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TO IMPROVE THE ACADEMY

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Resources for Faculty,
Instructional, & Organizational
Development

*A Publication of the Professional & Organizational
Development Network in Higher Education
Volume 15*

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To Improve the Academy

Resources for Faculty, Instructional, and
Organizational Development

Volume 15, 1996

To Improve the Academy

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Resources for Faculty, Instructional, and
Organizational Development

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Volume 15, 1996

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*The Professional and Organizational Development Network
in Higher Education*

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ORDERING INFORMATION

The annual volume of *To Improve the Academy* is distributed to members at the POD conference in the autumn of each year. Additional copies can be ordered at a cost of \$8.50 plus \$1.50 for shipping and handling. To order or to obtain more information, contact Doug Dollar, New Forums Press, P.O. Box 876, Stillwater, OK (Phone: [405] 372-6158).

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INSTRUCTIONS TO CONTRIBUTORS FOR THE 1996 VOLUME

Anyone interested in the issues related to instructional, faculty, and organizational development in higher education may submit manuscripts. Typically, manuscripts are submitted to the current editors in January or early February of each year and sent through a blind review process. Correspondence, including requests for information about guidelines and submission of manuscripts for the 1997 volume, should be directed to:

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Foreword

The Professional and Organizational Development (POD) Network in Higher Education is an alliance of professionals in a wide variety of institutions and job titles. POD includes full-time administrators who run offices of faculty development, part-time faculty developers who continuing to teach in their disciplines, and full-time faculty, serving their campus on faculty development committees. Over one third of our membership changes each year as campus committees bring in different faculty members to confront the possibilities of teaching and learning excellence. As a result, there are three distinct areas where POD is the primary organization involved in both research and practice: instructional improvement, faculty development, and organizational development. This issue of *To Improve the Academy* provides the latest results of work in those key areas.

Many people worked diligently on the 1996 edition of *TIA*. Deb DeZure, this year's associate editor and next year's editor, was chief honcho for three important articles from plenary speakers at the 1995 POD national conference. Ed Neal, last year's editor and current chair of the Publications Committee, was always ready with both support and good advice. The reviewers spent countless hours providing detailed feedback to authors to help improve their manuscripts. Rachelle Schaaf edited and formatted the manuscripts. And Doug Dollar of New Forums Press once again won our appreciation for his patience, cooperation, and enduring good humor.

Laurie Richlin
Pittsburgh, PA
August 1996

Professional and Organizational Development Network in Higher Education (POD)

Mission Statement

Approved by the Core Committee on March 24, 1991

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

POD 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 POD's philosophy is lifelong, holistic, personal and professional learning growth, and change for the higher education community.

The three purposes of POD 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.

Membership, Conference and Programs Information

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