


International Consortium for Educational Development Network Profile

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| <p>Network Name URL</p> |  <p>POD Network in Higher Education https://podnetwork.org/</p> |
| <p>Mission / Aim / Focus</p> | <p>“Advancing the Research and Practice of Educational Development in Higher Education since 1976”</p> <p>Vision The POD Network envisions that all post-secondary institutions value, support, and reward the work of their educators, scholars, and leaders, with an emphasis on teaching as a core scholarly activity, informed by research and reflection, and resulting in success for all students.</p> <p>Mission The POD Network exists to provide professional development and a community of practice for scholars and practitioners of educational development, and to serve as a leading voice on matters related to teaching and learning in higher education.</p> <p>Values The work and decisions of the POD Network are informed by its commitments to: collaboration, equity, and evidence.</p> <p><u>Strategic Goals, 2018-2023</u></p> <ol style="list-style-type: none"> 1. <i>Enhance Member Benefits:</i> Improve opportunities and resources for POD Network Members. 2. <i>Elevate Educational Development:</i> Raise the profile of the POD Network as a leader for educational development. Proactively contribute to the advancement of the field of educational development. 3. <i>Build Organizational Capacity:</i> Expand POD Network organizational capacity to better meet its goals and strategic priorities. <p>Strategic Priorities POD has two cross-cutting strategic priorities of special importance at this time for the POD Network and higher education. Each will be enacted across our strategic goals.</p> |

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| | <p>1) Diversity and inclusion are member priorities and a strong focus at many post-secondary institutions. We recognize that progress toward equity, diversity, and inclusion requires intentionality to reverse marginalization of historically underserved and underrepresented populations.</p> <p>2) Evidence-based practice is increasingly important in teaching and learning, plays a role in demands for institutional accountability, and supports the need to demonstrate the impact of our work.</p> |
| <p>Brief History</p> | <p>The POD Network in Higher Education was officially founded in March 1976 at the spring conference of the American Association for Higher Education (AAHE) as the Professional and Organizational Development Network in Higher Education. Joan North was the first Coordinator (now called the President) and the Core Committee (POD's Governing Board) was created. Since then, the POD Network has held national conferences every year and is the largest and oldest educational development organization in the world. It has remained committed to outreach throughout its history, and as a global leader has contributed to the development of national and regional educational development organizations world-wide.</p> |
| <p>Membership types</p> | <p>POD has more than 1700 individual members from 25 countries. An individual membership costs \$150 US annually, with discounted rates for graduate students, postdoctoral scholars, and retired members.</p> <p>Member benefits:</p> <ul style="list-style-type: none"> ● Discounted member pricing for annual conference (\$165 value) ● Access to an enhanced members-only web resource featuring: <ul style="list-style-type: none"> – Online member directory – Member profiles – Job postings – Collaboration space for Special Interest Groups (SIGs), Affinity Groups, and committees – Archival functionality for SIGs and committees ● Eligible to serve on POD committees, including POD's Core Committee (board of directors) ● Eligible to participate in Special Interest Groups (SIGs) on various topics and Affinity Groups based on shared identities ● Member pricing for POD-sponsored events, including: <ul style="list-style-type: none"> – Institute for New Educational Developers – POD/AACU Organizational Development Institute ● Access to year-round virtual professional development offerings ● Members-only communications, in addition to the very active Google Discussion Group, which is open access. ● Eligible for all POD-sponsored grants and awards: |

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| | <ul style="list-style-type: none"> – POD Network Grant Program – POD Innovation Award – Robert J. Menges Award for Outstanding Research in Educational Development – Christine Stanley Diversity Award – Spirit of POD Award – Donald H. Wulff Diversity Travel Fellowships – Adjunct/Part-Time SIG Travel Fellowship – Graduate Student, Professional Student, and Postdoctoral Scholar Development (GPPD) Career Development Award |
| Legal Structure | <p>The POD Network is a not-for-profit, tax-exempt corporation organized under the laws of the State of Georgia, USA. The purpose for which the POD Network was organized is to be authorized to engage in any and all lawful activities permitted under the Georgia Nonprofit Corporation Code from time to time. The POD Network shall generally carry out its purpose of support of such permissible activities by offering the following means of support only to qualified entities and/or persons: seminars and written materials to aid professional educators as such programs are allowable under Code § 501(c)(3).</p> <p>The Governance Manual (which includes bylaws and guidelines for how those are implemented in practice) was first prepared in 1995 in response to the growing needs and complexity of conducting the organizational business of the POD Network.</p> |
| Governance / Operating Structure* | <p>The work of the POD Network is performed by the Core Committee (Board of Directors), the Executive Committee, and several Administrative and Operational Standing Committees. Day-to-day operations are handled by the POD Network main office. The most current minutes of the Core Committee are available at the Core Committee Minutes link.</p> |
| Funding Sources | <p>Membership, annual conference, institutes/workshops, sponsorships</p> |

Activities**
Detail separately

Annual conference: Held in the fall, in October or November, the conference occurs in various cities in the United States and Canada, with a semi-regular rotation between Eastern US, Central US, Western US, and Canadian locations. Participation in the annual conference has grown from the 600s to 700s between 2006 and 2010, to over 1000 since 2018. The conference includes pre-conference workshops, one or two keynote/plenary sessions, concurrent sessions in a variety of formats (75-minute interactive and roundtable sessions, 35-minute research sessions, and posters), as well as a job fair, resource fair, excursions, and other events. The conference includes several breakfasts and dinners, which serve as networking events and engage POD Network members in organizational updates. Workshop and session proposals are peer-reviewed anonymously and selected based on established criteria.

Following two years of only offering online conferences (in 2020 & 2021), the POD Network began offering concurrent on-site and online conferences in 2022 and 2023 as a way of expanding access to members who aren't able to attend on site.

Workshops and Institute: These include the annual Organizational Development Institute, held just prior to the annual AAC&U conference (the ODI has been on hiatus since 2019 but will likely restart in 2025); the Institute for New Educational Developers (INED), which has been held every other year, organized by a host institution, and moved to an annual offering as of 2019 when hosts can be secured. Starting in 2024 an online INED offering will also be available.

Webinars and online opportunities:
PODLive! online presentations and discussions, organized by the Professional Development Committee, as well as additional online discussions organized and hosted by POD Network Special Interest Groups.

POD Connects - A POD Connects group is a small group of trusted colleagues who commit to meeting at regular intervals to provide each other with peer mentorship and accountability to support their professional development and growth as educational developers. Connection groups provide a space to share ideas and resources, provide emotional support, and create a sense of community.

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| <p>Publications</p> | <ol style="list-style-type: none"> 1) <u><i>To Improve the Academy (TIA): A Journal of Educational Development</i></u> A peer-reviewed, online journal. In 2019, we signed a new contract with Michigan Publishing Services, an open-access division of the University of Michigan. <i>TIA</i> was a printed journal, <i>To Improve the Academy: Resources for Faculty, Instructional, and Organizational Development</i> (Jossey-Bass), until 2013. 2) <u><i>POD Speaks papers</i></u>: Resource papers for members advocating for teaching, faculty development, and organizational development excellence on their campuses. These short, evidence-based papers, written for a wide audience of higher education professionals, also enhance the visibility of the POD Network, highlighting the work educational developers do and underscoring the ways that the POD Network’s expertise can contribute to discussion of important issues. 3) <u><i>Thriving in Academe</i></u>: A joint project of the US <u>National Education Association (NEA)</u> and the POD Network. The articles in this series appear in the NEA’s <i>Higher Education Advocate</i> publication. They are usually written by POD Network members and are intended to promote effective teaching and learning in higher education. 4) <u><i>Centering Centers Podcast</i></u>: Produced by the Digital Resources & Innovation (DRI) committee, the <i>Centering Centers</i> podcast explores the work of Centers for Teaching and Learning and the vision and insights of educational developers in higher education. |
| <p>Special initiatives</p> | <ul style="list-style-type: none"> ● POD expanded capacity in the POD Office this past year, both concluding a successful search for a new Executive Director but also establishing a new Administrative Manager role and hiring a half-time Administrative Assistant. ● POD continues to strengthen and grow its Affinity Group offerings for members and expanding our Special Interest Groups (SIGs), establishing a new AI in Education SIG, Arts & Humanities SIG, Accessibility & Disability SIG, and Disabled affinity group. ● POD continues to further its work to build the structures and culture necessary to be an equity-minded, multicultural organization, seeking to strengthen its non-discrimination and anti-harassment policy and investigating models for improving accessibility and belonging in the organization. |

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| <p>Connections with other networks, agencies, etc</p> | <ul style="list-style-type: none"> ● ACE – American Council on Education: Joint project to develop and refine an open-source tool for educational development centers, the Faculty Development Center Matrix, to self-assess resources, structures, and institutional commitment; bi-annual leadership meetings. ● AAC&U – American Association of Colleges and Universities: POD Network Organizational Development Institute as well as POD Network workshops/sessions at the annual meeting; additional joint projects under discussion. ● Society for Teaching and Learning in Higher Education (STLHE) Presidential exchange at respective annual conferences. ● Network of STEM Education Centers (NSEC); participate in Network Leader Web Meetings; collaboration on advocacy and shared issues and projects. |
| <p>Contact Details (name & email)</p> | <p>ICED representative (2022-2025): Former President: Donna Ellis, University of Waterloo, Ontario, Canada, donnae@uwaterloo.ca.</p> <ul style="list-style-type: none"> ● President (2023-2024): Stacy Grooters, Boston College, president@podnetwork.org ● President-Elect (2023-2024): Christine Rener, Grand Valley State University ● Past President (2023-2024): Carol Hurney, Colby College <p>POD Network Executive Director: Danielle Gabriel podoffice@podnetwork.org</p> |
| <p>Social media</p> | <p>Twitter: @PODNetworkHQ LinkedIn Instagram: @PODNetworkHQ</p> <p>POD Network Member website functions (profile, access to searchable member directory, interest groups): podnetwork.org</p> |
| <p>Other relevant information</p> | |
| <p>Date last updated</p> | <p>September 2023</p> |