POD Conference in Rochester

Informal reports suggest that the 18th Annual POD Conference held in Rochester in October was a great success. Workshops, seventy concurrent sessions, and keynote speeches by Bill Bergquist, Johnnella Butler, and Kathleen McGrory provided the foundation for lively discussion and challenged the 300 conference attendees to examine the values inherent in their work in instructional, faculty, and organizational development. Among the many highlights of the conference were a reception for members attending their first conference and a staged reading entitled *Another Antigone* that centered on the issue of power in the classroom. Everyone involved in the conference deserves to be commended for the high quality of the sessions, the entertainment, and the accommodations.

Special Thanks to Conference Organizers
We owe special debts of gratitude to a number of individuals for their contributions to the conference: Kay Herr of Colorado State University and Linda Hilsen from the University of Minnesota, Duluth, for co-chairing the conference; Suzanne Brown from the Pennsylvania State System of Higher Education, for chairing the program committee; Lois Sullivan and Judith Friedman from Bergen Community College in New Jersey for assisting with registration; David Graf, POD Manager of Administrative Services, for assisting with the logistics; Richard Nichols, Chair, and his colleagues at Kean College of New Jersey for their work on the evaluation committee; and all who, in other ways, contributed to the success of the conference. POD depends on such volunteers, and we appreciate the generous contributions of time and expertise.

Report on CORE Committee Decisions
The CORE Committee met for two days prior to the Rochester Conference, making decisions in the following areas:

- **Future Presidents.** The group selected Nancy Chism of The Ohio State University as the 1995-1996 President of POD and Mary Deane Sorcinelli of the University of Massachusetts at Amherst as the president for 1996-97. Although it will be a year before Mary Deane fulfills a formal role, Nancy will assume the responsibilities of president-elect when Karron Lewis becomes president in March. Congratulations, Nancy and Mary Deane.

- **Outreach.** The group agreed that the Outreach Committee, chaired by Karron Lewis, will continue to seek relationships with other professional organizations in the U.S. that are dedicated to enhancing teaching and learning in higher education. It was also agreed that outreach could be facilitated by compiling and publishing in a future newsletter a list of regional groups focused on instructional, faculty, and organizational development. In addition, the CORE Committee decided to seek ways to facilitate the exchange of information among international groups focused on instructional, faculty, or organizational development. A committee chaired by Dan Wheeler will examine more fully the issue of international outreach and prepare recommendations for the spring CORE meeting.

- **POD Grants.** The CORE awarded one grant for the 1993-1994 year. The group decided to establish February deadlines for the grant proposals so that decisions about the awards can be announced in the spring before the beginning of the POD fiscal year on June 1. For details of the grant application process, see the following section entitled “Call for POD Grant Proposals.”

- **Future Conference Sites.** David Graf and members of the Site Selection Committee will seek a conference site in the middle Atlantic states or Northeast coast for the 1995 convention. The CORE Committee agreed to investigate sites in Colorado, Utah, and New Mexico for the 1996 convention.
• **Institute for New Faculty Developers.** A committee, to be convened by Ed Neal, will examine the issue of POD’s involvement in an institute for new faculty developers and prepare a recommendation for the spring CORE meeting.

• **POD Participation in AAHE.** POD will again present a session and display the POD booth at the annual meeting of the American Association for Higher Education (AAHE) March 23-26. Peter Frederick is leading the POD group that will work closely with representatives of AAHE to determine the format and time for the session.

• **Bright Idea Award.** A committee, to be convened by B. J. Wheeler, was appointed to provide recommendations about issues related to presenting, judging, and publishing ideas for *The Bright Idea Award*.

• **Diversity Task Force.** After hearing a report from the Diversity Task Force appointed by the President, the CORE decided to set aside $7500.00 for diversity initiatives. The CORE asked members of the Diversity Task Force (Nancy Chism and Christine Stanley, co-chairs, and Virgie Chattergy, Diane vom Saal, and Peter Frederick) to make recommendations at the spring CORE meeting about how such funds might be expended to address issues of diversity in the organization.

• **Program Descriptions.** After discussion of how to update the description of programs in the 1992 *Program Description* document published by POD, the CORE decided that David Graf will investigate possibilities for making the descriptions available electronically. Members will be notified when/if such information can be electronically accessed.

• **Teaching Excellence.** POD will offer a package for back issues of *Teaching Excellence*. Entitled *Teaching Excellence Collection*, the package will be available for $150.00 for members and $170.00 for non-members. All POD members will receive a special mailing announcing the availability of the *Teaching Excellence Collection*.

• **Long-Range Planning.** Frank Gillespie will convene a committee established to recommend a long-range planning process for consideration at the spring CORE meeting.

• **Manager of Administrative Services.** The CORE Committee agreed to give commendation to David Graf for his work as POD Manager of Administrative Services and to renew his two-year contract at the end of the fiscal year on May 31, 1994. David will follow up with the auditors to determine the financial ramifications of changing the position of Manager of Administrative Services from a consultant to an employee of the organization.

• **Priorities.** The group established the following areas as priorities for the next year: diversity in the membership, outreach, long-range planning, financial affairs, training of new instructional/faculty developers, and information management.

**Winners of the Bright Idea Awards**

Congratulations to the winners of the 1993 Bright Idea Awards. The *Bright Idea Award* winner announced at the conference was Ben Ward, Western Carolina University, for his idea about using the Golden Apple Award to recognize a variety of faculty on campus for outstanding teaching. Honorable mention winners for the award were Tom Creed, Linda Hilsen, Laura Border, Leslie Caffarelli, and Steve Richardson. All submissions from the competition will be compiled in the annual *Bright Idea Award* publication edited by the 1992 winner, Jim Greenberg, from the University of Maryland. Thanks, Jim, for your important role in coordinating the judging of the entries and editing the 1993 volume.
1994 POD Conference in Portland

With the conference in Rochester completed, we have turned our attention to the next POD conference to be held in Portland, Oregon, October 19-23, 1994. Chair Larry Quinsland of the Rochester Institute for Technology is well into the planning of the conference. If you can assist, contact Larry (716-475-6237 or LKQ9999@RITVAX.ISC.RIT.EDU).

Thanks to Editors of To Improve the Academy

Kudos to Delivee Wright and Joyce Povlacs Lunde from the University of Nebraska-Lincoln for an outstanding job of editing the 1993 volume of To Improve the Academy. Thanks, also, to associate editors, Beverly Black, Nancy Chism, Mary Pat Mann, Laurie Richlin, Charles Spuches, and Marie Wunsch. Current POD members who did not attend the conference should already have received their copy of the publication in the mail.

POD Electronic Network

POD members can communicate electronically by subscribing to the POD Electronic Network. The Electronic Network, which provides an exchange of information and ideas, operates through a server located at The Ohio State University. Individual users subscribe to the network and begin receiving electronic mail posted to the list by other subscribers. Typically, individuals post questions, and others on the network then respond to the individuals or to the whole group, if the topic is of general interest. Information items, such as position postings or news of upcoming conferences, can also be posted. Currently, over 100 POD members subscribe to the list.

In order to participate in the POD Electronic Network, you need access to electronic mail via the Bitnet or Internet. To subscribe, send electronic mail to listserver@lists.acs.ohio-state.edu. Leave the subject line blank and enter the following message: subscribe POD (add your name). SEND this message as you would normally send electronic mail (but remember, you are sending a message to a machine, not to a person in this instance). You should receive a welcome message from the computer at Ohio State. To send mail to others on the list, send a mail message to POD@lists.acs.ohio-state.edu. Anything sent to this e-mail address will go to all subscribers on the list. If you have difficulty subscribing to the list, you need to check with your local campus computer experts to determine the cause of the problem.

When you use the list, it helps if you add your name and e-mail address at the end of your message. (Some mail programs have an automatic signature option to do this routinely.) Often, people who pose questions are willing to compile the responses that are sent to their own addresses and send the compilation to others who let them know that they are interested in that topic. By labeling the subject lines of mail you send and sending only to those who are involved, you can prevent electronic clutter for others. Please note that if you change e-mail addresses, you will have to unsubscribe and then subscribe again using the new address.

You can direct questions about the POD Electronic Network to the list coordinators, Nancy Chism (614-292-3644 or nchism@magnus.acs.ohio-state.edu) or David Graf (515-294-3808 or j1dlg@isuvax.iastate.edu).

CORE Meeting at AAHE

The CORE Committee will hold its second meeting of the fiscal year just prior to the annual AAHE meeting in Chicago in March. In addition to approving the 1994-1995 budget and addressing the ongoing issues of the organization, the group will extend thanks to members who are completing their three-year terms on the committee and welcome the five new members who will be selected in the upcoming election.
Newsletter Enclosures about Upcoming Events

This newsletter includes enclosures related to the following POD activities:

Call for Self-Nominations 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 December 7, 1993. 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 Rusty Wadsworth invites submissions to be reviewed for the 1994 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 Grant Proposals
The CORE Committee is now calling for proposals for the 1994-1995 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, 1994, deadline, the procedure is outlined in the proposal announcement enclosed in this newsletter.

Call for Membership Renewal
It is time to renew memberships for the 1993-1994 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.

Announcements

This section of each newsletter is devoted to announcements of interest to the POD membership, including information about resources, conferences, job listings, changes in members’ jobs, or special awards/recognition members have received. You can send submissions to Don Wulff (Ph: 206-543-6588; FAX: 206-685-1213; E-mail: Donald_Wulff@cidr.washington.edu).

Conferences
- Fifteenth Annual Southern Regional Faculty and Instructional Development Consortium Conference, February 6-8, 1994, Scarritt-Bennett Center, Vanderbilt University. For more information, contact Linda B. Nilson, Center for Teaching, Box 1537-B, Vanderbilt University, Nashville, TN, 615-322-7290.
- Massachusetts Faculty Development Consortium’s Seventh Annual Conference, “New Classroom Challenges for the ’90s,” February 11, 1994, at Brandeis University in Waltham. For information, contact Marion Kilson, Ph.D., 508-741-6323.
• The Washington Center for Undergraduate Education's Learning Communities Conference, "Creating Connections Among Students, Faculty and Disciplines: A Conference on Learning Communities," February 11-12, 1994, Hyatt Regency Hotel, Bellevue, WA. For information, contact Laura O'Brady (Ph: 206-866-6000, extension 6606).

• National Collaborative Learning Conference, June 25-27, 1994, at the Pennsylvania State University, University Park Pennsylvania. For information, contact Kelly Parsley, National Center on Postsecondary Teaching, Learning, and Assessment, The Pennsylvania State University, 403 South Allen Street, Suite 104, University Park, PA 16801-5202 (Ph: 814-865-5917; FAX: 814-865-3638).

• Fifteenth summer training session for developmental and learning assistance professionals, Kellogg Institute for the Training and Certification of Developmental Educators, June 24 - July 22, 1994, at Appalachian State University, Boone, NC. For information, contact Elaini Bingham, Director of the Kellogg Institute, National Center for Developmental Education, Appalachian State University, Boone, NC 28608 (Ph: 704-262-3057).

• The 1995 Earth Day Videoconference and Audit, an Educational Outreach Program on Global Change, with the goal of creating a National Town Hall videoconference around which extensive educational activities can be developed. Sponsored by 11 different government agencies, the series of events will be catalysts for infusing global environment change issues into public discourse and fostering a long-term commitment to educational programs on climate and global change. For information, contact Lynn Mortensen, Team Leader, NOAA/OGP, 1100 Wayne Ave., Suite 1225, Silver Spring, MD, 20910 (Ph: 301-427-2089, ext. 722).

Journals

• The Journal of Graduate Teaching Assistant Development, a new quarterly journal published by New Forums Press, edited by POD's President-Elect, Karron Lewis. For information on subscriptions, contact Doug Dollar, New Forums Press, Inc., P. O. Box 876, Stillwater, OK 74076. Inquiries about submissions should be directed to Karron Lewis, Center for Teaching Effectiveness, 2200 Main Building, University of Texas at Austin, Austin, TX 78712-1111 (Ph: 512-471-1488; FAX: 512-471-0577; E-mail: K.LEWIS@UTXVM.CC.UTEXAS.EDU).

• The Journal of Staff, Program, & Organization Development (JSPOD), a quarterly volume with which POD is now an affiliate organization, focused on practices and programs in the effective and efficient functioning of institutions of higher education. For subscription information, contact New Forums Press, Inc., at the address in the previous announcement. Inquiries about submissions can be addressed to Karron Lewis, at the above addresses.

Employment Opportunity

• Instructional Development Specialist with background in applied linguistics, intercultural communication, and instructional development to work in International Teaching Assistant Program, beginning June, 1994. Contact Jody D. Nyquist, Director, Center for Instructional Development and Research, University of Washington, DC-07, Seattle, WA (Ph: 206-543-6588; FAX 206-685-1213; E-mail: Jody_Nyquist@cidr.Washington.edu).
From the President

Along with the autumn months comes a flurry of activity for the organization. As this newsletter indicates, there is much going on as a result of the fall conference, the recent CORE meeting, and upcoming events. In an effort to inform you of the many decisions related to the functioning of POD, we have instituted in this newsletter the practice of presenting a brief summary of decisions made during the CORE meeting. We hope the summary helps to keep you apprised of the actions that affect the operations of our organization.

Because of the increased activity, we have also sought additional support for the Manager of Administrative Services. Thus, the next time you call the regular POD number (515-294-3808), you may hear a new voice on the line. POD has employed Beth Teuscher (TOY sher) to work with David Graf and provide part-time secretarial/clerical assistance during the morning hours. Welcome, Beth. We look forward to working with you.

Finally, to assist you in anticipating upcoming activities, I have compiled the following summary of actions for you to consider:

- Volunteering to assist Larry Quinsland with the 1994 conference in Portland;
- Subscribing to the POD electronic network;
- Nominating yourself for the CORE Committee election;
- Writing a submission to be considered for the 1994 To Improve the Academy;
- Preparing a proposal for the 1994-1995 POD Grants program;
- Renewing your POD membership for 1993-94 or passing the enclosed membership form along to a colleague.

Again, on behalf of POD, I want to thank all of you who contributed to the success of the conference and wish you the best as we look forward to Portland in 1994.

Sincerely,

Donald H. Wulff
1993-94 President
POD Network

POD Network News is published quarterly by the Professional and Organizational Development Network in Higher Education as a member service of the POD Network. Member contributions are encouraged and should be sent directly to the Editor.

Editor: Dr. Donald Wulff, University of Washington
Publisher: Dr. David Graf, Iowa State University
POD CORE COMMITTEE, 1994-1997
SELF-NOMINATION FORM

Please use this form only to self-nominate for the 1994-1997 POD CORE Committee. NOTE: WE WILL PRINT ONLY WHAT YOU TYPE INSIDE THE THICK BLACK LINES. YOUR SUBMISSION WILL BE PHOTOCOPIED EXACTLY AS YOU SUBMIT - IT WILL NOT BE RETYPED.

Nominations must be postmarked by December 7, 1993. Do not fax this self-nomination; send this form to:

Dr. David Graf
Manager of Administrative Services
POD Network
15B Exhibit Hall South
Iowa State University
Ames, IA  50011

Name:
Address:

Background in professional and organizational development:

What would you like to see POD accomplish over the next 3 years?
Call for Papers
for the 1994 Edition of

To Improve The Academy
deadline for submission: February 1st, 1994

POD invites submissions for the 1994 edition of To Improve The Academy.

To Improve The Academy is the journal of the Professional and Organizational Development (POD) Network in Higher Education which is published annually. It is a collection of essays written by POD's members and supporters. Since its inception in 1982, To Improve The Academy has provided a forum for articles on improving higher education through instructional, faculty, and organizational development.

Articles should focus on topics within these three general areas and may address any development issues relevant to a variety of institutions ranging widely in size, focus, funding, and programs. The audience for To Improve The Academy are center staff and providers of professional development services, faculty members, administrators, and others interested in improving the climate for teaching and learning in institutions of higher education. Approaches of articles should focus on what informs, stimulates, and assists these members of the academic community in their work. Articles may include those describing or reflecting upon practice, example materials or exercises, theoretical and conceptual discussions, or research-based studies with practical applications.

The editors are particularly interested in submissions that address the 1993 POD Conference theme: "Unveiling Inherent Values, Invigorating Values Inquiry." Those who have made presentations or shared their work at the 1993 conference are especially encouraged to submit manuscripts.

Please prepare manuscripts according to the guidelines set forth by The Publication Manual of the American Psychological Association. Submissions must include an abstract. Since the manuscripts will be reviewed using a blind review process, include a title page that contains the title, the author(s), and an address and phone number for the lead author. Additionally, include the title (but no names) on the top of the first page of the manuscript. Prepare your manuscript in Word Perfect on Macintosh or PC as you will be asked to submit a disk if your article is accepted. Contact the editors for a copy of New Forum Press's "Manuscript Preparation Suggestions for Authors of To Improve The Academy."

Please submit six hard copies of your initial manuscript, but do not send your disk now. The editors will provide prompt feedback on all manuscripts. Early submission will permit more time for complete feedback and any revision that may be necessary if your article is accepted for publication.

Send inquiries and completed manuscript to:

Rusty Wadsworth, Editor
Associate Dean/Humanities
McHenry County College
8000 U.S. Hwy 14
Crystal Lake, IL 60012-2761
(815) 455-8561 Phone
(815) 455-8572 Phone, Ruth Huff, Secretary
(815) 455-3762 Fax
POD Network
1994-95 POD Grant Program:

Enhancement of POD Network and Faculty Development Practice

PURPOSE

The purpose of the POD Grant Program is to provide funding to members of POD who are interested in investigating issues that will contribute new knowledge to the field of professional, instructional, and organizational development.

AVAILABILITY OF FUNDS

Funds available will range from $500.00 to $5000.00. It is expected that most awards will be between $1000.00 and $2000.00. Funds are not available for the purchase of equipment as part of a proposal. In addition, please note that the POD Network does not pay institutional overhead costs.

KINDS OF PROJECTS FUNDED

POD seeks to award grants for projects of broad appeal and ones that will benefit our organization and our profession. Examples include but are not limited to:

- Evaluation of our work in the field of faculty development;
- Development of new pragmatic professional, instructional, or organizational materials;
- Documentation of the effectiveness of faculty development centers and/or their practices;
- Studies of POD membership and/or studies which contribute to improving POD as an organization;
- Ways of responding to the current pressures of accountability;
- Documentation of the effectiveness of the profession as a whole.

ELIGIBILITY

Authors must have been a member of POD for at least 24 months.
REVIEW PROCESS

A blind review will be implemented. Consequently, authors are requested not to use any identifying information in the text of the proposal. All identifying information should be included on the title page. The proposals will be reviewed using the following criteria:

1. Degree of importance to or impact on the field of faculty development;
2. Applicability and utility to the work of faculty developers;
3. Relationship to POD as a professional organization;
4. Clarity of proposal;
5. Probability of success; and
6. Adherence to the format and guidelines (See p. 3 for proposal format information).

TIMELINES

The original copy with title page and five copies (without title page) of the grant proposal must be postmarked on or before February 15, 1994 (Faxed copies will not be accepted). Applicants will be notified of the disposition of proposals by May 1, 1994. Once projects are funded, funds must be expended by May 31, 1995. A written report of 5 to 10 pages documenting what was done, how the funds were expended, project results, and the effectiveness of the project will be due three months following the completion date. Additionally, awardees will be expected to disseminate results to the organization in appropriate ways, either through subsequent POD publications or at the annual POD conference.

Mail proposals to:

Dr. David Graf, Manager of Administrative Services
POD Network
Media Resources Center
15B Exhibit Hall South
Iowa State University
Ames, IA  50011
(515) 294-3808
PROPOSAL FORMAT for 1994-95 POD GRANT PROGRAM:

Enhancement of POD Network and Faculty Development Practice

The following is the recommended proposal format:

I. Title page should contain:
   • Proposal Title
   • Names of author(s) and co-author(s)
   • Position titles
   • Institution(s)
   • Address(es)
   • Brief paragraph describing pertinent professional experience or unique qualifications of proposer(s)
   • Signature of senior author
   • Signature of each author’s supervisor, if appropriate
   • An indication of how the check should be made out, if the proposal is funded

II. The body of the proposal (minimum of two and maximum of four pages) should follow the following outline:
   A. Problem statement
   B. Brief summary of pertinent literature (may include qualitative as well as quantitative studies)
   C. Project objectives
   D. Description of how this project is expected to contribute new knowledge to the field of professional, instructional or organizational development
   E. Procedures (Please discuss subjects, design, data collection and analysis, work plan, expected outcomes and projected completion date.)
   F. Other contributing factors (institutional facilities, personnel, equipment, etc., available to the project)
   G. Evaluation plan (How will you determine the effectiveness of this project?)

III. Budget (one page only)
   A. Personnel
   B. Operating
MEMBERSHIP FORM

Professional and Organizational Development Network in Higher Education

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POD Network membership year: Sep 1 - Aug 31

Mail this form with YOUR CHECK OR MONEY ORDER in U.S. currency (payable to POD Network) to:

Dr. David Graf  
Manager, Administrative Services  
15B Exhibit Hall South  
Iowa State University  
Ames, IA 50011
Please list your 2nd and 3rd Institutional members here.

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