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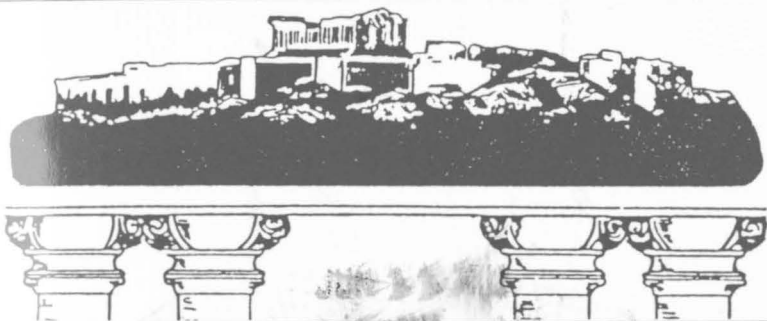
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To Improve the Academy

Resources for Student, Faculty, &
Institutional Development



*A Publication of the Professional & Organizational
Development Network in Higher Education*

1991

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Volume 10, 1991

To Improve the Academy

Resources for Student, Faculty, & Institutional Development

Volume 10, 1991

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*The Professional and Organizational Development
Network in Higher Education*

1991

**The Professional and Organizational Development
Network in Higher Education**

**New Forums Press, Inc., Publisher
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Foreword

With this issue, *To Improve the Academy* celebrates its tenth birthday. Published annually by the Professional and Organizational Development Network in Higher Education (POD), *To Improve the Academy* is a collection of articles focusing on faculty, instructional, and organizational development. From its initial appearance in 1982, this publication has distinguished itself as an invaluable resource not only for faculty development professionals, but for all who believe that our students deserve the very best learning experience we can offer.

The excellent articles in this issue need no explanation; each speaks eloquently for itself. However, the reader may find the following observations about the collection as a whole of some interest. To begin with, the articles in this issue are of a highly practical nature, providing information on programs, strategies, techniques, and methodologies either easily replicable or at least readily applicable with some modification. Second, the authors deal with timely, vital topics, ranging from gender and multicultural issues to faculty wellness. Third, the reader will find great variety here—not only in terms of topics, but also in respect to auctorial perspectives, geographical and institutional representation, and philosophical approaches. Finally, this collection contains considerable fresh research.

From its very inception nearly two decades ago, POD has made manifest, through word and deed, its credo of communication, cooperation, and sharing. Indeed, this generosity of spirit emblemizes the organization and its membership. It is the first thing I noticed when I became involved in POD some ten years ago, and the quality still most often remarked upon by newcomers to the Network. True to its guiding principles, POD does not copyright the articles it publishes in *To Improve the Academy*. We invite you to reproduce and use the material in this volume. Further, we ask that you help maintain our tradition of sharing by contributing articles to future issues of *Academy*, as well as by making presentations at the POD Annual Conferences.

I gratefully acknowledge generous assistance from many sources in the preparation of this volume. Sincere thanks must be extended to my Associate

Editors—Howard Altman, Nancy Diamond, Lion Gardiner, Diane Morrison, Deborah Du Nann Winter, and Donald Wulff—who performed their editorial tasks with exemplary professionalism, industry, and good humor. Without their sound critiques, kind notes of encouragement, and sound judgment this enterprise, and its editor, might still be bombinating in the void. Further thanks are extended to: Chris Utech, whose secretarial expertise, sanguinity, and creative energies have been crucial to the project's success; Susan Kahn and Linda Hilsen, past editors who served as wise cicerones; Doug Dollar of New Forums Press, who combines professionalism with cooperation and warmth in exemplary fashion; Dr. Robert L. Horn, Dean of St. Norbert College, for his unflagging support and encouragement; the contributors to the tenth issue of *To Improve the Academy*; and my POD colleagues and friends. Like Sebastian of Shakespeare's *Twelfth Night* "I can no other answer make, but thanks, and thanks, and ever thanks, and oft."

Kenneth J. Zahorski, Editor
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**Professional and Organizational Development Network
in Higher Education**

Mission Statement

Approved by the Core Committee on March 24, 1991
at its Washington, D.C., meeting.

The Professional and Organizational Development Network in Higher Education (P.O.D.) fosters human development in higher education through faculty, instructional, and organizational development.

P.O.D. believes that people have value, as individuals and as members of groups. The development of students is a fundamental purpose of higher education and requires for its success effective advising, teaching, leadership, and management. Central to P.O.D.'s philosophy is lifelong, holistic, personal and professional learning growth, and change for the higher education community.

The three purposes of P.O.D. are:

- To provide support and services for its members through publications, conferences, consulting, and networking.
- To offer services and resources to others interested in faculty development.
- To fulfill an advocacy role, nationally, seeking to inform and persuade educational leaders of the value of faculty, instructional, and organizational development in institutions of higher education.

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