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POD Network News, Summer 2001

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President’s Column

Dear Colleagues,

At the recent spring meeting of the Core Committee, I became President of POD 2001-02. I am also an associate provost and the director of the Center For Teaching at the University of Massachusetts Amherst and I am finishing a three-year stint as a senior scholar at the American Association for Higher Education (AAHE).

As president of POD, I look forward to the opportunity to give something back to an organization that I deeply value and appreciate for its contribution to my growth as a faculty development professional. I am especially grateful to the past president, Christine Stanley, for inspired leadership during her 2000-2001 tenure. Christine has organized and streamlined much of the work of the Executive and Core Committees; I take up the reigns of an organization that is well poised for further growth and development. Appreciation is also due to the other members of the Executive Committee--Dave Graf, Roger Sell, and Marilla Svinicki--for their generous and wise counsel on countless matters. Thank you to the Core Committee and many POD members who have taught me so much and given so generously of their time and talent. Finally, I'd be remiss if I did not express my gratitude to my own staff members--Matt Ouellett, Mei Shih, Diane Burns and Eileen Galvin--for their unfailing support.

Over the past year, the Core Committee has been engaged in a range of interesting initiatives. I'd like to share a sampling with you and encourage your participation in our work.

Creating a multicultural organization. POD continues to seek ways to increase and sustain our efforts toward valuing diversity. Key goals include a focus on the retention of members from underrepresented groups and institutions. In addition, our Diversity Commission will be conducting focus groups at the Fall 2001 conference as a way to assess members' perceptions of POD as an emerging multicultural organization.

Strategic Planning. POD now has in place a strategic plan based on four key goals: to support the professional development of POD members and constituent groups, to examine our effectiveness and responsiveness as an organization, to examine the functioning, structure and organization of POD, and to increase interaction with other organizations to promote the value of effective teaching and learning and faculty development in higher education. We are hard at work developing strategies, responsibilities and timelines for meeting our goals.

Functioning of the Central Office. POD has grown dramatically over the last decade. In response, the Executive and Core Committees are just wrapping up extensive deliberation and review of the organization and staffing of our central office. We will be making recommendations for how we can best meet future needs.

Committee Work. We are reviewing our committee structure and are in the process of developing guidelines for committee chairs. In addition, some committees are seeking fresh faces to join them as members. These include the Archives Committee, which collects and preserves materials of historic value to POD and scholars in higher education. The Archives Committee is chaired by Joyce Povlacs Lunde at jlunde1@unl.edu. The New Developers Subcommittee seeks and implements ways to prepare and support new developers. Contact Susan Greenstein at susan.greenstein@liu.edu if you are interested in the New Developers Subcommittee. The Outreach to National Organizations Subcommittee, which is devoted to making arrangements for POD participation in activities coordinated by other national higher education associations, is chaired by Susan Kahn. For information about that committee contact Susan at skahn@iupui.edu. Also, the Bright Ideas Task Force would like representation from international faculty developers. Contact Laurel...
Willingham-McLain at willingham@duq.edu to be a part of the Task Force. I would encourage you to volunteer your interest and expertise to these committees.

Over the upcoming year, I look forward to hearing from you and collaborating with you in our efforts to make POD more responsive to the interests and needs of our members. For this season, my wish will be, as the Bard once wrote, "But that thy eternal summer shall not fade."

Sincerely yours,

Mary Deane Sorcinelli, President

News About the Core

Each year, the composition of the Core Committee changes. This spring, we welcomed new members and bid goodbye to members who graciously gave of their time and leadership for three years.

New Members
Bill Burke, University of Kentucky
Stephanie Nickerson, New York University
Virginia Lee, North Carolina State University
Roger Sell, University of Northern Iowa
Alan Wright, Dalhousie University
Dorothy Zinsmeister, University System of Georgia

Outgoing Members
Jim Eison, University of South Florida
Jim Groccia, University of Missouri, Columbia
Deborah Lieberman, Portland State University
Liz Miller, Texas A&M University
Bente Roed, University of Alberta
Catherine Wehlburg, Stephens College

Some of you may not know that...

Jim Eison served as President of POD in 1998-99 and was instrumental in forwarding our strategic plan and the review of our central office.

Jim Groccia served on our Finance and Audit Committee and the Publications Committee.

Deborah Lieberman was co-chair of the Publications Committee, editor of To Improve the Academy and served on the Outreach Committee.

Bente Roed was a member of our Finance and Audit Committee.

Catherine Wehlburg was co-chair of the Publications Committee and a member of the Professional Development Committee.

Jim E., Jim G., Deborah, Liz, Bente, and Catherine, we will miss your talents and leadership skills on the Core Committee.

Presenting the 2001-02 POD Executive Core Committee Members

Laurie Bellows, University of Nebraska-Lincoln
lbellows@unlserve.unl.edu
Bill Burke, University of Kentucky
burke@pop.uky.edu
Virleen Carlson, Cornell University
vmc3@cornell.edu
Dee Fink, University of Oklahoma
dfink@ou.edu
David Graf, Nova Southeastern University
grafd@nova.edu
Ken Groccia, U.S. Airforce Academy
ken.grosse.usafa.af.mil
Sally Kuhlenschmidt, Western Kentucky University
Sally.Kuhlenschmidt@wk.edu
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mlkaplan@umich.edu
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Faculty/TA Instructional Development Internship Grants

The Professional and Organizational Development Network in Higher Education (POD) Diversity Commission invites the submission of proposals for the 2000 Faculty/TA Instructional Development Internship Program. This program is a part of POD's on-going effort to diversify its membership to represent faculty development efforts nationally. The purpose of the grant is to provide a POD member institution with funding of $4,000 to support an internship for a person of color who wishes to explore career opportunities in faculty/TA instructional development. The sponsoring unit would then assist the intern in searching for a position in faculty development. For more information about the grants, see the enclosed flier.

Diversity Travel Grants

As most POD members know, one of the Diversity Commission's goals is to attract potential members from underrepresented groups to the conference in the fall. We do this by offering travel grants ($800 that grantees can use to subsidize their trip to the conference site.)

The travel grant policy was framed around the goal of recruitment of members from historically Black colleges and universities, tribal colleges, and Hispanic serving institutions in the US. Last year, we expanded our outreach to include two travel grants for two members in a Historically Disadvantaged University in South Africa.

Please e-mail or call Stephanie Nickerson, Chair of the Travel Grant Subcommittee, 212-255-3486 or sn26@nyu.edu, about potential travel grant recipients this year. We need to start early and build on what we have done in the past. Don't just read this message and forget about it. Increasing diversity at POD depends on you! Thank you in advance.

Journal of Graduate Teaching Assistant Development and To Improve the Academy Submissions Requested

TA developers, TA supervisors, ESL/TESOL instructors, PFFers, and Re-envisioning the PhDers are invited to submit articles devoted to the preparation of graduate teachers and future faculty for the Journal of Graduate Teaching Assistant Development and To Improve the Academy. The Journal of Graduate Teaching Assistant Development is a guide to the study of improved training, employment and administration of graduate teaching assistant development programs. The Journal is designed to highlight those aspects of the teaching assistantship which prepare graduate students for the multiple roles they play as assistants as well as for the multiple roles they will play as professionals upon leaving graduate school. The full range of issues involved in the administration of teaching assistantship programs are addressed. Contact New Forums Press, http://www.newforums.com/, for submission guidelines. To Improve the Academy is published annually by POD and is abstracted in ERIC and in Higher Education Abstracts. Each annual volume of To Improve the Academy is provided free to current POD members as a benefit of membership. Contact http://lamar.colostate.edu/~ckfgill/publ/academy.html for submission guidelines.
Bright Idea Awards Take on New Luster in 2001

The Bright Idea Awards, a long-standing POD tradition, will have a new look in St. Louis! We are excited about our new web site that allows us to share past and present bright ideas with our membership. We are making plans to celebrate and learn from our 2001 awardees in new ways.

Highlights of the changes we are implementing this year include the following:

- E-mail submission of the award entries prior to the conference
- **Application deadline: September 10, 2001**
- Poster Sessions offered by 2001 award winners in St. Louis
- Award certificates
- Award letters to both campus officials and public affairs offices
- A web site that features past winning ideas at http://podweb.org/—link to Bright Idea Awards. (We are still in the process of filling in the gaps and would welcome any information you have. Please send the information to Laurel Willingham-McLain at willingham@duq.edu.)

Traditions we are honoring:

- Awards ceremony at the conference banquet
- Recognition candles and the POD Bright Idea Lamp (a unique traveling trophy)
- Four categories of awards: Teaching and Learning Strategies; Consulting Strategies; Workshops, Seminars, Conferences; and Organizational Development
- Four selection criteria: originality, scope and impact, transferability, time and cost effectiveness.

Hats off to the members of the Bright Ideas Award Task Force for their creativity and hard work: Cynthia Desrochers (CSU-Northridge), James Greenberg (U of Maryland), David Krause (Columbia College), Karen Krupar (Metropolitan State College of Denver), Sally Kuhlenschmidt (Western Kentucky U), Barbara Millis (US Air Force Academy), Charlynn Ross (UNC-Charlotte), and Nancy Simpson (Texas A&M).

We also appreciate the support of the Core Committee in approving the changes we recommended.

Please look for the award guidelines inserted in this newsletter and consider submitting your bright idea today. There is no reason to wait until September!

Excellence in the Academy Awards

The National Education Association announces its annual award series in the promotion of excellence in the academy and in recognition of the Association's commitment to higher education. The competition is open to the entire academic community and the submission deadline is September 30, 2001. The award categories for essays/articles are as follows: the Art of Teaching Prize, the Democracy in Higher Education Prize, the New Unionism in the Academy prize, and the New Scholar Prize. A cash prize, recognition, and publication are presented to award recipients. For more information, see the Association's web site at http://www.nea.org/he or e-mail to clehane@nea.org.

Faculty Development Consulting Services

The Collaboration for the Advancement of College Teaching & Learning is accepting inquiries from institutions desiring Faculty Development Program Evaluation services. A Faculty Development Program Evaluation may be structured to fit any stage of the programming process—from early needs assessment and goal planning to mid-course review to final, summative evaluation. The Program Evaluations may relate to a wide variety of initiatives such as, but not limited to, faculty development centers, curriculum analysis and revision, the needs of diverse student populations, collaborative teaching and learning, technology and
instruction, student retention, and assessment and evaluation of academic programs. Consultant teams are selected to match their expertise with the institution's specific needs.

The Collaboration will assign consultants to work in teams of two to clarify the needs of each institution, make one or more site visits including interviews with faculty and administrators, and prepare a written report with recommendations. The assessments can provide short- or long-term help and fulfill institutional and grantor needs for objective, external review. There is a flat fee for the service with consultant travel as an additional expense.

For more information on The Collaboration's consulting services, contact Lesley Cafarelli, The Collaboration for the Advancement of College Teaching & Learning, phone 651-690-6333 or e-mail lkcafarelli@stkate.edu, or check out The Collaboration's website at http://www.collab.org/.

Position Announcement

The University of California, Irvine seeks a faculty and TA development specialist. Requirements include the following: experience as a TA and faculty member (tenured or not), experience designing and implementing pedagogical training, and technological skills. Administrative and supervisory experience desirable. Title: Associate Director of the Instructional Resources Center. Send CV, teaching and/or training portfolio, three letters of recommendation, and a video demonstrating teaching/facilitating (desirable) to: Dr. D. Gallow, IRC 603, UC, Irvine 92697-4150. Closes July 31, 2001. Starts as soon as possible. This is a non-tenure track position.

University of Minnesota Receives Grants

The University of Minnesota has received two grants totaling nearly $2 million from the Bush Foundation to strengthen innovative teaching and international education on all four campuses. The first grant, of $990,000, is for "Enhancing Student Learning Through Innovative Teaching and Technology Strategies." It will be shared by the four campuses of the university--Twin Cities, Duluth, Morris and Crookston--to help faculty address student learning problems identified in recent faculty and student surveys. Problems include time constraints, inadequate skill preparation, failure to complete assignments and lack of motivation to learn. The grant will involve 270 faculty on the four campuses in discipline-based learning communities, one-on-one consultations, workshops, mini-grants, and peer mentoring. The second grant, "Strengthening Study Abroad for a New Millennium," is in the amount of $899,395. It is designed to enhance the integration of study abroad programming into undergraduate major degree programs across all four university campuses in ways that will allow more students to study abroad without delaying progress toward their degrees.

Member News

- Lynn Donahue recently completed her doctorate in Educational Leadership with a concentration in Higher Education Administration from the University of Rochester's Warner Graduate School of Education and Human Development in Rochester, NY. Her dissertation looked at students' perceptions of their experiential learning process in two college courses designed as experiential.

- Dr. Larry Grabau, a professor of Agronomy in the College of Agriculture, is the new director of the Teaching and Learning Center at the University of Kentucky. He joins another relatively new member of the center's staff, Dr. Carolyn Carter, who coordinates the center's TA Development/Preparing Future Faculty programs. Larry can be contacted at the Teaching and Learning Center, University of Kentucky, 106 Gillis Building, Lexington, KY 40506-0033, telephone 859-257-1573, fax 859-257-2987, e-mail lgrabau@e-mail.uky.edu.
• Terrie Nolinske, Director of Education at Lincoln Park Zoo and Principal of TNI: Consultants in Professional Development, accepted the 2001 Accessibility Award on behalf of Lincoln Park Zoo. Terrie had formalized all accessibility issues into the Universal Access Initiative awarded jointly by the American Association of Museums and the National Organization on Disability.

• Roseanna Ross will join the Minnesota State Colleges and Universities (MnSCU) Center for Teaching and Learning (CTL) as a Faculty Development Coordinator in August. She will be responsible for supporting a broad range of campus-based faculty development initiatives around the state. For more information about the MnSCU Center for Teaching and Learning or to contact Roseanna after August 20, 2001, visit the CTL website at: www.ctl.mnscu.edu.

Conference Note

“Enlivening Teaching: Using Discipline-Based Cases to Improve Learning and Teaching,” University of British Columbia, Vancouver, BC, August 11-15, 2001, presented by the Pace University Center for Case Studies in Education. For registration information, see http://www.pace.edu/CTRCaseStudies/ or email rsilverman@pace.edu.
POD Bright Idea Awards
2001 Guidelines

Purpose

At the annual conference of the POD Network, the Bright Idea Awards are presented to participants who have implemented creative ideas for teaching improvement or faculty development. Recipients are recognized at the Saturday evening banquet with either a Recognition Candle Award or the Bright Idea Lamp, a traveling trophy. The purpose of the award is two-fold:

• to encourage participants to share their ideas with colleagues in the POD Network
• to recognize those working in faculty development through both the conference award ceremony and award letters sent to officials at the recipients’ institutions.

Eligibility

Any person registered and in attendance at the annual POD Conference to be held in St. Louis, October 10-14, 2001. Both new and not-so-new conference participants are encouraged to submit an entry. Winners of the Bright Idea Recognition and Lamp Awards will be notified by October 1, 2001, and are requested to (a) present a poster session with a brief handout of their Bright Idea at the conference, and (b) attend the Saturday evening banquet and awards ceremony.

Selection Process

A committee of POD Network members representing various kinds of programs and institutions will rank the entries according to the following criteria:

1. Originality—To what extent is the idea creative? Adapted? A new synthesis of ideas? Totally new?
2. Scope and Impact—What is the scope of the idea? One session? Long-term? Select group? Campus-wide? To what extent has it been successful in meeting your goals?
3. Transferability—Could the idea be adapted to various kinds of programs and contexts?
4. Effectiveness—Is the program cost and time effective?

There are four categories of entries:

• Teaching and Learning Strategies
  Strategies related to instruction of students, both face-to-face and beyond the walls of the classroom.

• Consulting Strategies
  Strategies used by those in faculty development to consult with instructors. This includes, for example, classroom observations, materials analysis, and instructional resources consultations.

• Workshops, Seminars, Conferences
  Strategies used in offering faculty development workshops, seminars and conferences. This also includes university teaching seminars for credit or certification.

• Organizational Development
  Strategies used to promote continuous attention to and enhancement of teaching and learning throughout your institution. Examples include the funding and organization of a center, awarding teaching, and building community among faculty.

Application Deadline: Monday, September 10, 2001
Instructions on Reverse
Application Instructions

Submit the application electronically either in the body of an e-mail or as a Microsoft Word attachment to Laurel Willingham-McLain at willingham@duq.edu. Please write “BRIGHT IDEA” in the subject line of the e-mail. If using an attachment, name the file “your last name_Bright_Idea.”

Include the following:

A. Contact Information
   1. Name
   2. Position or Title
   3. Center/Department/Program
   4. Institution and Address
   5. E-mail
   6. Phone Number
   7. Center/Department/Program Web Address (optional)

B. Bright Idea Description
   1. Title of the idea
   2. Category (choose one):
      • Teaching and Learning Strategies
      • Consulting Strategies
      • Workshops, Seminars, Conferences
      • Organizational Development
   3. Abstract: 1-2 sentence description of the idea
   4. Description of idea in 500 words or less. Please note that this idea must be something you have already implemented and evaluated, at least informally. Use the following four headings to organize your description:
      • Originality
      • Scope & impact
      • Transferability
      • Effectiveness (time & cost)
   5. Optional: Where relevant, provide a web address for information supporting your entry (e.g., the portion of your center’s website that illustrates your creative idea).
   6. Do not include any other materials or attachments. They will not be taken into consideration in the evaluation process.

C. Campus Contact Information

Please include the names, titles and addresses of up to three individuals on your campus whom you would want us to notify in the event that you win an award. Also include contact information for your Public Affairs office.

Examples of previous award winning descriptions are available from the Bright Idea Awards link at http://podweb.org/.

If you have questions, please contact: Laurel Willingham-McLain, Associate Director
Center for Teaching Excellence, Duquesne University
willingham@duq.edu, 412-396-1760

Application Deadline: Monday, September 10, 2001
Midnight your local time
FACULTY/TA INSTRUCTIONAL DEVELOPMENT INTERNSHIP GRANTS

2001 CALL FOR PROPOSALS

"[The diversity internship]...allowed me to explore a new and different dimension of faculty and instructional development by focusing on multicultural teaching and observing expert faculty developers in action...."

- Grant Recipient, University of Michigan

The Professional and Organizational Development Network in Higher Education (POD) Diversity Commission invites the submission of proposals for the 2000 Faculty/TA Instructional Development Internship Program. This program is a part of POD's on-going effort to diversify its membership to represent faculty development efforts nationally.

PURPOSE
The purpose of the grant is to provide a POD member institution with funding of $4,000 to support an internship for a person of color who wishes to explore career opportunities in faculty/TA instructional development. The sponsoring unit would then assist the intern in searching for a position in faculty development.

PAST POD MEMBER INSTITUTION RECIPIENTS
The University of Michigan’s Center for Research on Learning and Teaching, the University of Southern Colorado’s Faculty Center for Professional Development, the University of Massachusetts Amherst’s Center for Teaching, and Ohio University’s Center for Innovations in Technology for Learning.

ELEMENTS OF THE PROPOSAL
The selection committee will review proposals on the basis of the following elements:

- Overview or description of services provided by the unit.
- Goals of the internship.
- Experience and activities in which the intern would be engaged.
- Plan for establishing the internship.
- Process for recruiting the intern.
- Strategic Plan for sustaining the internship.
- Plans for assisting the intern in acquiring a position in faculty, TA and/or instructional development.

Award recipients are expected to share the outcomes of their internship experience in a final report and in POD publications, at the annual POD conference, and through other means.

Proposals should be postmarked by Monday, August 27, 2001. Applicants will be notified of funding by Friday, September 14, 2000.

For more information or to submit a proposal, contact:

Dr. Mathew L. Ouellett, Chair
POD Diversity Commission
301 Goodell Building, Center for Teaching
University of Massachusetts Amherst
Amherst, MA 01003

Tel. (413) 545-1225 Fax: (413) 545-3829 Email: mlo@acad.umass.edu