President’s Column

Dear POD Colleagues,

I once read, and have always remembered, a quote attributed to the Canadian humorist and economist Stephen Leacock. He commented, “I owe a lot to my teachers and mean to pay them back some day.” I, too, have known a great many talented and giving teachers who I have never adequately thanked or repaid. Thus, agreeing to serve as POD President has been a personal attempt to offer whatever small contributions I could to repay a professional organization comprised of individuals who continuously provide professional stimulation and personal support of my work in our field. I would encourage those of you who feel similarly about this great organization to consider volunteering your talents and time by serving on one of POD’s thirteen committees. Please feel free to contact me (jeison@helios.acomp.usf.edu) for additional information about ways you might contribute to our organization’s continuing growth and development.

As you might recall, the Core Committee convened in March in conjunction with the annual meeting of the AAHE. Current Past-President Kay Herr Gillespie chaired this meeting and much was accomplished. A few illustrative highlights of the Core meeting included (a) participating in a highly productive and time efficient strategic planning exercise; this activity employed a technology tool called the “Perception Analyzer” that is now being used in a variety of higher education classroom settings, (b) addressing pressing budgetary, financial and operational issues, (c) appointing Joyce Povlacs Lunde and Peter Frederick to serve three-year terms as POD co-historians, (d) exploring ways to more effectively identify future conference sites and strategies for maximizing our negotiating power when contracting future conferences; to do this we meet with Ms. Donna Cohen, President of Smart Meetings (our conference planner), (e) approving funding to support the POD grants competition, (f) reviewing a draft document entitled “Ethical Guidelines for Professional Developers” prepared by members of the Professional Development Committee, (g) approving a loan to provide seed money for a five-day Summer Institute for New Faculty Developers to be held at the University of Delaware in July 2000, (h) reviewing the many activities and accomplishments of the Publications Committee, and (i) discussing the many exciting things being planned for the 1999 POD Conference by Laura Border and all the members of the conference planning committee.

As each of my Presidential predecessors has indicated in varying fashions in this column, in the coming year I am looking forward to hearing from you and collaborating with you in our efforts to make POD even more responsive to the interests and needs of our members. Best wishes for a pleasant and productive summer.

Jim Eison, President

POD Grant Program

The POD Grant Program provides funding to members of POD who contribute new knowledge and/or tools to the fields of instructional, faculty and organizational development. Applicants can submit requests for up to $2,000 in support of projects that clearly contribute to the field. The current call for proposals is included in this newsletter. Eligible projects will include a principal researcher who has been a POD member for at least twelve months. Proposals are due on September 13, 1999, with the awards announced at the annual POD meeting in October. Grant recipients will be expected to update POD on their projects at the following year’s annual conference. For further information, consult the enclosed flyer, or contact Karin Sandell, Chair, POD Grants Committee, at 740-593-2942 or sandell@ohio.edu.

To Improve the Academy

The 1999 To Improve the Academy (TIA) is seeking qualified reviewers, an Associate Editor, and exceptional articles. If you are interested in submitting your name as either a reviewer or as Associate Editor, please complete the enclosed form and submit it to TIA’s editor, Dr. Devorah Lieberman, Director, Teaching and Learning Excellence, Portland State University, Box 751, Portland, OR 97207. The submission deadline is August 31, 1999. If you have questions, e-mail Devorah at Lieberman@pdx.edu.

The call for submissions for 1999 To Improve the Academy is also enclosed. If you plan to write an article, please e-mail Devorah an “intent to submit” with a paragraph outlining the piece. She will give you feedback and direction on your idea.
Share Your Bright Ideas!

Summer is a perfect time to reflect on our work and to review our accomplishments. We invite you to share your bright ideas—the best of what worked—on teaching strategies, instructional improvement, instructional innovation, consulting, workshop sessions, seminars, conferences, and organizational development. Bright Idea Awards give us the opportunity to share and celebrate our successes, give something back to our colleagues, stimulate our thinking, and enhance, in a small way, learning and teaching on our campuses.

Bright Ideas are accepted at any time during the year. The submissions will be collected for publication at a later date and exceptional submissions will receive special awards at the Conference.

To submit your Bright Idea (one page), please provide the following information: Name, Institution, Title of Idea, Category (teaching, consulting, organizational development, workshops, seminars, conferences), Description, and Discussion of originality, impact, and transferability. Send your submissions to Tara Gray, Department of Criminal Justice, Box 300001/Dept. 3487, New Mexico State University, Las Cruces, NM 88003-8001, Fax 505-646-2827, e-mail tgray@nmsu.edu. The Bright Idea Task Force members look forward to receiving your ideas.

Position Announcement

Director of the Center for the Enhancement of Learning and Teaching The University of New Orleans

The University of New Orleans (UNO) has established a new Center for the Enhancement of Learning and Teaching (CELT) and seeks to fill the position of Founding Director of the Center. UNO is a Carnegie Research II, public urban university, serving the state’s largest metropolitan area with an enrollment of 16,000 students. We are seeking an individual to provide innovative, creative, and collaborative leadership in shaping the mission and policies of the new Center to advance the university’s commitment to excellence in teaching and learning.

The Director will be responsible for supervising, planning, and coordinating the staff, and budgetary, and programmatic aspects of the Center’s activities. Programmatic responsibilities will include working with a faculty advisory board and the Center’s staff to design and implement individual and group activities to assist faculty in their teaching effectiveness and enhance the quality of student learning at the university. Applicants should have substantial experience and demonstrated excellence in university teaching, an understanding of the teaching-learning process, experience in faculty development, experience with educational technology, excellent communication and interpersonal skills, and strong organizational and administrative skills. An earned doctorate is required and an established record of scholarship in the candidate’s academic field is highly desirable. Extensive relevant experience may substitute for the doctorate. The salary for the twelve-month appointment is competitive and commensurate with the candidate’s experience, qualifications and rank.

Please apply by sending a letter and a vita to Dr. Russell E. Trahan, Jr., Chair of the Search Committee, Office of Academic Affairs, Administration Building, University of New Orleans, New Orleans, LA 70148. Review of applications will begin on September 1, 1999, and continue until the position is filled.

Center Updates

- The Office of Instructional Development and Technology (OIDT) at Dalhousie University in Halifax, Nova Scotia, has experienced important restructuring and growth in the past academic year. Executive Director Alan Wright has been joined by Bruce Barton, who becomes the new Director of Instructional Development Services. Carol O’Neil has become the Manager of Instructional Media Services and Robert Aucoin joins OIDT as Coordinator of Instructional Technology (with a focus on developing extensive Distance Education offerings with the Faculty of Health Professions). The Office of Instructional Development and Technology can be contacted by phone (902-494-1622), fax (902-494-2063), or send an e-mail (OIDT@IS.DAL.CA). OIDT’s web site is located at http://www.dal.ca/oidot.

- The Center for Teaching and Learning at Western Kentucky University has a new phone number (270-745-6508) and a new fax number (270-745-6145). In addition, the Center has a new (shorter) URL: http://www.wku.edu/teaching. The mailing address remains the same: 1 Big Red Way, Bowling Green, KY 42101.

- The Excellence in Teaching Program at the University of Nevada, Reno, has a new web site: www.unr.edu/acaff/etp.
The Instructional Development Program at the University of Oklahoma has established a web site: http://www.ou.edu/idp. A special feature of the site is a section called “Ideas on Teaching.”

Regional Association News

The Chicago Area Faculty Developers Network (CAFDN) is busy planning for next year’s activities. The annual “Perfecting the Craft” program will be held on Friday, November 5, 1999, at the College of DuPage in Glen Ellyn, IL. On February 26, 1999, Ken Zahorski, St. Norbert’s College, conducted a workshop entitled, “Taking a Lead: The Faculty Developer as Agent of Change.” Following Ken’s address, CAFDN had its first election of officers. Anyone interested in becoming a member of CAFDN should contact Mike Cunningham at Lewis University by calling 815-838-0500, extension 5385, or e-mailing him at cunningham@lewisu.edu.

Member News

- Carol Holder, former Director of Faculty Development at Cal Poly Pomona, started in January as Director of the California State University Institute for Teaching and Learning in the CSU system office in Long Beach. She will continue to work with the CSU Faculty Development Council in this new position. Contact information for Carol is the following: cholder@calstate.edu or 562-951-4752, CSU Office of the Chancellor, 6 Floor, 401 Golden Shore, Long Beach, CA 90802-4210.

- William Timpson, Director of the Center for Teaching and Learning at Colorado State University, is the author of a new book, Metateaching and the Instructional Map. The book will be available in June from Atwood Publishing.

Emeritus/Emerita Membership Update

An application for self-nomination for POD Retired Membership Status (Member Emeritus, Member Emerita) is enclosed. If you are not in the “retiring” category, but know a POD member or former POD member who is, please give that person a copy of the form. If you do not have a form, contact Joyce Lunde at jlunde@unl.edu, or David Graf at podnet@valdosta.edu.

Tom Creed: In Memorium

Sometimes I feel as though Tom Creed were smiling at me, perversely taking a boyish delight in the fact that his death has left his buddy James with editorial tasks since, while he lived, I gave him so many. Tom taught psychology at St. John’s University in Minnesota, and he wrote a column on technology and pedagogy for my publication, The National Teaching and Learning Forum.

In the last few years, Tom had emerged as a welcome new face in faculty development circles where he brought a wealth of new ideas into play—ideas forged from his training in psychology and his enthusiasm for technology. He was effective. The center he founded on his own campus was utilized by more than 70% of the faculty last year.

Cancer of the colon swept Tom from this earth three weeks after it was discovered in his body, and his passing leaves those of us who knew him with a terrible sense of loss. For lots of reasons (including the fact that the imp passed the assignment on to me before he died), I have become his public eulogist. I accede to the role readily, not to distill public tears, but to celebrate a remarkable person. As I wrote in The Forum: “Enthusiasm comes and goes; joy of the kind Tom had ‘never faileth.’” His boundless energy, his eagerness to explore how we might teach better as we come to understand the new technologies at our disposal, began and ended in his joy of learning. He saw teaching as the most exalted fun one could have, because it helped learning along its ever-unwinding path.”

POD does well to honor him, for Tom did well so many of those things we are all united in trying to do. His life, a mere 52 years, stands as an outstanding example of positive accomplishment in teaching, in faculty development, and in living well. Yes, trope though it is, it must be uttered again of Tom: He will be missed.

- James Rhem, Executive Editor, The National Teaching and Learning Forum

Conference Notes

POD Annual Conference

"Pathways through the Field," will be held October 13-17, 1999, at The Resort at Split Rock Lake, Harmony, Pennsylvania. The program is being developed to appeal to faculty developers in general AND some target populations: administrators, community college faculty,
teaching assistant developers, diversity leaders, technology enthusiasts, novice developers, and (for the first time) retired faculty developers (with four sessions). Sessions that might interest your administrator most will be clustered on Saturday, but the rest of the "strands" have sessions sprinkled throughout the four days. Faculty developers from historically Black and tribal colleges also have a presence in the program.

Travel plans should be made according to the East Coast Conference timeline, which means that the last concurrent session ends at 10:45 Sunday morning with closing activities completed by noon. Twenty-six sessions are scheduled for Sunday morning, so be sure to plan to be there.

The conference site is best described as "rustic and comfortable," perfectly laid out for five minute walks outdoors between sessions. This is a resort in the Poconos that has seen a lot of America's history, including the launch of many World War II marriages. Visit the web site for a preview and get ready for Fall Color in what should be peak leaf season. http://www.splitrockresort.com

Volunteers Requested to Staff POD Registration Table

Working at the registration table is a wonderful way to make new acquaintances and greet old friends. If you are interested in volunteering, call or e-mail Fran Glazer, POD Conference Registration Desk Coordinator, at 908-527-2468, fglazer@email.njin.net.

Scholarly Writers Institute

Scholarly Writers Institute is now scheduling regional professional development seminars for summer 1999 and fall 1999. The seminars, “Writing for Publication: Improving Your Instructional Outreach and Effectiveness,” are especially suited to the professional development needs of college and university faculty. For details, contact Dr. Barry Lumsden, Wrt4Success@aol.com.

Subscribing to POD Digest

If you are subscribed to the POD electronic mailing list, you may find it necessary or expedient to subscribe to the digest feature of the list. Digest subscribers receive one large email message per day containing all of the messages sent to the list in the previous 24-hour period. This may be just the answer for when you will be out of the office for a week or so and really don’t want to read 145 email messages when you return. That is the “plus” of the digest feature. The obvious negative feature is that you are unable to reply directly to individual messages as they appear.

To subscribe to the POD digest feature, send a message to: listproc@catfish.valdosta.edu In the body of your message, type set pod mail digest You should receive a message from the listproc server similar to the following: MAIL set to DIGEST for user yourname@yourinstitution.edu . When you are ready to resume receiving the individual messages from the list, just send the message set pod mail to the listproc@catfish.valdosta.edu address.

Future Newsletter Items

Please submit your news items for the September issue by July 30, 1999. Pieces should be sent to Mary Everley at everl001@tc.umn.edu., or at Relocation Assistance Program, Office of Human Resources, 200 Donhowe Building, University of Minnesota, 319 15th Avenue SE, Minneapolis, Minnesota 55455-0106. (E-mail is preferred.) Examples of the types of information that are of interest are the following:

- News of personnel changes, new centers, etc.
- News of books authored by POD members
- News of conferences of interest to POD members
- Position announcements or other opportunities for POD members
- Requests from committees for assistance or ideas
- Professional development programs’ web home page addresses

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: Mary Everley, Relocation Assistance Program
Office of Human Resources
University of Minnesota
319 - 15th Avenue SE
Minneapolis, MN 55455-0106
(everl001@gold.tc.umn.edu).

Publisher: David Graf
POD Network
Valdosta State University
Valdosta, GA 31698-0840
(912) 293-6178
(podnet@valdosta.edu)
Call for Proposals
POD Network
1999

POD Grant Program Purpose
The Purpose of the Grant Program is to provide funding to members of POD attempting to contribute to new knowledge or tools to the field of instructional, faculty and organizational development. For 1999, individuals or groups can apply for funding up to $2,000 in support of projects that will result in knowledge that will benefit the profession of faculty development. In particular, the Grants Committee has indicated an interest in proposals with the following qualities:

- Clearly Defined Purpose and/or Products
- Identification of Sufficient Institutional Support
- Evidence of Prior Success or Experience in a Similar Project
- Identification of Related Work, Current and Prior
- A Multi-University Focus

Eligibility
One principal researcher must have been a POD member for at least 12 months. In the case of graduate students seeking dissertation support for work in the field of faculty development, applicants may identify an eligible POD member as a co-sponsor.

Format
I. Title page should contain:
- Proposal title
- Names of Applicant(s)
- Position or Title
- Institution(s)
- Address(es)
- Brief description of pertinent Professional experience or unique qualifications of applicants
- Signature of all Applicants

II. The Body should include the following (maximum four double-spaced pages):
   A. Problem Statement
   B. Summary of pertinent literature
   C. Project objectives and products
   D. Argument for the value of products or results to faculty development
   E. Procedures
   F. Budget Request
      Personnel costs
      - Operating/development costs including equipment, software, materials to be purchased and/or developed.
      - Sources and amount of outside funding/support available as matching
      - Special considerations
   G. Evaluation plan, to include a project time-line with special attention to the criteria for success and assessment methods.
   H. Dissemination and follow-up
Review Process
All grant applications will go through a blind review process by the members of the Grants Committee. It is therefore necessary for applicants to limit all identifying information to one page. Reviewers will be directed to judge all grant application based on the following criteria.

1. **Degree of importance.** Reviewers will look favorably on proposals that successfully argue the urgency or critical nature of the problem.

2. **Scope and/or utility.** Reviewers will look favorably on proposals that successfully argue the broad reach or usability of the product of the work. A multi-campus focus is a good example of a characteristic that suggests increased range and applicability.

3. **Quality of written proposal clarity in definition of process and product.** Reviewers will look favorably on proposals in which the all the steps, players, budget items and products of the process are clearly defined.

4. **Awareness of related work, current and prior.** Reviewers will look favorably on proposals that demonstrate an awareness of and are embedded in the literature or past projects.

5. **Probability of Success**
   - Evidence of sufficient institutional support. Reviewers will take favorably on proposals that delineate the source and extent of all resources required to complete the project.
   - Evidence of prior success or experience in a similar project.

6. **Timeliness and Procedures.** Evidence that project can be completed in the time specified.

One original copy of the proposal with title page and five copies without title page must be received by September 13, 1999. (Proposals may be mailed or e-mailed; faxed copies will not be accepted.) Applicants will be notified of the disposition of their proposal at the annual POD Conference, where the awards will be announced.

All accepted proposals will be assigned to a Grants Liaison (GL), a member of the Grants Committee who is responsible for:

- Helping the recipient get funds
- Monitoring the recipients progress
- Solving problems related to the Grants Committee or the Core Committee
- Working with recipient at the end of the project to produce a report for the Core Committee (see below) and publish or otherwise disseminate results.

It is the responsibility of every grant recipient to produce a written report for the Core Committee of 5–10 pages, documenting what was accomplished, how funds were spent, and how the results will be disseminated. This report must be submitted to the Grants Committee at a reasonable time after the completion of the project, to be negotiated with the Grants Liaison. In addition, grant recipients will be expected to present an update on the progress of their research at the following year’s POD Conference.

Mail proposals to:

Karin Sandell  
Center for Teaching Excellence  
140 Chubb Hall, Ohio University  
Athens, OH 45701

Or e-mail to: sandell@ohio.edu
To Improve the Academy

Associate Editor/Reviewer Self-Nomination Form

Please Type

Name:

Title:

Department:

Institution:

Address:
(City, State, Zip, Country)

Office Phone: FAX:

E-Mail:

Years of Membership in POD:

Check the position in which you are interested:

____ Associate Editor (Note: The Associate Editor serves a two-year term and becomes the TIA editor for the next two years.)

____ Reviewer (Note: TIA has sixteen Reviewers, each of whom serve two-year terms. We will select 10 reviewers this year.)

Past editing/reviewing experiences (with POD publications or in your field):

Briefly explain why you want to serve in the position indicated above:

As much as possible, TIA editors try to match reviewers' special expertise with the manuscripts they are asked to review. Please check the areas listed on the next page in which you feel particularly competent to judge manuscripts, and (if you like) add an explanatory phrase in the space provided:
____ general faculty development issues
____ general instructional development issues
____ general organizational development issues
____ general personal development issues
____ peer evaluation of teaching
____ student evaluation of teaching
____ teaching portfolios
____ program assessment/evaluation
____ faculty consultations
____ graduate/professional teaching
____ TA development
____ multiculturalism and diversity
____ values and ethics
____ TQM/CQI
____ active learning
____ experiential learning
____ collaborative/cooperative learning
____ case studies
____ critical thinking
____ classroom assessment/research
____ educational technology
____ distance education

In the space remaining, please list other topics or areas in which you have expertise:

Return to
Devorah Lieberman, TIA Editor
Center for Academic Excellence
Portland State University
Box 751
Portland, OR 97207
Phone: (503) 725-5642
Deadline for Self-Nomination: August 31, 1999
CALL FOR MANUSCRIPTS
for the 2000 Edition of

To Improve the Academy

Deadline for Submission: December 15, 1999

The Professional & Organizational Development (POD) Network invites submissions for the 2000 edition of To Improve the Academy. Since its inception in 1982, To Improve the Academy has provided a forum for articles on instructional, faculty and organizational development. Manuscripts are solicited on those three general areas and may be research-based, programmatic or reflective pieces.

The audience for To Improve the Academy is composed of several constituencies who share an interest in improving the climate for teaching and learning in higher education, including faculty and organizational development administrators and consultants. Articles should be designed to inform and assist these members of the academic community with their work.

Papers accepted for publication demonstrate scholarly excellence in research, innovation, integration, and/or inspiration about instructional, faculty and/or organizational development. Feel free to contact the editor if you have an idea you would like to pursue for this publication.

Submission Requirements
Maximum length of articles is 20 pages, double spaced (12 point font).

Manuscripts must be prepared according to the guidelines in the Publication Manual of the American Psychological Association, Fourth Edition.

Include a title and an abstract of 100 words or less. See pages 8-11 of the APA Manual for guidance on how to write a good abstract.

Citations appear in the references section at the end of the manuscript. See pages 174-222 for the format of different reference materials.

In the text, sources are cited by author(s) and date, and page numbers for direct quotations. See pages 95-99 for citation formats.

Headings, if they are used, are not numbered. See pages 90-93.

When you describe new approaches and programs, please include evaluative information.

Submit two copies of the COVER SHEET (found on the back side of this page), two copies of your complete manuscript, and three copies that omit your name and any reference to your institution. Do not send a disk with the review copies. The editors will provide prompt feedback on all manuscripts.

If your manuscript is accepted for publication, we will ask you to send us the document (including all charts and tables) and a biographical statement on diskette in Word 6.0.

Please send inquiries and manuscripts to:

Devorah Lieberman, TIA Editor
Center for Academic Excellence
Portland State University
PO Box 751-CAE
Portland, Oregon 97207-0751
Email: Liebermand@pdx.edu
Phone: (503) 725-5642
Fax: (503) 725-5262
MANUSCRIPT COVER SHEET

2000 TO IMPROVE THE ACADEMY

Deadline for Submission: December 15, 1999

Title of Manuscript: ____________________________________________

Please enter the information requested below for all authors, listing the names in the order in which they should appear. Include additional pages if necessary.

Name: __________________________
Mailing Address: __________________________
Telephone Number: __________________________ Fax Number: __________________________
E-mail Address: __________________________

Name: __________________________
Mailing Address: __________________________
Telephone Number: __________________________ Fax Number: __________________________
E-mail Address: __________________________

Name: __________________________
Mailing Address: __________________________
Telephone Number: __________________________ Fax Number: __________________________
E-mail Address: __________________________

Deadline for Submission: December 15, 1999

Send two copies of this form with five copies of the manuscript (two complete manuscripts and three without your name or institution) to:

Devorah Lieberman, TIA Editor
Center for Academic Excellence
Portland State University
PO Box 751-CAE
Portland, Oregon 97207-0751
Email: Liebermand@pdx.edu
Phone: (503) 725-5642
Fax: (503) 725-5262
Application for POD Retired Membership Status: Member Emeritus/a

Name: __________________________ Date __________________________

Position/Rank ______________________________________________________

Institution __________________________________________________________

Institutional Address ________________________________________________

Telephone ___________ FAX ___________ E-mail ______

Information related to retirement:

Preferred mailing address ____________________________________________

Telephone ______________ Fax _______ E-mail ______

Day, Date of Retirement ______________________________________________

Institution and Position from which you are retiring (if different from above)

________________________________________________________

Number of years as a POD member: ______
Actual years of POD membership: ______________________________________

After you retire, what plans do you have (professionally, personally) that you would like to share with POD?

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

Please attach a one page description of what you consider your most important accomplishments to POD as an organization and to the field of professional development in higher education. (Your description of your contributions will become a permanent part of POD collected lore.)

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

____________________________________________________________________

POD Members Emeritus/a will be recognized in the POD Newsletter, at the POD Annual Conference, and by certificate.

Mail completed application (self-nomination) to:
David Graf
POD Network
Valdosta State University
Valdosta, GA 31698-0804