



## November 2016-October 2017 Membership Update

*Mary Wright, President (March 2017-18)*  
*Kevin Barry, Past President (March 2017-18)*  
*Cassandra Horii, President Elect (March 2017-18)*  
*Deandra Little, Past President (March 2016-March 2017)*

### Key Activities in Support of the POD Network's 2013-18 Strategic Plan

Questions? Please email [executive@podnetwork.org](mailto:executive@podnetwork.org)

Over the past year, key activities of the Executive Committee addressed all four areas of the POD Network's 2013-18 strategic plan. Key strategic goals and examples of activities in support of those aims are provided below.

#### 1. Providing resources, services, and governance to our members

- Improvement of organizational processes and communications, e.g., streamlining website information, proactive financial audit, facilitation of chairs' orientations and summer meetings
- Due to record attendance at the past several conferences, POD's financial situation is very strong. We are pleased that this allows us to have Gaye Webb continue to work as administrative support staff for POD.
- The Governance Committee has continued its work to bring our Governance Manual into alignment with our revised organizational structure. At the fall meeting we recommended changes to complete the quadrennial review that was undertaken last year. We have also identified areas where we will recommend additional changes at the Spring 18 Core Committee meeting.

#### 2. Enhancing visibility and exposure of POD as premier national professional society for our members

- Collaborative arrangements cultivated with COACHE, HERDSA, John N Gardner Institute, STLHE, National Postdoctoral Association, American Council on Academic Deans, Learning Spaces Consortium, and National Science Education Centers (NSEC), working with new External Partnerships and Outreach Committee
- Drafting of guidelines for POD Network advocacy for October 2017 Core approval
- Executive Committee attendance at annual meetings of ICED, AAC&U, NSEC/ASCN

#### 3. Acting on our commitment to inclusion and diversity

- November 2016 & August 2017: Core and Executive Committee statements issued on "Reaffirming Our Core Values" and "Statement of Solidarity to Our Colleagues in Charlottesville"
- November 2016 POD Conference Presidential address on this topic
- To cultivate pathways to the profession, work with committees around "Getting Started in an Educational Development Career" resources on the POD Network website

#### 4. Advancing evidence-based practice among our members

- To enhance our abilities to share *To Improve the Academy* articles, arrangements made with Wiley to provide .pdfs for June 2017 and January 2018 (in addition to current arrangements to digitize backfiles)
- "Evidence-based Principles for Online Faculty Development" published in *EDUCAUSE Review* (Nov. 2016)
- October 2017 POD Conference Presidential address on this topic

# Planning for the POD Network's 2018-23 Strategic Plan

Below are some exemplary actions of the past five years in our four strategic plan goal areas:



## I. Internal: Service to Members

- Reorganization of governance for greater transparency, clarity, and efficiency: Administrative Committees, Operational Committees, and Special Interest Groups (SIGs).
- Improved procedures for governance and communication: e.g., Committee Chair meetings and resources; Core and Presidential Liaisons; publication of Core Committee minutes online.
- Infrastructure improvements: increased staffing, investments, updated fees and benefits.
- Increased grants (travel, research) and awards.



## II. External: Visibility/Exposure

- New website launched in 2013.
- New print brochure and branding.
- *To Improve the Academy* moved online, to twice per year publication; instituted an editorial board and assistant editor.
- Increased partnerships, procedures, advocacy guidelines, and outreach toolkit (in development).
- New: POD Speaks (papers), POD Talks (videos).

## III. Diversity

- 2016 Membership Survey: demographics.
- Increased funding for diversity-related awards and grants, now over 5% of annual expenditures.
- Accessibility and Inclusion Coordinator for the annual conference: provides updated recommendations each year.
- Diversity Committee 2016 white paper.
- New award: the Christine A. Stanley Award for Diversity and Inclusion Research in Educational Development.
- Multiple committees and SIGs implementing policies and programs focused on diversity, inclusion, and fostering a diverse leadership pipeline within the POD Network.

## IV. Evidence-based Practice

- Expanded opportunities to develop and publish: SEED PODs (research incubators) and Writing Circles; Early career research grants; *TIA* thematic special features.
- Increased use of assessment, evaluation, and program impact data by committees and programs
- More transparent evaluation criteria for grants and awards.
- New resources to support the recognition and advancement of educational development as an essential campus function.

