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8-20-1990

POD Network News, August 20, 1990

Delivee L. Wright

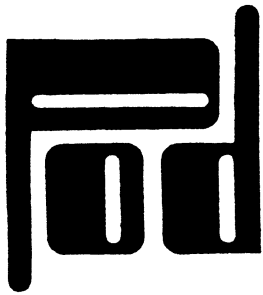
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NETWORK

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PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT NETWORK IN HIGHER EDUCATION

August 20, 1990

Dear POD Colleagues:

I hope you are refreshed and energized for the fall season of faculty development activity! Your POD committees, CORE, and Executive Directors have spent the summer working on a great variety of tasks. This newsletter will bring you up to date on many of these.

CONFERENCE HIGHLIGHTS

Registration

Registrations are coming in fast for our annual fall conference, scheduled for November 1-4 at Granlibakken, near Tahoe City, California. We have about 50 off-site spaces remaining. If you are lucky enough to get one of those, be sure to send your conference registration form to Wini Anderson as soon as possible. **If you are planning to stay in a private residence, you MUST complete the daily registration form and mail to Granlibakken by October 1st to participate in on-site meals.**

Terrific Program

Our theme, "Developing Our Profession and Ourselves," stimulated a flood of concurrent session proposals. Program Committee Chair, Marilyn Leach, invented a collaborative review process to identify outstanding proposals attractive to POD members--results are summarized on the attached list. Our pre-conference workshop topics include both perennial favorites and new areas for growth. And, we have Joan North, Jack Schuster, Bill McKeachie, and Martin ("Donahue") Nemko and his special guests to provide enlightening commentary in plenary sessions. Want to be a "sponsor" for POD's "Donahue" Show? Bring a 60-second "commercial" related to faculty development. Air time is free, frivolity is encouraged!

Networking After Dark

Creativity will be its own reward at our Thursday evening Resource Fair and Dessert Reception, coordinated by Tom Angelo. Bring a poster, table display, or handouts to represent your program or center. After dinner, from 7:30 to 9:00 pm visit informational displays and renew acquaintances while sampling Granlibakken's tempting desserts. Newcomers can see what "POD" folks do, and everyone can unwind from a day of traveling or pre-conference workshops. To reserve a display area, use the enclosed reservation form. Send your form to Tom by **September 15, 1990.**

Lake Shore Excursion

Time for personal rejuvenation and exploration of the natural beauty of the area is built right into the program. Sandy Tomlinson and Lion Gardner have researched the area and have planned a delightful Saturday afternoon outdoors where you can savor the fresh Sierra mountain air. We'll need a head count to arrange transportation, so be sure to complete the attached reservation form!

Dr. Emily Wadsworth
Executive Director — Programs
(312) 583-4050 Ext. 3309

Dr. Delivee L. Wright
Executive Director — Administration
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Excellent Food--and plenty of it!

Granlibakken's owners pride themselves on serving outstanding meals prepared by a European-trained chef. You'll never leave the table hungry at Granlibakken, and the variety will surprise and tempt you far beyond the limits of caloric rationality.

Early-Bird Registration and Welcoming Activities

Conference registration chair, Wini Anderson, has arranged to begin registration Wednesday afternoon to accommodate early arrivals and pre-conference workshop participants. We'll have a social hour with complimentary beverages Wednesday from 5-6 pm, and welcoming activities after dinner organized by Kay Herr. We hope you can join us for these early bird events. Since enrollment in the pre-conference workshop is limited, we highly recommend that you pre-register.

Discount Airfares available from United Airlines

Save from 5-40% by making your reservation through United's Convention Desk at (800)521-4041. Tell them you are going to Granlibakken for the POD Conference, Contract Number 0056N. United will mail your tickets or you may purchase them from your local travel agent. Seats may be limited, so call early.

Selected List of Concurrent Sessions

Amick, Dumais, Nichols, and Schuhmann. "Stereotyping: Its Impact On Our Work."

Angelo. "Faculty Developers: What Do We Need To Know To Succeed?"

Black, Goings, Moore, and Hofer. "Using Videotapes To Enhance Workshops, Staff Development and Departmental Training."

Bloom and Mahlstedt. "A Service Quality Framework For Assessing Teaching Effectiveness."

Border. "Renewed Personal And Professional Creativity: Exploring Our Masculine/Feminine Natures."

Border and Chism. "What Does Student Diversity Mean For Faculty Development Work?"

Chism, Bailey, and Sell. "Growing Our Own: Developing And Recruiting New Faculty Developers."

Coffey and Wheeler (D. W.). "An Organizational Perspective On The Training And Support Of Departmental Chairs."

Collett. "White Teachers/Black Students: Crossing Cultural Barriers In The Classroom."

Diamond and Federman. "Having An Impact: A Discussion Of Options."

Drury and Bailey. "Building Leadership Skills In Department Chairs."

Duch and Shipman. "Common Errors."

Fisch. "Strategic Teaching: The Possible Dream."

Frederick, Shea and Gillespie (D.). "The Power Of The Story For Teaching, Learning And Development."

Gappa. "Creating A Graduate Teaching Assistant Program."

Gardiner. "Application Of Student Development Theory To Curriculum, Instruction And Advising."

Gillespie (F.) and Anderson. "Hypermedia As An Instructional Development Process."

Gordon. "Can Staff Appraisal Support Staff Development?"

Hertzberg and Copes. "Freire, Perry and Bloom: Developing Ourselves And Our Students."

Hilsen and Wadsworth. "Working With Faculty In Groups: Solidarity Breeds Success."

Hruska. "The Mind, Body And Learning: More Than Meets The Eye."

Jennings and Barlar. "Trends In Colleges' And Universities' Faculty Development Programs."

Jones and Stanley. "Teaching For Black Student Retention: The Seminar."

King. "Storytelling And Storymaking."

Lewis (R.F.). "Learning About Comprehensive Faculty Evaluation Using 'Mom' As The Metaphor."

Lucas. "Workshops On Writing Blocks Can Help Faculty Write Grants."

Mann. "Critical Events: What Do Our Careers Look Like?"

Marincovich. "Teaching At Research Universities: The Possibility Of A Renaissance?"

Millis. "Cooperative Learning Techniques For Postsecondary Education And Faculty."

Nemko. "Nurturing The Soul."

Oldham. "Developing Faculty As Teachers For The 1990's - A British Perspective."

Olsen. "Enriching The Experience Of New And Junior Faculty."

Plakans. "Try The T-TAD Test (Test Of Teaching Assistants' Dilemmas)."

Quinsland, Templeton, Robinson, Winchester, Morrow, Toscano. "An Evolving Professional Development: Developing Others By Developing Ourselves."

Radich. "Creating And Growing A Center For Teaching Effectiveness."

Ray. "An Objective And Effective Approach To Teaching Personal Ethics."

Seldin and Annis. "The Teaching Portfolio: An Important New Role For Faculty Development."

Sorcinelli. "Dealing With Troublesome Behavior In The Classroom."

Tiberlus. "Giving It Away: Operationalizing Educational Consulting For Novice Consultants."

vom Saal and Morrison. "Curriculum And Communication In The Multicultural Classroom: Theory To Practice."

Wallng and Larracey. "Renewing Our Commitment To Women In Higher Education."

Ware and Stuck. "The Profession In Context: Dealing With The 'New Majority'."

Warren, Gravel-Hernandez, Gray and Lewis. "Race In The Classroom: What's Going On And What Do We Do About It."

Welty and Ommen. "Achieving Institutional Goals Through Initiation Of A Faculty Development Program."

Wheeler (B.J.). "Mature And Aging Scholars: How Do They Stay Current?"

Wheeler (D.W.). "Faculty Development - Your Lifelong Career?"

Wright. "Recognition And Reward Of Teaching: Strategies For Change."

Wunsch. "Using Professional Development Plans Throughout The Faculty Career."

Zahorski. "Conducting A Workshop On Syllabus Design: A Practical Guide."

MEMBERSHIP YEAR

The POD Membership year is September 1st through August 31st of the following calendar year. This means we will be beginning a new membership year September 1, 1990. Many of our members pay memberships in May, June or July with their Conference Early-Bird Registrations for the following year's benefits (reduced conference fee, To Improve the Academy, newsletters, membership directory, Bright Ideas, etc.) Others prefer to wait until the membership year has begun. Those of you who attend the Conference will receive the 1990 issue of To Improve the Academy (assuming it is off the press by then). For those of you who will not attend the conference at Granlibakkan, we will mail your issue in November or as soon as your membership is paid. If you joined since April 1990, your benefits will occur in the 1990 membership year.

If you wish to renew your membership, but will not attend the conference, please mail them directly to me to the address on the letterhead.

Membership List

We are continuing to work on the membership list to correct errors, or make address changes. Please *let me know if you have changes*, so that we can make the list as accurate as possible. These lists are used to send newsletters and other POD materials to you, by members to contact the rest of the membership, and occasionally they are purchased by those who have openings in faculty development or have other legitimate needs to contact the membership.

You should have received the final Membership Directory along with the Bright Ideas booklet in May. If you did not, please let me know.

Bright Ideas Update

By now, we hope that you have read the Bright Ideas booklet, and have thought of ways you can adapt some of them to your own campus. The award, in the form of a handsome, leaded-glass lamp created by John Andrews, has been making its way around the country. After six months in Nebraska with Dan Wheeler and Del Wright, it is now either with Jerome Jewler at the U. of S. Carolina, or has continued its journey to Lois Wells in the Virginia Community College System. It will be returned to the POD Conference at Granlibakkan by Larry Quinslan (Rochester Institute of Tech., and CORE member) to be awarded again to the next recipient(s) of the Bright Idea of the Year.

This means, that you should begin thinking of your own "Bright Ideas" to bring to the Conference. We need lots of innovative or useful suggestions to share with others. POD has had a long tradition of sharing with others, so make your contribution to the 1991 issue.

Handbook for New Practitioners

The Handbook for New Practitioners or some back issues of To Improve the Academy are now being distributed by New Forums Press, P.O. Box 876, Stillwater, OK 74076. The

Handbook is \$15.00 plus \$2.50 handling. Only a limited number of back issues of To Improve the Academy are available (\$10.00 plus \$2.50 handling).

To Improve the Academy

Editor Linda Hilsen and Associate Editors Lion Gardner, Mary Deane Sorcinelli, Sandra Holmes, Nancy Chism, and Mary Ann Shea are working long and hard in reviewing and editing submissions for the 1990 issue of To Improve the Academy. The final copy should be coming out just in time for our November conference, or will be mailed soon after. The rolling submissions policy has worked reasonably well, so think about getting started on an article for the next issue!

Kenneth Zahorski has agreed to serve as the editor for the 1991 issue so send your manuscripts to him at St. Norbert College, DePere, WI 54115.

New Directions Series

Under the Editorship of Marilla Svinicki, POD members have written issue #42 of the New Directions Series. It is entitled, "The Changing Face of College Teaching", published by Jossey-Bass Publishers, Summer 1990. Get your copy now!!

Request

K. J. Stafford, Educational Technology Centre, City Polytechnic of Hong Kong and POD member is interested in receiving information about what form teaching awards take in other institutions. He is interested in how and why they are offered, so if you have awards on your campus, K. J. would be interested in hearing from you! (Room 2014B Zone 2, 83 TAT CHEE Avenue, City Polytechnic of Hong Kong, Kowloon Tong, Hong Kong.)

POD Executive Director Position

In the Spring of 1991, a new Executive Director(s), will assume leadership for our organization. Past members who have served POD in this way have contributed much in time and talent to make the organization work. At the 1990 Conference we will honor these people in recognition of their contributions.

A year ago, on a trial basis, the tasks of the Executive Director were divided into two areas. Emily (Rusty) Wadsworth took responsibility for publications and programs, while I have worked with the membership and financial tasks. The first year Rusty organized the CORE meetings and was the external contact person. This year, I am assuming those responsibilities. This division of tasks has worked well except for some confusion among members about whom to call for what.

Currently, a committee chaired by Glenn Ross Johnson and including Nancy Chism and Marilla Svinicki, have been examining this arrangement as well as exploring other possibilities for managing the business of the organization. They will present ideas for discussion at the fall CORE meeting. If you have ideas or suggestions regarding this topic, please forward them to Glenn R. Johnson, Texas A & M Univ., College Station, TX 77843-4232.

Teaching Excellence

The first year of our essay series, Teaching Excellence, has been extremely successful. Eight issues were distributed to subscribers in 1989-90. Eight more are scheduled for 1990-91. This

year, Marilla Svinicki will serve as editor while Sandy Tomlinson and Loren Ekroth will be Associate Editors. Topics for the 1990-91 essay series include:

- "Putting the Student in the Midst of the Problem," John Boehrer, Harvard U.
- "The Power of Collaborative Learning," Jean McGregor, Evergreen State Coll.
- "Teaching: Beliefs and Behaviors," Robert Menges, Northwestern U.
- "Teaching an Increasingly Diverse Undergraduate Population," Barbara Solomon, U. Southern California.
- "Course Tests: Integratd Features of Instruction," Ohmer Milton, U. of Tennessee
- "Some Common Misbeliefs About Student Evaluations of Teaching," Robert Boice, SUNY-Stony Brook

If you have not yet subscribed and would like to, send subscriptions to me (see letterhead for address). Last year's series continues to be available at the same price.

Individual Member Subscriptions	\$ 10.00
Institutional Member Subscriptions (with distribution rights)	80.00
Institutional Non-Member Subscriptions (with distribution rights)	100.00

Items for Newsletter

If you have items you would like to have included in the November newsletter, please send copy by November 1, 1990.

Core Omission

My apologies to Karron Lewis who was inadvertently omitted from the list of new CORE Committee members in the last newsletter. For your information, the present CORE Committee includes the following members to whom you can take your ideas for POD:

- Howard Altman, University of Louisville, Louisville, KY (88-91)
- Beverly T. Amick, Kean College of New Jersey, Union, NJ (88-91)
- Judy Bailey, University of Delaware, Newark, DE (90-93)
- Laura Border, University of Colorado, Boulder, CO (89-92)
- Suzanne Brown, State System of Higher Education, Harrisburg, PA (90-93)
- Nancy Chism, The Ohio State University, Columbus, OH (89-92)
- Jim Eison, Southeast Missouri State University, Cape Girardeau, MO (89-92)
- Loren Ekroth, University of Hawaii, Honolulu, HI (88-91)
- Kay Herr, Colorado State University, Fort Collins, CO (90-93)
- Linda Rae Hilsen, University of Missouri, Duluth, MN (89-92)
- Sandra Holmes, University of Wisconsin-Stevens Point, Stevens Point, WI (88-91)
- Glenn Ross Johnson, Texas A&M University, College Station, TX (88-91)
- Marilyn Leach, University of Nebraska at Omaha, Omaha, NE (89-92)
- Karron Lewis, University of Texas at Austin, Austin, TX (90-93)
- Ed Neal, University of North Carolina, Chapel Hill, NC (88-91)
- Richard Nichols, Kean College of New Jersey, Union, NJ (90-93)
- Thomas L. Pasternak, Randolph-Macon Woman's College, Lynchburg, VA (90-93)
- Larry Quinsland, Rochester Institute of Technology, Rochester, NY (90-93)
- Mary Deane Sorcinelli, University of Massachusetts, Amherst, MA (89-92)
- Sandra Tomlinson, Galveston College, Galveston, TX (88-91)
- Emily (Rusty) Wadsworth, Northeastern Illinois University, Chicago, IL (ED-Programs 89-91)
- Delivee L. Wright, University of Nebraska-Lincoln, Lincoln, NE (ED-Administration 89-91)
- Donald Wulff, University of Washington, Seattle, WA (89-92)

Book Review Opportunities

Howard Altman, has recently been appointed Book Review Editor for the Journal of Staff, Program and Organizational Development. Anyone who is interested in doing reviews should send their names, addresses, and areas of special interest to: Prof. Howard Altman, Dept. of Classical and Modern Languages, University of Louisville, Louisville, KY 40292.

Writing Opportunity

David Taylor-Way is working on a book project for which he invites POD members to contribute. See the enclosed information for more details.

Meetings of Interest

AERA

The Far Western Philosophy of Education Society is calling for papers for the 39th Annual Meeting at the Howard Johnson Hotel, Salt Lake City, UT., Dec. 7-8, 1990. Contact Dick Jacobs, Calif. State Polytechnic U., 3801 W. Temple Ave., Pomona, CA 91768. (714) 869-2322.

The Midwest College and Learning Assoc.'s 5th Annual Conference, is Oct. 24-26, 1990, Marc Plaza Hotel, Milwaukee, WI. Contact Pat Touchette, UW-Milwaukee, 53201. (414) 229-6040.

ISETA (International Society for Exploring Teaching Alternatives) will hold their 20th Annual Conference, "Teaching as a Creative Activity", on Oct. 11-13, 1990, at the Ramada Downtown, Indianapolis, IN 46204. Contact Gloria Balderrama, Math. Dept., Colorado State U., Ft. Collins, CO 80523 or Ken Klopfenstein at (303) 491-1303.

The National Faculty Exchange is sponsoring a colloquium, "Faculty Issues in the '90's: Moving into a New Century," (Ann E. Austin, Ernst Benjamin, Jay Chronister, Elaine El-Khawas, Jack Schuster, Dan Wheeler) at The Catamaran Resort, Mission Bay, San Diego, CA, Nov. 15-17, 1990. Contact: Bette Worley, 4656 W. Jefferson Blvd., Suite 140, Ft. Wayne, IN 46804. (219) 436-2634.

The Association for General and Liberal Studies, Learning Communities and the Nature of the Liberal Conversation," October 25-27, 1990, Clarinda Raymond, English Dept., Towson State U. Towson, MD 21204, (301) 830-2863.

The Freshman Year Experience Conferences sponsored by the U. Of S. Carolina are scheduled in five locations: Baltimore, MD (Nov. 11-13); Tampa, FL (Dec. 2-4); Long Beach, CA (Jan. 31-Feb. 2, 1991); Columbia, S.C. (Feb. 22-26); and Kansas City, MO (Apr. 11-13). Proposals are being accepted for these programs. Contact: Conferences on the Freshman Year Experience, The U. of S. C., 1728 College St., Columbia, SC 29208.

The Third National Conference on Professional and Personal Renewal for Faculty is April 18-20, 1991, Terrace Garden Inn, Atlanta, GA. Contact William Jackson, The National Renewal Conference, Office of Instructional Development, Instructional Plaza, The U. of Georgia, Athens, GA 30602. (404) 542-1355.

CHECKLIST: THINGS TO DO

- _____ Renew your 1990-91 membership to POD (with Conference Registration or to Del Wright).
- _____ Register now if you need one of the remaining off-site spots for the Conference.
- _____ Register for one of the preconference workshops.
- _____ Send in the reservation form for space in the Conference Resource Fair.
- _____ Sign up for the Lake Shore Excursion.
- _____ Subscribe to Teaching Excellence essay series.
- _____ Look over the Conference topics and get ready for a great meeting.
- _____ Send corrections for the membership list.
- _____ Volunteer to do the POD history.
- _____ Volunteer to do a book review for NSPOD.
- _____ Send David your professional reflections.
- _____ Start an article for the next issue of *To Improve The Academy*.

SEE YOU AT GRANLIBAKKAN!

David Way, Director of Instructional Support, Cornell University, is working on a book of narrative accounts by higher education professionals—faculty and administrators—dealing with critical experiences leading to professional growth within the areas of professional, instructional and organizational development. The following passage by Donald Schon from the book *Reflection in Teacher Education* (edited by Peter Grimmett and Gaalen Erickson, 1988, Teachers College Press, pg. 26) provides a rationale for this book.

How may we be helped to learn from past experience in the mode of reflective transformation? We can encourage one another to tell stories about experiences that hold elements of surprise, positive or negative. Stories are products of reflection, but we do not usually hold onto them long enough to make them objects of reflection in their own right. When we get into the habit of recording our stories, we can look at them again, attending to the meaning we have built into them and attending, as well, to our strategies of narrative description. We can get curious about what makes a “good story”—a story that is faithful to past experience, coherent in its own right, and evocative for future reflection-in-action. We can pay attention to the assumptions and ways of framing experience built into our stories—something that we are very much helped to do when we have access to the very different stories different persons often tell about “the same events.” We can tell stories about it, reflect on the stories we have told, notice the very different stories that different individuals often construct from the “same events,” practice using our stories as themes from which to construct new variations, through reflection-in-action, in new teaching situations. We can see ourselves as builders of repertoire rather than as accumulators of procedures and methods.

Each narrative should not only be an accounting of a transformational experience but an exercise in reflection on action that distills out the professional knowledge gained from the experience or experiences. Contributors are encouraged to be as explicit as possible about the ways both their actions and thought have been modified and how feelings such as fear, confusion, surprise and confidence play a part in that transformation. The narratives should be balanced between “rich contextual detail,” as Lee Shulman puts it, and the elegant construction of knowledge which can guide practice. Included in the book’s domain will be moral and spiritual dimensions as well.

POD members are encouraged to contribute to this effort by reflecting on their own experiences and writing up stories of growth experiences and providing narrative constructions of professional knowledge resulting from those experiences. Examples of topics include stories which can help us understand how people who are currently in instructional, professional or organizational development got into the field, experiences of on-the-spot decisions which significantly changed the way we do things, improvisations, forms of reflection-in-action. Criteria which will be useful in choosing stories to share include: 1) **economy**—the power and significance of the story is more important than its length; 2) **selectivity**—how discrete is the story, is there a point embedded in one account or is it necessary to tell more than one story (the former is more preferable than the latter) and 3) **familiarity**—is the story one which POD members can relate to and learn from professionally?. Interested individuals are encouraged to read the Connelly & Clandinin article “Stories of Experience and Narrative Inquiry” in the June-July 1990 issue of *Educational Researcher* for a more thorough discussion of story and narrative characteristics.

POD members who are interested in this project who would like more information or would like to contribute a narrative account for consideration are welcome to meet with David Way during the meeting in Tahoe City. In the meantime all interested are encouraged to contact David by writing or calling him:

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