



1993 – 2013

INTERNATIONAL
CONSORTIUM FOR
EDUCATIONAL
DEVELOPMENT

AN ANNIVERSARY HISTORY



ICED

INTERNATIONAL
CONSORTIUM FOR
EDUCATIONAL
DEVELOPMENT



In July 1993 leaders of six national educational development networks convened in Oxford, UK and made a commitment to improving teaching and learning in higher education by establishing the International Consortium for Educational Development (ICED).ⁱ

The aim of ICED was

“to develop teaching and learning methods in higher education through international collaboration between existing national educational development networks”.ⁱⁱ

In July 2013 the International Consortium for Educational Development is meeting in Kyoto, Japan. ICED is now a charity with a membership of 23 national networks.



Building on its founding aim, ICED’s purpose is

“to advance education worldwide by promoting, sustaining and increasing individual and collective knowledge and understanding of all aspects of educational development in Higher Education”.ⁱⁱⁱ



A key inspiration for the establishment of ICED was Professor Graham Gibbs' experiences of conducting international educational development consultancies and workshops in over twenty countries.

"I had seen the very different ways in which educational development was conducted, and felt there was enormous scope for learning from each other. I had borrowed ideas from initiatives in the USA and Australia, and UK materials such as the 'Teaching More Students' series of manuals had been adapted and used in a number of countries."

In the summer of 1993 Professor Gibbs, then Director of the Oxford Centre for Staff Development, had secured funding^{iv} to convene a meeting of leaders of six national educational development networks to share interests and explore possibilities for greater international collaboration. The minutes of that meeting reveal the energy and enthusiasm of the participants as they committed to establishing ICED and to setting an ambitious planning agenda for the new organisation.

This agenda included, "support for the establishment of new educational development networks for Austria, Spain and Sweden and the mounting of an international conference." Specific task groups were established to focus on: publications; ICED Board; academic exchanges; national networks and - an indication of times when access to the internet was limited – "email".

Dr David Baume recalls the evening after the inaugural meeting of ICED, "The first Council dinner was held in a floating restaurant on the Oxford Canal. Unfortunately the motor in the narrow boat had failed, so the promised cruise did not happen. However, participants generated their own momentum – it was clear that the idea underlying ICED was sound, and huge benefit was to be gained through leaders of national educational development networks and organisations getting together and talking to each other".

Following an invitational international two day seminar on work based learning in Rugby in 1995, the first of ICED's biennial international conferences took place in 1996 at Vaasa University in rural Finland, on Preparing University Teachers. The conference turned out to be a valuable learning experience; according to Graham Gibbs, "it was all very amateur and hair-raising. But the content of the conference, on preparing university teachers, was terrific as a vehicle for sharing very varied national approaches. The idea had proved itself, but the organisation was wrong."

It was at this conference that Graham held long conversations with David Baume about the organisation and ensuring ICED's future as an international sustainable partnership of equals. After persistent efforts to secure sustainable funding for ICED Graham felt "it was clear that any kind of international organisation was going to have to be self-funding – at least for the foreseeable future.....David's ideas were crucial at this point and I don't think ICED could have grown or lasted without the changes in format that followed these discussions."

It was proposed that the organisation "be as light as possible with no formal constitution, no budget - costs falling where they may - and each biennial conference handing its (hoped-for) profit to the national network organising the next conference. Not all was plain sailing; ICED was an international network of national networks. One corollary of this was that only one national network in any country was admitted into ICED – this occasionally led to some awkwardness."

Since it was founded, ICED Council has met annually in thirteen countries. On alternate years Council meetings have been arranged to be contiguous with ICED's biennial international conferences. A challenge was that universities could be reluctant to fund their staff to attend an event as seemingly nebulous and expensive as an ICED Council meeting in another country. Accordingly,

workshops were attached to the annual Council meetings between the biennial conferences – making these explicitly educational as well as administrative events. In 1997, for example, a workshop on teaching portfolios was organised, alongside the Council meeting, co-led by Graham Gibbs and Peter Seldin from the USA, author of a practical guide on teaching portfolios^v. Minutes of the 2006 Council meeting in Sheffield emphasised that “[the Council Meeting should be an agent of development](#)”. Both Council meetings and the accompanying workshops were intended to support the development and growth of established and new national networks.

ICED’s conferences are beacons of its work.

Since the first one in Finland in 1996, conferences have taken place in Austin, Texas, USA (1998); Bielefeld, Germany (2000); Perth, Western Australia (2002); Ottawa, Canada (2004); Sheffield, UK (2006) re-located from Sri Lanka,^{vi} Salt Lake City, USA (2008); Barcelona, Spain (2010); Bangkok, Thailand (2012). The next two conferences will be in Sweden (2014) and South Africa (2016).

Hosted and organised primarily by ICED’s member national networks, the biennial conferences make a vital contribution to fulfilling ICED’s educational aims as well as contributing to its financial sustainability. Conference themes have included, ‘Spheres of Influence: ventures and visions in educational development (Perth 2002); ‘Across the Globe – higher educational development learning and teaching’ (Bangkok 2012). The 2010 Conference in Barcelona ‘Enhancing Strategies for Global Quality Learning’ was attended by participants from 32 countries. Professor Christopher Knapper views ICED conferences as continuing in the tradition of the first meeting of ICED: “They are a genuine international meeting of minds, not dominated by any one country or culture...ICED conferences were quite

intimate affairs, not at all like the huge educational conferences that predominate in the English-speaking world, and I think they have produced a true cross-fertilisation of ideas and values from different cultures.”

ICED’s peer reviewed journal, [The International Journal for Academic](#)

[Development \(IJAD\)](#), is another very important means of enabling ICED to achieve its purposes as well as providing authority for its work. Meeting in Finland in 1996, ICED Council, “[expressed delight that the first issue was due to be delivered by the publishers within two weeks](#)”. IJAD was conceived and executed initially by David Baume who, together with co-editors Christopher Knapper and Patricia Weekes, established it as the first, and still the most influential, journal on educational development (as opposed to teaching and learning in a more general sense).

The editors of IJAD were very conscious that, with every editorial decision, they were helping to define the field of educational and academic development. They resolved, says David Baume, that “the journal should be both scholarly and practical; internationally and conceptually inclusive; and beyond that, not embrace a particular philosophy or methodology”. In addition to the intellectual challenges of setting up and editing a new international journal, a major problem in the early years was establishing financial, administrative and practical methods for distributing copies to members of ICED member organisations. Appointing co-editors and reviewers of international repute from different regions strengthened the international perspective, and since its early days the journal has gone from strength to strength. In 2009 IJAD increased publication from two to three issues a year; from 2013 this is increasing to four issues annually.

IJAD is very evidently fulfilling its stated purpose, “[to enable academic / educational developers in higher education across the world to exchange ideas about practice and](#)

extend the theory of educational development, with the goal of improving the quality of higher education internationally". In addition to serving this principal purpose, IJAD has generated royalties which provide a necessary income source for ICED; in 2010 Council reported that IJAD royalties were making "a significant contribution".

The Spirit of ICED Award was established in 2000 to honour the exceptional contribution of individuals to educational development internationally. In recognition of his achievements the award was conferred on Graham Gibbs at ICED's conference in Canada in 2004. The Spirit of ICED has since been awarded (2010) to Professor Kirsten Hofgaard Lycke from Norway and to Professor Suki Ekaratne from Sri Lanka^{vi}. It is important that such work be acknowledged as in the world of Higher Education public recognition for educational development does not feature prominently. The work of educational developers is often conducted behind the scenes, providing evidence, support and encouragement for others to develop and hone their skills and confidence to become excellent teachers, pedagogic researchers and educational leaders. This vital, often invisible work contributes to higher education students reaching their potential as lifelong learners able to thrive and contribute to society.

From ICED's commencement until 2000, administration was provided through the Oxford Centre for Staff Development and later the Open University's Centre for Higher Education Practice where Graham Gibbs was Co-Director with Carole Baume and David Baume. In 2006, after a period when responsibility for administration had been largely undertaken by ICED Presidents and by which time the original membership of ICED had more than trebled, it became apparent that ICED required the support of its own administrative base. Following a process of international open tender that year, ICED established a contractual

relationship with the Association of Commonwealth Universities to provide administrative services, a relationship which continues to the present time.

In 2004 Council noted that for ICED to be eligible to bid for funds to extend its work (from such sources as the World Bank and the European Union) it needed an "institutional framework". Furthermore, over subsequent years it became apparent that ICED's continuing expansion required the introduction of more formalised governance. Thus in 2011, following a rigorous process of development and scrutiny, ICED achieved charitable status as a limited company together with a formal constitution and a Board to steer, support and progress the work of Council in advancing ICED's aims.

Minutes of the ICED Council meetings over the past twenty years reveal the challenges as well as the opportunities that national networks encounter in their quest to establish and progress educational development in their country. Challenges include "how to reach and influence the opinion leaders in national and regional government and in institutions"; "how to support the changing requirements on, and roles of, staff and educational developers" (2000 Council meeting, Bielefeld, Germany); "how can attitudes and structures be changed to promote more thinking about teaching development as a regular part of the job?"; "where should academic development/units be placed in the institutional organisations, as academics, or part of management?" (2005 Council meeting, Rijeka, Croatia).

As well as the opportunities presented through its conferences and journal, less tangible opportunities of ICED membership are illustrated in the Council minutes such as those of the meeting in Maastricht, Netherlands in 1999, "We value feeling part of a global community"; "ICED provides good networking opportunities and allows you to put your own network into an

international context”; “gaining from both sharing ideas and getting input from other members”.

A vital opportunity ICED provides is support for the establishment of new and emerging national educational development networks. This aspect is illustrated by Dr Marvi Remmik who occupied a leading role in setting up the Estonian Network for Educational Development (ENED), “Gunnar Handal and Kirsten Hofgaard Lycke from Norway opened our eyes and gave us information about the existence of ICED. Contacts with ICED have given lots of good contacts, we have had ideas and understanding of what it means to be an academic developer, we have enjoyed ICED international conferences. The Estonian network is still in the forming stage, but I really believe that ICED and the ideology behind this network have helped our university managers to better understand that university teachers and teaching are equally important as researchers and research. ICED is a positive model for us for how a national network can be developed.”

Through commitment to engagement, inquiry and cooperation, ICED has provided a unique site in the world for the exchange, questioning and advancement of educational development in higher education. In so doing it seeks to fulfil and extend the vision of those founders who twenty years ago tasked ICED “to address itself to educational development issues which are common across national systems, where developments in one system can benefit others and where international perspectives

and cooperation can more effectively address common problems.”^{viii}

Looking ahead to the next twenty years ICED will continue to be presented with challenges and opportunities. In organisational terms these will include ensuring financial sustainability; maintaining independence and accountability to members whilst establishing partnerships with international agencies; exploiting new technologies to build global cooperation among member networks. In terms of vision, ICED will be working collaboratively to research, develop, implement and evaluate excellence in all aspects of the scholarship and practice of educational development worldwide. A major route to this ambitious goal will be, as it has been throughout ICED’s life, continuing to support the emergence and growth of new national networks concerned with educational development, the sustained, systematic and evidence-based improvement of teaching and learning in higher education.

Supporting material, available on the web site: iced-online.net

- The list of conference venues, themes and names of convenors
- The list of all IJAD co-editors’ names
- The names of all ICED presidents with their terms of office

ICED’s 20th Anniversary History Project was co-ordinated by Professor Kristine Mason O’Connor.

ⁱ Australia (HERDSA); Canada (STLHE); Germany (ADG); UK (SEDA); USA (POD); an “informal Scandinavian Network”.

ⁱⁱ Executive summary of 1993 meeting

ⁱⁱⁱ ICED website for ICED Objects and Aims

^{iv} British Telecom and later UK Department of Employment

^v Seldin, P. (1991) *The Teaching Portfolio: a practical guide to improved performance and promotion tenure decisions.* Anker Publishing Co.

^{vi} Originally planned to take place in Sri Lanka but, following the Tsunami disaster, transferred to Sheffield, UK.

^{vii} The Spirit of ICED citations are on the ICED website

^{viii} Executive Summary of 1993 meeting

Contact ICED

ICED may be contacted through your national representative, or through the President, or through the ICED Administrator.

ICED President

James Wisdom
SEDA
Woburn House
20-24 Tavistock Sq
London WC1H 9HF
Tel: +44 (0)20 7380 6754
Email: jameswisdom@compuserve.com

ICED Administrator

Rosalind Grimmitt
c/o Association of Commonwealth
Universities
Woburn House
20-24 Tavistock Square
London WC1H 9HF
Tel: + 44 (0)20 7380 6754
Fax: + 44 (0)20 7387 2655
Email: roz.grimmitt@icedonline.net



ICED
INTERNATIONAL
CONSORTIUM FOR
EDUCATIONAL
DEVELOPMENT

icedonline.net