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POD Network News, April 14, 1980

Lance C. Buhl

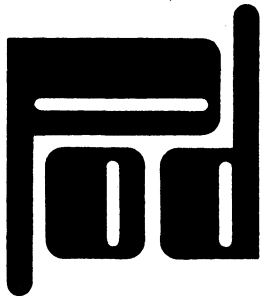
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NETWORK

PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT NETWORK IN HIGHER EDUCATION

1980-81 CORE COMMITTEE

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April 14, 1980

Dear Colleague:

Greetings. It is customary for the Executive Director of POD to write to members several times each year to bring you up-to-date on the status of the Network and to urge your active participation. Custom is a good thing now and then, even for innovators. I'm glad to carry on traditionally.

I'll begin by extending a traditional, but by no means perfunctory, welcome to new members and to those who have returned to the Network after a hiatus. We value your association. Let us know how we can be of assistance and how you would like to contribute to the Network.

There are several pieces of business that I want to tell you about -- the 1980 Annual Meeting, membership patterns, results of Core Committee elections, new policies to maintain POD's fiscal health, the Quarterly, regional meetings, evaluation. Each topic entails an appeal for active support. I'll begin with information about the 1980 Annual Meeting because it's the service around which most of POD energies will revolve for the next five or six months. Here goes.

1. 1980 Annual Meeting.

Thursday afternoon through Saturday Dinner
October 16-18, 1980

Claremont Hotel, Berkeley, California

Unparalleled panoramic view of all San Francisco, from the Golden Gate on your right past downtown and off to the Bay on your left.

A most timely central theme -- "Managing Transitions"

A superb line-up of invited resource persons -- Gould, Eble, Blake, Vasconcellos, and others

A program blending POD's commitment to building the Network's sense of community, unique opportunities for POD members to teach and learn from one another, and the chance to expand our vision by interacting with key figures on the cutting edge of transitional ideas and policies.

So much for clever advertising. I'm not much good at it. But I am confident that the program which the 1980 Conference Planning Committee, under the able and energetic leadership of Joe Clark, will be first-rate. This will be POD's first meeting in the West. We know that travel budgets will be tight, but we're hoping that members from other regions of the nation, from eastern Canada, and from overseas (there are a few of you) will put the Meeting on your calendars and wend your way West. Think creatively about car pools, train and airplane charters, healthy hikes. It will be worth it for you to be there and, personally, for the rest of us to have you with us.

I direct (certainly one of an executive director's functions) your attention urgently to the Planning Committee's call for papers. A central purpose of the Annual Meeting is for members to present themselves, their ideas, and their skills. You need to gear up now if you hope to be part of the 1980 program. Joe Clark has already received many inquiries about the Meeting and about how to get on the program in response to a recent Chronicle ad (see attached ad text, "Call for Papers"). Attached, too, is the Committee's "Invitation for Proposed Sessions, 1980 Annual POD Conference". Please respond to this request by heeding its guidelines. Note that the Planning Committee, in response to feedback from last year's Meeting, has set up special program tracks to meet differential interests of members. Presentations in these tracks will be especially welcomed. And we hope, of course, that POD members will devote special thought to making presentations and offering workshops on the theme of those transitions that we as professionals and our colleges and universities face. The POD sponsored panel on "Recent Research in Adult and Career Development" at the AAHE meeting in Washington, DC was a marvelous introduction to the theme of the October Conference. Follow suit at will! June 15, 1980 is fast approaching.

One final note on the Meeting. Accommodations, meals, and prices. The Registration fee is \$75 for members and \$85 for nonmembers. We urge you to register quite early. There are real pay-offs for doing so. The Claremont is a grand old hotel, recently remodeled. But it can accommodate just 225 conference participants and this by using about 45 or so rollaway beds, which are perfectly comfortable (attested to by Planning Committee members personally) but smaller than the hotel's permanent beds. So, the first 160 to register will be assigned to luxurious, larger, permanent beds. Later registrants will be assigned to rollaways or to another hotel about six miles from the Claremont. (There are also about 16 single rooms available for those who must, again on a first come basis.) The hotel package -- double room for three nights (Thursday, Friday, Saturday); six meals (Thursday banquet, Friday breakfast and lunch, Saturday breakfast, lunch, and concluding banquet) is \$145. For those staying in a double Thursday and Friday evenings only the package is \$118. The package for a single and six meals is \$202 for three nights and \$156 for two nights. Friday evening is up to you -- no problem in San Francisco.

To register in advance and guarantee a room at the Claremont in the bed of your choice (there's no way to make this sound innocent!), please send a check for the \$75 registration fee made out to the POD Network to Dr. Joseph Clark, Director, Biology Learning Resource Center, University of Washington, Seattle, Washington 98195 (206) 543-6588. By the way, all but

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\$10 of the registration fee will be returned if you notify Joe prior to September 15 that you must cancel your plans to attend.

For those of you into long-range planning, the 1981 Annual Meeting will be held in Cincinnati, the 1982 Meeting in Quebec, Canada, the 1983 meeting in San Antonio, Texas, and the 1984 meeting in New England.

2. Membership

Enclosed, if the Postal Service has done its part, is an up-to-date POD Membership list. We provide it as a service to assist you in making full use of the Networking possibilities and extending them to include new people. Look it over to see who's on it and who's not but should be. Link up!

You'll note that membership is growing. In the 1978 Delphi Study, POD members said they'd like to see modest growth to a maximum of 450 or so. We've a way to go and call on you to make personal contact with one or two colleagues who should be a member. If you need more copies of the enclosed and updated POD Brochure, let me know. Or send me the names of persons to whom the Brochure should be mailed.

One of the characteristics of POD membership is that it changes fairly dramatically each year, a phenomenon related directly to the impermanence of many development efforts and the brief, release time leadership assignments in a lot of them. The Core Committee accepts this as a fact of life, but would like at least to reduce the turnover from 40% a year. You can help. More important, the Core Committee believes that POD ought to include more members of American minorities. Again, give us a hand in this. Carol Zion of Miami-Dade Community College is chairperson of the Task Force on Membership. She'd greatly appreciate your suggestions and energy.

In the future, we hope to make the Membership list even more helpful as a service by putting the data on a computer and, with other information supplied voluntarily by you, identifying members by professional interests and expertise, in the manner of the American Society for Training and Development. Al Mizell of Nova University is assisting with this project.

3. Core Committee Departures and Arrivals

I have the bittersweet task of bidding adieu to departing members of the Core Committee, each of whom has contributed greatly to POD's work over the course of their multi-year tenures. To each of them -- Joe Clark, Mary Lynn Crow, Al Mizell, David Outcalt, Gene Rice, and Marilla Svinicki -- I extend this public appreciation on behalf of the entire membership.

I have the happy task, too, of welcoming the new members of the Core Committee, elected by you in January, who have already had their baptism of fire in preparing for and engaging in the day-and-a-half Core Committee meeting last month. To each of them -- John Andrews, Bob Diamond, Mike Davis, Constance Greco, Karin Marks, and Peter Seldin -- I extend this public welcome on behalf of all of us. You will find their names, professional

associations and addresses on the new Brochure and, of course, on the Membership List. Contact these and any other member of the Core Committee with ideas, questions, and in that most unlikely of conditions, complaints.

I also want to extend a special appreciation to another departing Core Committee person. Glenn Nyre was not a member of the Core Committee, but, as Chairperson of the Evaluation Committee, as POD's resident Evaluator, Glenn was a permanent guest. He attended every one of the Core Committee meetings since POD got together several years ago, a living testimony to personal fortitude and patience and to the power of aspirin. Glenn has resigned as Evaluator. We'll miss his humor and good sense in our meetings, but rest comfortably with the knowledge that he continues to serve POD well as Editor of POD Quarterly. Thanks, Glenn.

This year's Executive Committee, special counsel to the Executive Director, has on it -- John Andrews, Chic Goldsmid, Clare Rose, and Carol Zion.

4. Core Committee Meeting Results

The bulk of the March 8 and 9 annual meeting, following the AAHE Conference, was devoted to coming to terms with fiscal realities. Like all other organizations, POD faces the ravages of inflation. In part, the problem is simply a cash flow issue. But we've contributed to this in a special way by adding services, most particularly the Quarterly, while keeping dues and registration fees, for example, at a minimum. The Core Committee addressed both sides of the fiscal issue -- cost-cutting and revenue-building-- and took steps to maintain POD's fiscal health.

On the cost-cutting side of things, the Committee has placed limits on the Quarterly's budget and suggested a number of cost-savings approaches to printing that will not jeopardize quality; it suggested a number of temporary measures, such as asking for institutional assistance in xeroxing and mailing materials to members, most of which measures are already in effect as of this date; and it placed ceilings on some expenditure items and postponed other activities till the next fiscal year. Cost-cutting and saving measures, together with income from early conference registrations will assist POD to manage the current cash flow crunch. Note, too, that several Core Committee members have made special cash contributions to POD, for which I extend a heartfelt thanks.

On the revenue-generating side, the Core Committee raised annual membership fees from \$25 to ~~\$30~~ for U.S. members and, to compensate for exchange rates, from \$28 to ~~\$35~~ for Canadian and other foreign national members. Please note that on the Brochure. And the Committee approved increasing the Annual Meeting Registration Fee to \$75 for members and \$85 for nonmembers. These measures will assist POD to meet growing fiscal obligations in the intermediate future.

For the long-run the Core Committee took two steps which will greatly aid fiscal planning and alleviate cash flow problems. First, the Committee, through revision of by-laws, changed the fiscal year from a Fall to Fall to a late Spring to late Spring calendar so that we will have a much more accurate picture of end-of-year fiscal realities and can plan accordingly for the next fiscal year at the Spring Core Committee meeting. Second, the

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Committee agreed that annual memberships should be figured from the quarter in which members pay their dues instead of on a fiscal year basis. Thus, a person who pays up in May will have a second quarter membership valid till June 30 of the following year, instead of being dunned for the whole membership fee again in October. We're hoping this will even out the receipt of membership fees over the long run and, of course, we invite you to sign up again at your pocketbook's earliest convenience.

Other business at the meeting included election of POD officers: Barbara (Bobbi) Helling as Treasurer, Richard Fulton (POD's lawyer) as Secretary, and Lance Buhl as Executive Director for another year. To conform to the revised fiscal year pattern, these officers will serve till May 31, 1981 rather than until September 30, 1981. Please note that Jack Lindquist will head up the Professional Relations Committee (making links with other organizations) and Bob Young will replace Claude Mathis as chair of the Research Committee. The Executive Committee will select a new Evaluator.

5. POD Quarterly

I hope each of you has received all copies of the Quarterly due to you. Five issues have been published (Volume 1, numbers 1-4; Volume 2, number 1). The Summer, 1980 issue is in press. We're awfully proud of the Quarterly. It gets better with each succeeding issue, thanks to the careful stewardship of David Outcalt, founding editor, of Glenn Nyre, present editor, and of such folks as Mary Lynn Crow, Membership News editor, and Sandy Inglis, Book Review editor and editor-designate. The Quarterly promises to get better as members submit articles, reviews, and networking news and information. I have called on members especially to consider writing articles that a) illuminate the values which make instructional, professional, and organizational development work in higher education fundamentally important and unique and b) examine the nature and possibilities of networking. Let me reiterate editorial board policy with regard to types of articles that the Quarterly needs: 1) data based research reports that are generalizable and directly related to POD-type activities; 2) reviews of research; values essays which stand on their internal logic; and methodological studies applicable to the situations of POD practitioners. Please pay close attention to Glenn Nyre's statement on editorial policy in the forthcoming issue which should be in your hands by the end of May.

6. Regional Meetings

By the time this reaches you, POD northeast and POD north central regions each will have sponsored a member-oriented conference or workshop. The northeast meeting, organized by Mike Koffman of Northeastern University, is a mini-Annual Meeting in format, especially notable for providing members the chance to teach, learn from, and trade renewing ideas with, one another. The north central event is planned as a workshop, organized by Sandy Inglis & Luann Wilkerson, on the TABS instructional evaluation and development system out of the University of Massachusetts.

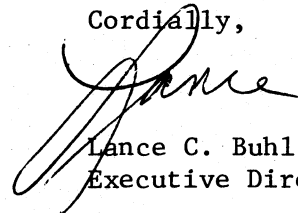
Both meetings are suggestive of the potential for network-building activities available as need warrants and energy permits among POD members within the various regions. If you'd like to see something happen in your state or region contact your regional representative:

West -- Gene Rice, University of the Pacific
North Central -- Sandy Inglis, Ohio University
Northeast -- Mike Koffman, Northeastern University
South -- Al Mizell, Nova University and Bill Hubbard, Appalachian State University
Canada -- Marion Wilburn, Ontario Universities

If you've got this far, you deserve congratulations and a short beer or long ginger ale. Remember to sign up early for the October 16-18 Annual Meeting and to get your proposals for sessions in to Joe Clark by June 15. Help POD, too, by using the Network and seeking new members, by contacting Core Committee members and committee chairs and me with suggestions and feedback, and by contributing articles, reviews, and news to the Quarterly. POD is healthy, growing nicely, but still in need of your nurturance.

See you at the Claremont, that hotel with the spectacular view and the marvelous POD program!

Cordially,



Lance C. Buhl
Executive Director

LCB:kr

Enclosures

CALL FOR PAPERS

The Professional and Organizational Development Network in
Higher Education announces its annual conference at the
Claremont Hotel, Berkeley, California:

"MANAGING TRANSITIONS IN THE '80s: INSTITUTIONAL
AND PROFESSIONAL"

October 16-18, 1980

Speakers:

HERMAN BLAKE, Provost of Oakes College, U.C. Santa Cruz

KENNETH EBLE, Professor of English, University of Utah and
author of The Craft of Teaching

ROGER GOULD, Psychiatrist affiliated with UCLA and author of
Transformations: Growth and Change in Adult Life

JOHN VASCONCELLOS, California Assemblyman

DEADLINE FOR PROPOSALS: June 15, 1980

For more information, please write or call:

Dr. D. Joseph Clark, Director
Biology Learning Resource Center AJ-15
University of Washington
Seattle, Washington 98195
(206) 543-6588

Invitation for Proposed Sessions, 1980 Annual POD Conference

(Submit 5 copies)

You are invited to offer a proposal for a session at the 1980 Conference of the Professional and Organizational Development Network in Higher Education. The deadline for submission is June 15, and you will be notified of the results shortly after July 15.

The theme of this year's conference is "Managing Transitions in the '80s: Institutional and Professional." We are interested in a broad range of sessions relating this theme to faculty and instructional development. For example, sessions describing model programs or offering participants an opportunity to gain new skills in the areas of consulting, administering, or teaching are of definite interest. Proposals dealing with adult development, career shifts, and continuing education are also most appropriate for our theme. With respect to organizational development in higher education, we seek proposals for sessions on decision-making, evaluation of programs, and increasing enrollments of minorities and non-traditional students. We are also very interested in research results in the areas of teaching, learning, and evaluation.

We estimate slots for 27 forty- to fifty-minute sessions, 10 ninety-minute panel discussions, and 6 three-hour workshops. We will also have room for 20 poster sessions.

TITLE: _____

PERSON(S) WHO WILL CONDUCT SESSION: _____

CONTACT PERSON: Name _____ Title _____

July mailing address _____

Telephone: Area code _____, number _____, extension _____

TARGET AUDIENCE (e.g., Deans, faculty members, persons new to professional development, "old hands," small vs. large college representatives, etc.):

PROGRAM OBJECTIVE: _____

____ Panel ____ Paper ____ Workshop ____ Poster Session ____ Other (specify)

TIME ALLOTTMENT: ____ 40-50 min. ____ 75-90 min. ____ 180 min. ____ Other (specify)

AUDIOVISUAL EQUIPMENT NEEDED: _____
(operators not provided)

PLEASE WRITE PROGRAM DESCRIPTION ON THE OTHER SIDE

Please type a brief program description or abstract.

Return 5 copies of this form by June 15, 1980 to Dr. D. Joseph Clark, Director,
Biology Learning Resource Center AJ-15, University of Washington, Seattle,
Washington 98195.

POD NETWORK NATIONAL CONFERENCE

Claremont Hotel
Berkeley, California
October 16-18, 1980

Registration Information

The POD Network's 1980 Annual Conference, "Managing Transitions in the '80s: Institutional and Professional," will be held at the Claremont Hotel in Berkeley, California. Free limousine service is available from the Oakland Airport to the hotel, while from San Francisco International the fee is \$9.00. We will be coordinating pick-up times and will send you a schedule along with your hotel reservation materials after you register for the conference.

The conference registration fee is \$75 (\$85 for non-members). For \$118 you will receive Thursday and Friday night lodging, Thursday dinner, Friday breakfast and lunch, and Saturday breakfast, lunch and dinner. A few rooms are available for single occupancy at a package price of \$156. If you desire to stay over Saturday night to enjoy the San Francisco Bay Area on Sunday, lodging is \$27.00 for a double and \$46.00 for a single. The Claremont Hotel is renowned for its sumptuous dining and handsome setting, as well as tennis courts, olympic-sized pool, sauna, etc.

We hope that you will begin now to make your arrangements to attend. It's going to be a terrific conference, and we look forward to seeing you there.

CONFERENCE REGISTRATION FORM
(please print)

Name and Title _____

Office Address _____

Telephone: area code _____, number _____, extension _____

Please check applicable statement:

_____ I will attend the conference and my check for the registration fee of \$75.00 for members or \$85.00 for non-members (payable to POD National Conference) is enclosed.

_____ I will attend and am paying now for both the conference registration and the 1980-81 POD membership. \$105.00 is enclosed.

_____ I expect to attend the conference and to have my check for registration (and 1980-81 membership?) to you as soon as possible.

PLEASE RETURN THIS FORM TO: Dr. D. Joseph Clark, Director
Biology Learning Resource Center AJ-15
University of Washington
Seattle, Washington 98195