



Minutes of POD Network Core Committee Meeting

November 18-19, 2025

Town and Country Resort , 500 Hotel Circle North, San Diego, CA 92108

Virtually via Zoom

Approved Asynchronously: April 22, 2026

INTRODUCTION

A summary of action items and votes precedes the minutes. The minutes provide more details and highlights of discussion. Unless otherwise noted, approvals are based on the POD Network Levels of Consensus Scale. Items that require a formal vote (in favor/opposed) are indicated.

SUMMARY OF ACTIONS TAKEN

November 18, 2026

No votes were taken. Facilitated discussion of the following topics occurred in preparation for votes or further action.

- Building a Humanizing Culture
- Vision, Mission, and Values
- Future Search Process — the Present

November 19, 2026

MOTION: Adoption of the POD Network's new [vision, mission, and values](#) as recommended by the Executive Committee.

APPROVED

MOTION: Election of Robin Pappas as the President-Elect of the POD Network.
APPROVED

MOTION: Creation of [Department-Level Educational Development Special Interest Group](#)
APPROVED

MOTION: Disbandment of the Teaching with Technology Special Interest Group, per the recommendation of its chair and Core Representative
APPROVED

Revisions to the Governance Manual

Various revisions to the Governance Manual were APPROVED. Details can be found in the [November 19, 2026 Minutes section below](#), which include changes to:

- Awards - Spirit of POD
- Awards - Christine A. Stanley Award for Diversity and Inclusion Research in Educational Development
- Signature Work of the Committee of the Diversity, Equity, and Inclusion Committee
- Finance Committee: composition of the committee and leadership of the Gifting Subcommittee
- Removal of language related to the Teaching with Technology SIG

MINUTES November 18, 2026

Present:

Claudia Cornejo-Happel, Teresa Focarile, Danielle Gabriel (non-voting, ex-officio Executive Director), Patricia Guillen, Scott Hicks, Rachel Horak, Jon Iuzzini, Cait Kirby, Thomas Laughner, Tammy McCoy, Carl Moore, Bonnie Mullinix, Sara Nasrollahian Mojarad, Gloria Niles, Ruth Poproski, Shelley Reid, Christine Rener, Elina Salminen, Adriana Signorini, Lindsay Wheeler, Kritika Yegnashankaran, Todd Zakrajsek, Megan Robertson (non-voting, ex-officio TIA editor)

Opening:

President Carl S. Moore opened the meeting with a welcome and check-in, followed by a refresher of the Ground Rules created at a previous meeting of Core several years ago.

Reflection:

President Moore shared his work on *Building a Humanizing Culture* (Are we leading in ways that bring out the best in ourselves and one another?) and asked members to reflect on four guiding questions – individually or in groups. After a few minutes of sharing the reflections, President Moore asked for volunteers to continue the reflection as a group; Teresa Focarile, Sara Nasrollahian Mojard, Lindsay Wheeler, Christine Rener, Adriana Signorini volunteered to continue the work with him.

Revised Vision, Mission, and Values Statements

Executive Director Danielle Gabriel expressed her appreciation to the Core members for their asynchronous feedback on the revised Vision, Mission, and Values statements and the initial consensus vote results which indicated that more discussion was needed. She facilitated a discussion and held several consensus votes on revisions to the language. A vote on the final version will take place at the November 19th meeting.

Future Search – the Past

POD's *Future Search* consultant, Dr. Roland Livingston, facilitated the review of POD's history wall and helped to identify the "take aways" from it. The Future Search planning will continue tomorrow focusing on POD's "present" and "future"

MINUTES November 19, 2026

Present: Claudia Cornejo-Happel, Teresa Focarile, Danielle Gabriel (non-voting, ex-officio Executive Director), Patricia Guillen, Scott Hicks, Rachel Horak, Jon Iuzzini, Cait Kirby, Thomas Laughner, Tammy McCoy, Carl Moore, Bonnie Mullinix, Sara Nasrollahian Mojarad, Gloria Niles, Ruth Poproski, Shelley Reid, Christine Rener, Elina Salminen, Adriana Signorini, Lindsay Wheeler, Kritika Yegnashankaran, Todd Zakrajsek, Megan Robertson (non-voting, ex-officio TIA editor)

Adoption of New Vision, Mission, and Values

Vision:

We envision educational development as the infrastructure of effective teaching and transformative learning, fostering the continuous organizational development and evolution of higher education where all learners can achieve their aspirations.

Mission: The mission of the POD Network is to equip higher education professionals from diverse institutional and social contexts to serve as leading voices for effective teaching and transformative learning through professional development and an engaged community of practice.

Values: The work of the POD Network is informed by its commitments to:

- **Relationship-rich Engagement:** Our work centers on building community and collaborative partnerships that drive and elevate effective teaching and transformative learning. We value interactions, connections, and lived experiences as foundational to educational development that inspire curious inquiry and continuous growth.
- **Diverse Perspectives:** We strive to build a community that reflects the diverse needs and aspirations of professionals, with specific attention to promoting access to professional advancement and participation in education. We recognize that knowledge is formed from diverse forms of evidence, inquiry, and scholarly perspectives. Our work is grounded in practices that embrace diverse philosophical and pedagogical approaches that expand the discourse of the field and define new pathways for effective teaching and transformative learning.
- **Reflection:** Reflection is an essential and ongoing practice that deepens understanding, informs action, and strengthens the scholarly foundations of educational development. We engage reflection as a shared commitment to growth, adaptability, and continuous learning by connecting evidence-based scholarship with the lived experience of practice and impact.

As indicated in the minutes for the meeting on held on November 18, 2026, Core members voted on the following motion:

MOTION: I approve the adoption of the POD Network's new vision, mission, and values as recommended by the Executive Committee, shown below:

APPROVED

Executive Director Report

Danielle Gabriel presented the Executive Director report summarizing financial, membership and conference activities and information for the current and several

previous fiscal years. A brief discussion was held resulting in clarification of portions of the report.

Future Search Process - the Present

Dr. Roland Livingston facilitated a discussion on the “present day” phase of the Future Search Process, around the following questions:

- What trends in society do you need to consider as you plan?
- Reflect on what stands out as most important?
- What are we doing about these things now and want to do in the future?
- What are we proud of regarding what POD is doing now?
- What are we sorry about in relation to these challenges?

The next step in the Future Search Process - the Future - is reflected later in this document.

Election: President-Elect

The term of the President-Election begins July 1, 2026, after which the individual transitions into the President position for a year, and serves the final year as Past-President.

After a discussion of the candidates for president-elect position, a vote was taken to elect Robin Pappas with 100% approval.

Governance Manual Revisions

Christine Rener, Past-President and Chair the Governance Committee facilitated discussions on the proposed changes to the Governance Manual as presented by various committees and special interest groups (SIGs)

Proposed New Language for the Awards Committee:

Spirit of POD Award: The subcommittee will have at least five members, beyond the subcommittee Chair. Membership consists of recent past award recipients who are willing to serve as well as long-standing POD Network members (7+ years) who have robust knowledge of the POD Network and its membership because of having consistently served the organization in various capacities.

APPROVED

Stanley Award: The Christine A. Stanley Award for Diversity and Inclusion Research in Educational Development selection committee will comprise three to five members of the POD Network, pending availability. Potential members include: one member of the Executive Committee, a member of the POD Diversity, Equity, and Inclusion Committee, one past Stanley awardee, and a member of the Journal of Diversity and Equity in Educational Development team who does not hold editorial responsibilities, and a representative from the Grants and Fellowships Committee.

APPROVED

Proposed New Language for the Diversity, Equity, and Inclusion Committee:

Signature Work of the Committee: (add the following paragraph)
Collaboration on the Christine A. Stanley Award for Diversity and Inclusion Research in Educational Development: The DEIC collaborates with the Awards Committee and the Journal of Diversity and Equity in Educational Development (JDEED) to compose the subcommittee that selects a recipient for the Stanley Award.

APPROVED

Proposed New Language for the Finance Committee:

Gifted Subcommittee Membership

The Chair of the Gifting Subcommittee is the Immediate Past Chair of the Finance Committee. Subcommittee members are invited by the Gifting Subcommittee Chair or designee; members may come from the Finance Committee and/or the POD Network membership at large.

Membership

The Finance Committee consists of nine members:

1. Chair, who must be a member of the Core Committee, either elected by the general membership or ex officio voting member for the duration of their term as Chair
2. Chair-elect, either a member of Core or at-large POD Network member
3. Immediate Past Chair serves a two-year term immediately following their term as Chair, and serves as Chair of the Gifting Subcommittee.
4. POD Network President
5. POD Network President-Elect
6. Executive Director (non-voting)
7. Core Member

8. Core Member
9. At-Large Member
10. At-Large Member

To help ensure succession planning, ideally one Core member from the first-year cohort should join the committee every two years (at the spring meeting) if space on the Finance Committee allows. At-Large Members serve three-year terms and then either rotate off or become Chair or Chair-elect. In cases where a member rotating off the Finance Committee is elected as the POD Network President, that person would continue to serve, first as President-Elect, then as President, before rotating off.

APPROVED

Remove the Teaching with Technology SIG from the Governance Manual

Upon the recommendation of the chair and Core Representative of the Teaching with Technology SIG, Core voted to sunset the SIG and remove all references from the Governance Manual.

APPROVED

Creation of New Special Interest Group

Upon the validation of the required number of member signatures on the petition to create a Department-level Educational Development Special Interest Group and the recommendation of the Executive Committee, a vote was taken to approve the request by the petitioners.

APPROVED

A draft of the "charge" follows:

The SIG mission is to build a community for educational developers who design and facilitate initiatives that promote change in departments and similar units. Department-level educational development takes several forms, including

- support for curriculum development,
- program assessment and accreditation,
- systematic adoption of evidence-based pedagogies in STEM departments, and
- department-specific programming such as workshops.

The SIG creates a space for educational developers doing any type of department-level work to join a shared conversation and a community to learn from and support one another as we advance pedagogical and curricular change in departments.

The SIG welcomes educational developers doing any form of department-level work, creating a community where we can collectively reflect on our work, our wins, and our challenges, finding commonalities across what have heretofore been separate conversations. By focusing on the shared context—the characteristics of effective educational development with departments—the SIG enables assessment specialists, curriculum specialists, STEM specialists, and many others to learn with and from one another. We aim to raise the profile of department-level educational development and to develop resources, programs, and events for anyone engaged or interested in this work.

Future Search Process - the Future

Dr. Livingston facilitated a discussion of the third phase – the Future – of the Future Search Process. After a lively and positive discussion, Dr. Livingston indicated that he will capture our themes and action items for further discussion and decision at the December Core Meeting.

Guidelines for Optional POD SIG Formative Assessment Conversations

A sub-group of the Core Committee presented a draft of the guidelines for optional formative assessment conversation between chairs and Core representatives and facilitated a discussion for feedback. The sub-group will consider comments in the creation of subsequent drafts.

Neuroinclusive Leadership Session

Chris Hooten, a Neurodiversity & Gender-Inclusive Strategist, Trainer, and Coach, facilitated a leadership professional development session titled “Neuro-inclusive Communication Building Bridges Across Neurotype.”

Respectfully submitted:

Gaye Webb
Administrative Manager

APPENDIX A

E-Minutes June 13, 2025 - November 17, 2025

Summary of decisions made by the Executive Committee

APPROVED July 30, 2025:

As recommended by the Finance Committee, allocated \$9,485 for merit increases for staff to be applied at the discretion of the individual with authority to perform the valuation

APPROVED September 24, 2025:

As recommended by the Finance Committee, approved the immediate transfer of \$23,000 from Operating Reserves (money market account) and \$50,000 in April after the maturation of a 9-month CD to Operating Funds to ensure adequate liquidity for day-to-day operations. These transfers are in alignment with our operating reserve policy and long-term strategy.

APPROVED October 28, 2025

On the recommendation of the Chair and Core representative of the Teaching with Technology Special Interest Group (SIG), approved to forward a request for "sunsetting" the SIG to the Core Committee at its November business meeting.

In compliance with POD's policy for creating new special interest groups, accepted and agreed to forward the petition to create a Department-Level Educational Development SIG to the Core Committee for consideration at its November business meeting.