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Professional and Organizational Development Network in Higher Education (POD): 1977 National Conference

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Professional and Organizational Development Network in Higher Education (POD)

1977 National Conference

October 23-26

Illinois Beach State Park Lodge, Zion, Illinois

This year's POD National Conference is being designed with special features which should make it stimulating and useful for all who share the interests of the POD Network--the new and old faculty, organizational, instructional and institutional development program people, those who belong to faculty development committees, and college and university administrators. Several of the types of conference sessions are described below.

General Sessions. A few of the sessions this year are designed primarily to help us gain perspective. The opening address (Sunday), the panel reporting on research (Wednesday), and the closing address (Wednesday) are opportunities to gain perspective on the "state of the art." The small group conference planning sessions (Sunday) and the report from the conference evaluators (Wednesday) are designed to help us gain perspective on the conference itself.

Program Samples. Several of us have found the POD conference a chance to keep informed about what professional and organizational development activities are being undertaken at other campuses. This year we invited POD members to submit proposals for sessions describing the particular models, approaches, techniques, or strategies they are using. A number of these proposals have been included in the program. Leaders for these sessions have been asked to describe their particular approaches, to discuss their advantages and disadvantages, and to allow time for questions or comments from participants.

Demonstration Workshops. Since many of us are called upon to arrange or conduct workshops on our campuses, we have asked several POD members to demonstrate model workshops they have conducted. Workshop leaders will, insofar as possible, conduct their workshops as if they were conducting them on their own campuses. They will also allow time for discussion of their workshops--the elements of the workshop design, expected outcomes, potential problems, and any other questions which participants might raise.

Skill Building Sessions. As one POD member recently observed: "No matter how many competencies we have, there never seem to be enough. Success in one or a few areas always seems to prompt requests for services in other areas." Thus, many practitioners are continually searching for opportunities to develop new skills or to use old ones in new contexts. This year the conference includes several skill building sessions. Session leaders will describe or demonstrate the approaches they use. However, their major task will be to provide experiences which will enable participants to try out these approaches, to experiment with the procedures involved, and to practice the skills required to use these approaches and procedures. Because these will be relatively short sessions (3-6 hours), they will be more like introductions to skills than intensive training sessions.

Working Sessions. Several POD members have expressed their desire to work in collaborative problem-solving settings to address some of the issues and problems confronting professional and organizational development supporters. Thus, this year's conference includes several working sessions focused on some of these challenges. In most cases, a round table, panel, or facilitator will open the session by proposing contexts or perspectives within which these issues and problems might be addressed. However, the major portion of these sessions will be spent in working groups in which participants may think through the issues and problems together and may collaborate in their search for workable and respectable solutions.

The conference will also include a browsing area and an organized consulting system. The consulting system is designed to help you schedule time with persons with special expertise who will meet with you and can put you in touch with others who may be useful resources.

The conference will open at 4:00 Sunday afternoon, October 23, and close after lunch on Wednesday, October 26. The Illinois Beach Lodge at Zion is about 40 miles north of Chicago's O'Hare airport. Free ground transportation to and from the airport will be arranged. The conference registration fee is \$40 (\$50 for nonmembers), and room (double occupancy only) and board will cost \$93.45 for the three days. Since there will be space for only 190 people, you are encouraged to register as soon as possible by completing and mailing the enclosed registration form.

We think that it will be a practical and exciting conference and hope that you will be able to join us.

Some Sample Titles

General Sessions: "Professional Development: Why bother?;" "Facing the accountability question;" "Some speculation about the future of professional and organizational development."

Program Samples: Case studies from programs at Wittenberg U, U of Wisconsin--Oshkosh, UC--Santa Barbara, North Shore Community College, Huron College, Virginia Commonwealth U, Illinois State U, and several others.

Demonstration Workshops: "Principles of learning and motivation;" "Teaching styles/learning styles;" "Evaluating student learning;" "Using small groups in the college classroom;" "Life planning;" "Growth contracts."

Skill Building Sessions: "Intro to organizational development;" "Consulting and instructional design;" "Instructional diagnosis and improvement;" "Working with administrators."

Working Sessions: "Action research;" "The evaluator and accountability;" "Evaluating faculty;" "Making a real educational difference..."

PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT (POD) NETWORK IN HIGHER EDUCATION
Program for the 1977 National Conference
Illinois State Beach Lodge at Zion

SUNDAY, OCTOBER 23

4:00 - 5:00 Conference Registration, Main Lobby
5:00 - 6:00 Cash Bar, Terrace Room
6:00 - 7:00 Dinner

Working Session 1	7:15 - 9:00 Illinois Room
<u>What do I want out of this conference and how can I get it?</u>	
(Small group sessions)	
Steve Scholl, Ohio Wesleyan University	

John Worgan
Karen Marks
Susan Brock
Eval. of Conf.

Consultant Recommendations
Demos -
Skill Bldg. -

Notes:

- 1) The room listings in this program are correct. PLEASE DISREGARD THE ROOM LISTINGS IN THE BOUND PROGRAM
- 2) Descriptions of the sessions are included in the bound program.
- 3) Resource materials will be on display in the Illinois Room throughout the conference.
- 4) The Cash Bar in the Terrace Room will be open each evening from 5:00 - 6:00 and 7:00 - 11:00.
- 5) Tickets for the Ticket Sessions will be available during ~~Working Session 1 on Sunday evening~~

8:00 am
Mon.

7:30 - 8:30 BREAKFAST

Dick

General Session 1 8:30 - 10:00
Illinois Room
Perspectives on professional development
Lawrence Alexander, Michigan State University; Linda Clader, Carleton College; John Noonan (Chair), Virginia Commonwealth University

Del

Working Session 2 8:30 - 12:00
Lincoln Room
Making a real educational difference: a seminar for veterans of professional and organizational development wars
Jack Lindquist, University of Michigan

Jim Gump

Dick

Working Session 3 10:30 - 12:00
Terrace Room
Planning for faculty and organizational development
John Anderson, Bucknell University; Joan North, Small College Consortium; Carol Paul, North Shore Community College

Working Session 4 10:30 - 12:00
Promenade Room
What are some desirable attributes of a professional development specialist?
William C. McGaghie, University of Illinois Medical Center
(Ticket Session)

Program Sample 1 10:30 - 12:00
Garden Room
The instructional improvement program at the University of California, Santa Barbara
David Outcalt, University of California, Santa Barbara

Program Sample 2 10:30 - 12:00
Dunes Room
Faculty development at two small colleges: training and application
Marjorie Nickel, LaRoche College
Joyce Poviacs, Huron College

12:15 - 1:15 LUNCH

Del

Jim

Dick

Program Sample 3 1:30 - 2:50
Michigan Room
Career planning and career change programs for faculty members
Elmer Van Egmond, Illinois State Univ. Joseph O'Connor, Wittenberg University Tom Nyquist, SUNY Central, Albany

Program Sample 4 1:30 - 2:50
Indiana Room
A colleague as a teaching consultant
Gerald R. Bakker, Earlham College

Program Sample 5 1:30 - 2:50
Garden Room
An institutional approach to faculty development
William A. Mahler, University of Wisconsin, Oshkosh

Program Sample 6 1:30 - 2:50
Lincoln Room
The Center for Instructional Development, Syracuse University
Paul E. Eickmann, Syracuse University

Program Sample 7 1:30 - 2:50
Dunes Room
Organizational development with the learning team: improving a class through better communication among professor(s), teaching assistants, and students
John Andrews, University of California, San Diego

Working Session 5 1:30 - 2:00
Wisconsin Room
Professionally speaking, growing can be a pain
Walter Sires, Center for Creative Change in Higher Education, Yellow Springs, Ohio

Program Sample 8 3:00 - 4:20
Garden Room
Faculty development for adjunct and part-time faculty: pre-service and in-service programs
Hugo Keesing, University of Maryland University College; Rosemary Miller, Burlington County College

Program Sample 9 3:00 - 4:20
Dunes Room
A teaching improvement process: applications/adaptations
Michael Melnik, University of Illinois Medical Center; Susan Cowan, McGill University; Shay Jaggard, University of Kentucky Community College System; Jael Ross Zickei, Kean College of New Jersey

Program Sample 10 3:00 - 4:20
Lincoln Room
How to win faculty interest, support, and participation in academic change...and have fun doing it! A faculty led strategy for academic innovation
Carol Mann, North Shore Community College

Program Sample 11 3:00 - 4:20
Indiana Room
Putting workshops in perspective: one program's experience
Paul J. Munson and Jon F. Wergin, Medical College of Virginia, Virginia Commonwealth University

Program Sample 12 3:00 - 4:20
Michigan Room
The inside job: consulting with academic and administrative departments
Diana Christopoulos and Gerry Perkus, Hartwick College

Program Sample 13 3:00 - 4:20
Wisconsin Room
Mutual benefit evaluation
George B. Thomas, TDR Associates, Massachusetts

5:00 - 6:00 CASH BAR Terrace Room

6:00 - 7:00 DINNER Dining Room

Group

Del

Demonstration Workshop 1 7:30 - 9:30
Garden Room
Principles of Learning and Motivation
Robert Young, Virginia Commonwealth University

(Ticket Session)

Del

Demonstration Workshop 2 7:30 - 9:30
Part 1
Indiana Room
Evaluating student learning: or, how to find out if you taught what you thought you did and if students learned what you thought you taught
(To be continued Tuesday, 7:30 - 9:30)
Clare Ross, Evaluation and Training Institute, Los Angeles
(Ticket Session)

Demonstration Workshop 3 7:30 - 9:30
Wisconsin Room
Using small groups in the college classroom
Elizabeth Hunter, Hunter College, CUNY

(Ticket Session)

Working Session 6 7:30 - 9:30
Promenade Room
Faculty evaluation: problems and procedures
David J. King, Oregon State University

Dick

Working Session 7 7:30 - 9:30
Lincoln Room
What next for careers, vets?
Fred Gaige, Fairleigh Dickinson University

7:30 - 8:30 BREAKFAST

Working Session 8 (Part I)
9:00 - 12:00
Illinois Room

Facing the accountability question: what criteria should be used in determining accountability?

Robert Diamond (Chair), Syracuse University; William Holzemer, University of Illinois; Edward Kelly, Syracuse University; H. Richard Smock, University of Illinois

(To be continued Tuesday afternoon)

Dick

Skill Building Session 1
9:00 - 12:00
Wisconsin Room

A case study of a departmental intervention

Anthony Grasha, University of Cincinnati

(Ticket Session)

Del

Skill Building Session 2 (Part I)
9:00 - 12:00
Promenade Room

Consulting with faculty on instructional problems: diagnosis and prescription

Lawrence T. Alexander, and Allan J. Abedor, Michigan State University

(To be continued Tuesday, 1:30 - 4:30)
(Ticket session)

Working Session 9 (Part I)
9:00 - 12:00
Michigan Room

Action research and professional development in higher education

Lance Buhl (Chair), Project for Educational Development; John Carter, Case Western Reserve University; Richard Fenker, Texas Christian University; Sandy Inglis, Ohio Board of Regents

(To be continued Tuesday, 3:00 - 4:30)

12:15 - 1:15 LUNCH

Working Session 8 (Part II)
1:30 - 2:45
Illinois Room

Facing the accountability question: the evaluator and accountability

Part I personnel: E. Pascarella, University of Illinois; Clare Rose, Evaluation & Training Institute, Los Angeles

Working Session 8 (Part III)
3:00 - 4:30
Terrace Room

Facing the accountability question: evaluation clinic

Members of the panel from Part II available for individual consultation

Dick

Program Sample 14
3:00 - 4:20
Indiana Room

Instructional development services: cost or benefit?

Kenneth Schaffer, University of Delaware

Demonstration Workshop 4
3:30 - 4:30
Lincoln Room

Learning styles/teaching styles

Sheryl Riechmann, University of Massachusetts

(Ticket session)

Demonstration Workshop 5
1:30 - 4:30
Wisconsin Room

Leadership development workshop for academic department chairpersons

Dorothy Miller, California State University and College System; David B. Whitcomb, California State University, Long Beach

(Ticket Session)

Del

Skill Building Session 3
1:30 - 4:30
Dunes Room

Expanding observation and feedback skills

Shay Jaggard, University of Kentucky Community College System; Luanne Wikerson, Murray State University

(Ticket session)

Skill Building Session 2 (Part II)
1:30 - 4:30
Promenade Room

Consulting with faculty on instructional problems: diagnosis and prescription

Lawrence T. Alexander and Allan J. Abedor, Michigan State University

(Continued from Tuesday morning)
(Ticket session)

Working Session 9 (Part II)
3:00 - 4:30
Rooms to be announced

Action research and professional development in higher education:

- Using AR in the 2-year sector
Sandy Inglis
- Using AR in the professional school, John Carter
- Using AR in the university, Richard Fenker
- Show, tell and conceive--war stories and brainstorming for experienced AR types, Lance Buhl

5:00 - 6:00 POD BUSINESS MEETING Illinois Room Joan North, POD Coordinator, presiding.

5:00 - 6:00 CASH BAR Terrace Room

5:00 - 7:00 DINNER Dining Room

Working Session 10
7:30 - 9:30
Lincoln Room

Defending your program--a simulation game

Del

Demonstration Workshop 2 (Part II)
7:30 - 9:30
Indiana Room

Evaluating student learning: or how to find out if you taught what you thought you did and if students learned what you thought you taught

(Continued from Monday evening)
Clare Rose, Evaluation & Training Institute, Los Angeles

(Ticket Session)

Demonstration Workshop 6
7:30 - 9:30
Wisconsin Room

College Classroom Vignettes: a video-stimulated discussion

Robert Menges, Sue Nelson, Meg Zacharias, Northwestern University

(Ticket Session)

Demonstration Workshop 7
7:30 - 9:30
Garden Room

Life Planning

Nancy Barber, Franklin Pierce College

(Ticket Session)

Skill Building Session 4
7:30 - 9:30
Dunes Room

Approaches to administrator development

Carol Zion, Miami-Dade Community College

(Ticket Session)

WEDNESDAY, OCTOBER 26

7:30 - 8:30 BREAKFAST

General Session 3 9:00 - 10:15
Illinois Room
What can we learn from the research on teaching, on students, and on organizational and personal development?
Stephen Brock, Kansas State University; Charles Claxton, Memphis State University; Jack Lindquist, University of Michigan; Steve Phillips, (Chair), University of Puget Sound

Working Session 11 9:00 - 10:15
Lincoln Room
From the school of hard knocks: recommendations for elevating teaching
FIPSE National Project III Associates

Demonstration Workshop 8 8:30 - 10:15
Promenade Room
Designing growth contracts
Rose Gladney, New College, University of Alabama
(Ticket Session)

Skill Building Session 5 8:30 - 10:15
Dunes Room
Problem solving--one on one
Donna A. Nickel, Valencia Community College
(Ticket Session)

General Session 4 10:30 - 11:00
Illinois Room
What happened here? The conference in retrospect
Glenn Nyre (Chair), Evaluation and Training Institute, Los Angeles; Susan Brock, St. Mary's; Karin Marks, Dawson; Jon F. Wergin, Virginia Commonwealth University

General Session 5 11:15 - 12:00
Illinois Room
Speculation about the future of professional and organizational development
Mary Lynn Crow, University of Texas at Arlington and new Executive Director of the POE Network

12:15 - 1:15 LUNCH

FREE BUSES WILL LEAVE FOR O'HARE AT 12:15 and at 1:00