year instead of the usual rate of $650.00 per year. If, and only if, NFE brokers and exchange for one or more of your faculty, staff members, or administrators, there will be an additional cost of $200.00 for the first and $100.00 for each subsequent brokered exchange.

NFE is offering this special membership rate to the institutions of POD members because it believes that you would make good institutional contacts and because it would like your help in compiling a listing of faculty, staff, and administrators interested in the possibility of exchanges. You would be asked to circulate NFE Preliminary Interest forms to your faculty, staff, and administrators. NFE would than make the compiled listing available on-line through the Internet in order to encourage and facilitate more exchanges.

If you have questions, or would like more information, please contact Glenn Erickson (ERICKSON@URIACC.URI.EDU) or Dan Wheeler (OPOD001@UNLVM.UNL.EDU). For membership materials, contact Bette Worley, President, NFE, 4656 W. Jefferson Blvd., Suite 140, Fort Wayne, Indiana 46804. Phone: (219) 436-2634; FAX: (219) 436-5676; e-mail: WORLEYBA@SNYBUFVA. Don’t forget to ask for the special POD member rate.

Job Openings

University of Michigan — Coordinator of Multicultural Teaching and Learning Services, Center for Research on Learning and Teaching (CRLT). Candidates should have a doctorate, a successful record of work on multiculturalism and experience with faculty/instructional development and program administration in a university setting. College teaching experience is required. Proposed starting date is May or June, 1995. For additional information, contact William Moore, (313) 936-0648.

Florida International University — Coordinator, Academy for the Art of Teaching. Primary responsibilities include working with faculty and graduate teaching assistants to enhance teaching competence, assisting in the development and direction of the Academy, and providing consultative assistance to faculty and administrators on instructional development. Must have a master’s degree in an appropriate area of specialization, 2-4 years effective experience in teaching and instructional development, and appropriate administrative experience, including budget management. For information, contact: Dr. Carmela McIntire, Academy for the Art of Teaching, Florida International University, Miami, FL 33199.

Washington Center for Improving the Quality of Undergraduate Education — Director. The Center’s is a 44-college consortium, based at The Evergreen State College in Olympia, Washington. The Center’s main focus has been supporting the creation of learning community programs and the various pedagogies that work well in them. For information, contact: Sandra Abrams, (206) 866-6000, ext. 6611.
From the President

As you can tell, a great deal is happening as a result of the fall Conference and the CORE meeting. Here are a few things to consider putting on your “to-do” list:

- Nominate yourself for the CORE Committee election;
- Write a submission to be considered for the 1995 To Improve the Academy;
- Prepare a proposal for the 1995-96 POD Grants Program;
- Prepare a proposal for the Faculty/Instructional Development Training Grants program;
- Subscribe to the POD electronic network;
- Volunteer to help Larry Quinsland and Lynn Sorenson with the 1995 conference in Massachusetts;
- Renew your POD membership for 1994-95 or pass the enclosed form along to a colleague.

On behalf of the POD Network, I want to thank everyone who made the Portland conference such a success. Have a good year. I look forward to seeing all of you again in Massachusetts!

Karron G. Lewis