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"Newe" ... Our People.

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# "Newe" . . . . Our People.

## **Dear Newe Group Facilitators:**

Many thanks for agreeing to facilitate one of this year's newe conference groups. When I spoke to you I probably said something like, "These groups generally take on a life of their own," and so you can each count on having experiences unique to the make-up of your own newe. The basic idea is to do what we do well at POD -- learn from each other. You will find more details below:

### **Purpose:**

These small group sessions are intended to be an integral part of the conference. All participants have been randomly assigned to one of 22 newe groups and each group is convened by a facilitator or co-facilitators. Each group has an assigned meeting place. A list of facilitators and rooms is included in each conference packet.

\*Each year many people are attending the POD conference for the first time. It is hoped that the intimacy of a small group will facilitate easy assimilation of new people into the conference and the organization. It's important that new folks can find a friendly face to join for meals and new friends and colleagues to sit with in conference sessions.

\*Newe will provide an opportunity for active "processing" of individual conference experiences to occur. What we know of experiential learning suggests the benefits of opportunities to share experiences and how they connect to our own context, as well as to learn from the experiences of others as we share perspectives discovered or newly-reflected-upon at the conference.

\*Group interaction will allow for the collection of thoughts of the participants related to the conference theme -- Scaling the Heights!

### **Facilitator's Tasks:**

\*Convene your newe during the scheduled times:

Thursday at 4:45 p.m. -- following the concurrent sessions

Friday at 5:00 p.m. -- following concurrent sessions

Saturday over lunch

(Those in the Cliff Rooms will need to pick up a key to your meeting room at the desk then return it after each meeting)

*(over)*

\*Discuss your purpose and what group members would like to have come from the group. Remember that welcoming new PODders is an important function of the newe. Do they want to talk about what they have seen at the conference and how it applies on their own campuses? Are there some who have particular questions/problems on their campuses who would like to lean on the group's experiences to gain some ideas for solutions (sometimes colleagues come to the conference looking for something specific)? See what makes the most sense for your group's members.

\*There will be time during Sunday's conference summary for discussion of any important issues arising from the newe conversations. It is not necessary to appoint a "recorder" for the group, but if something important comes up be certain someone from your newe is prepared to bring it up on Sunday.

### About Newe Groups:

This year at Snowbird, conference participants will have the opportunity to participate in processing groups (known as "wasuk-la" in '94 at Portland, and as "PODumbaugs" in '95 at Cape Cod). Based on experiential learning theory, these small-group sessions allow individuals to meet with colleagues several times throughout the conference for the purpose of exploring the conference theme ("Scaling the Heights") and to learn vicariously from the conference experiences of others. This year the small processing groups reappear in their western mountain incarnation as "newe" (pronounced "nay-way"). Newe means "the people," especially "our people" in the Goshiute language. Goshiutes are one of the native peoples of Utah, a branch of the western Shoshone. POD conference participants (especially new members) know that PODders are "our people" -- those who are willing to share expertise and experience freely and with encouragement.

Consider your initial meeting as a point of departure with facilitators serving primarily as conveners with a sense of purpose but an agenda that is flexible to the needs of the newe members.

*Again, many thanks for leading a newe!*

*Change  
Mentoring  
U Wis-Collab in Engin -*

*DL  
Sheshaung*

*Adjuncts  
Med's Assmb  
Open Forum  
Strategic  
Orientation*



# Scaling the Heights National Conference 1996 POD Network

## Newe Group Locations

Newe Group	Facilitator/s	Meeting Location
1	Mary Everley	Magpie A
2	Laura Border	Magpie B
3	Art Crawley	Wasatch A
4	Catherine Wehlberg/James Guffey	Wasatch B
5	Steve Richardson	Superior A
6	Delivee Wright	Superior B
7	Karen Thoms	Maybird
8	Virginia Lee	Boardroom
9	Debrah Jefferson	White Pine
10	Lisa Firing Lenze	Red Pine
11	Linda Hilsen/Rusty Wadsworth	Cliff Room 202
12	Dan Rice	Cliff Room 302
13	Richard Tiberius	Cliff Room 317
14	Dee Fink/Arletta Knight	Cliff Room 402
15	Larry Quinsland	Cliff Room 417
16	Ed Jensen	Cliff Room 502
17	Nancy Diamond	Cliff Room 517
18	Jim Greenberg	SBC Cottonwood #1
19	Judy Greene	SBC Cottonwood #2
20	Matt Nickerson	SBC Cottonwood #3

"Newe" (pronounced nay-way) are small group sessions that serve as a touch point for discussing conference experiences during our time at Snowbird. Refer to page 16 of your conference program for a more in-depth description of the history and purpose of these groups. *Your first newe group meeting will be on Thursday, at 4:45 p.m.*

To discover which group you are in and where it meets, first look at the sticker on the back of your nametag. You will find a 4-digit number. The first two numbers indicate the number of your group -- that is the number you need. Look on this sheet for the number that corresponds to the first two numbers on your nametag and you will find the name of the room your newe will meet in and the name/s of the facilitator or co-facilitators for your group.

Tracey Sutherland  
Director  
(816) 785-4391



Faculty Development  
Kirk Memorial 203 D  
100 East Normal  
Kirksville, MO 63501-4221

December 6, 1996

To: POD Newe Facilitators

From: Tracey Sutherland *Tracey*

Re: Your Evaluations of the Newe Experience

Thanks very much for responding with evaluations of your experience as newe leaders. You'll find your responses compiled in the attached materials.

Some common themes seem to be:

1. The final meeting over lunch was not successful according to most facilitators. One of you suggested having the small groups meet for 30 minutes before lunch, then using the lunch as a final celebration. That seemed like an interesting idea to me. In addition, numbers posted more visibly on tables would have helped group members find each other.
2. There were a few suggestions that having two facilitators in each group is a good idea for maintaining perspective of both new and more experienced PODers.
3. We may need to develop a mechanism for communication among newe leaders to facilitate combining very small groups.

Again, thanks for sharing your ideas about the POD conference small groups and thanks for being committed to making this part of the conference work! We'll use your feedback for planning next year's conference.

kg  
Attachment

cc: Lynn Sorenson  
Kay Herr Gillespie

## Responses from Newe One-Minute-Paper, October 1996

### 1. What were the best, most productive aspects of your newe group?

That folks shared ideas they got from sessions during the day--sometimes the specifics were very useful; other times, the general issues were great discussion starters. Also, we had a great mix of novice PODers and experienced PODers (about 8 new, 3 experienced). This helped questions get answered and kept a steady flow.

Meeting other people in a small group. It gave each of us the opportunity to really talk/network.

Free comfortable conversations, meeting people with time to actually talk shop, good ideas for thought.

I think the chance to meet each other was great. Also, we did some exchange of information about the sessions we attended.

Having a small group with mostly new people allowed for us to get acquainted and talk about topics of interest to them.

I have done this twice, the first time was fun. This time the group fractured...

The mix of exceptional experience making it possible to share and explore new perceptions.

"Processing" (sometimes vicariously) each individual's conference experience.

Providing referrals to other PODers for specific information (e.g., specific instructional technologies, portfolios, classroom assignments...)

The rooms with tables large enough that the whole group could sit around it, helped facilitate a sense of cohesiveness.

I observed some attempts to synthesize experiences, reconcile different perceptions of the same even, apply the experiences to their home situations (i.e., integrate and internalize), clarify their vague feelings, review the implications of an event in which they took part. In short, they enhanced the experience through discussion sharing.

The sharing and getting acquainted with new PODers.

2. **What were the least effective, or productive, aspects of your new group?**

The lunch on Saturday was least effective because we could not hear each other--and because there weren't numbers on the tables (so 3 of our group never found us).

*We had to add chairs because table was overflowing*

There were only 5-6 people in attendance. The Saturday lunch talk was primarily to talk to your neighbor which was okay but not the purpose of newe.

Probably that we had uneven attendance--but realistically, that is to be expected.

I cannot think of many. It is hard to have 1-2 dominant voices in the group.

My group was fractured and there were too many experienced people and a vocal beginner. This did not work so well. It was also strange since most of us knew each other.

1. The location caused a small participation.

I was a little uncertain about the effect of the Saturday lunch session because we were not able to all sit together, and even if we could have all been at one table, it would probably have been hard to hear everyone. Yet, there were probably some good sub-group discussions that occurred because of the connections that had already been formed.

I had a difficult time getting them to share the floor time because it was a large group. Yes, I guess, the size, made it more formal and took time to cohere. At the last meeting many didn't come and the group was more engaged but it was at a meal time table and we had to shout to hear everyone.

*not enough group*

Not all of my group showed up and we ended up merging with another group.

3. **What suggestions do you have for improvements to the conference small group initiative (Newe, PODumbaugh's and/or wasuk-la)?**

Maybe the Saturday groups could meet ½ hour before lunch so that we could have some time to talk and then the lunch could be the social "party" to end with.

My group members really appreciated the Newe experience. This year was the best of the 3 years I have lead these groups--because there was a critical number. Newe groups of 3-4 people are harder to lead than groups of 8 or 12. Maybe in the future, it could be suggested to group leaders that they might combine and co-facilitate if groups are very small (as mine was last year). It also seemed to be important to have at least 2 experienced people. I'm glad Karron Lewis attended.

It might be helpful to have some similar characteristics of people in a group. For example, interest in assessment or interest in starting a center, or...

Sometime have small group discussion time set aside around a topic-  
Technology/web...Perhaps novice and expert leaders or all experienced group.  
There is not much free talk time on issues.

The time of day is not the best but I don't know when to suggest instead.

Seemed to work fine.

I'd like to see birds-of-a-feather sessions on enough topics to divide folks into small  
groups--perhaps they could start at the banquet or during pre-conference workshops.

I would like to see some self-reflecting special interest groups that might be chaired by  
some recognized leaders in that area--i.e., small college; TA, technology interest; etc.

Encourage more experienced PODers to attend and "give of themselves" to our disparate  
newcomers. Overall, I think these are still working for those who attend--especially first  
time people.

My group attended well at both the final sessions, and the discussion seemed energetic,  
productive, and connected, to both the conference and peoples' situations "back home."

The only thing I would like to see, but I don't know how to achieve it is to extend that  
that whole group discussion to the third day.

My perspective is probably very different from that of the participants, mainly new to  
POD, who came to my Newe. I would like to know what they think. It was for them,  
after all. What I think is not very important.

Always have two people facilitate each group. Lunch setting was not adequate. People  
got separated.

kg  
12/2/96

C:neweresp96