POD Network
5-year Strategic Plan
2013–2018

Vision

The vision of the Professional and Organizational Development Network in Higher Education is for all institutions of higher education to value, promote, and reward teaching as a core scholarly activity that is informed by research and reflection and which results in deep learning for all students.

Mission

The mission of the Professional and Organizational Development Network in Higher Education (POD) is to provide a community for scholars and practitioners who advance teaching and learning through faculty and organizational development.

Goals

Professional and Organizational Development Network in Higher Education achieves its mission by:

I. Providing resources, services, and governance to our members.

II. Enhancing the visibility and exposure of POD as the premier national professional society for our members.

III. Acting on our commitment to inclusion and diversity.

IV. Advancing evidence-based practice among our members.

Values

The Professional and Organizational Development Network in Higher Education values and is committed to:
1. Collegiality
2. Inclusion
3. Diverse perspectives
4. Advocacy and Social justice
5. Distributed Leadership
6. Innovation
7. Evidence-Based Practices
8. Respect/Ethical Practices

Standing Committees

    Awards and Recognition Committee (Awds)

    Conference Committee (Conf)

    Diversity Committee (Div)

    Electronic Communications and Resources Committee (ECRC)

    Finance Committee (Fin)

    Governance Committee (Gov)

    Graduate and Professional Student Development Committee (GPSD)

    Grants Committee

    History Committee

    Membership Committee (Memb)

    Nominations and Elections Committee (Noms)

    Outreach Committee

    Professional Development Committee (Prof)

    Publications Committee (Pubs)

    Research Committee (Resch)

    Small Colleges Committee (SmColl)

Goals 2013-2018

The standing committee responsible for achieving the each of the following strategic goals is indicated in parentheses.

Goal	Actions/Targets	Responsibility	Date
I	**Internal: Service to Members**		
1.	Continue to offer outstanding services to members (e.g. conferences, institutes, SIGs)	**All**	
2.	Define Standing Committees and Topical Interest Groups (SIGs) and clarify how they are created and how they differ.	**Core, SIG Ad Hoc**	
3.	**Improve committee communication**		
	• Document and make accessible committee procedures and important dates.	**Core, ExDir**	
	• Document and make accessible a process for committee chairs to address difficult situations through collaboration with the Board of Directors and Executive Committee.	**Core**	
	• Share committee reports on the website and share highlights (4-sentence summary) on Twitter or RSS feed.	**ExDir, ECRC**	
	• Develop processes to enhance communication among leaders and our institutional memory.	**Exec, ECRC**	
4.	**Increase transparency of Conference Committee work**		
	• Create a document that describes ongoing conference policies and processes that can be shared with members.	**Conf Doc'n Ad Hoc**	
	• Create an annual conference evaluation report for members.	**Conf**	
	• Initiate post-conference follow-up (highlights, anchor issues,	**Conf, Memb,**	

thank yous, invitations to continue conversations or join committees; inquiries on how our members followed up or used the material they learned).	**Outreach**
5. Establish communication protocols to and from members.	**Memb**

II External: Visibility/Exposure

1. Launch new website with current, relevant message about POD (blogs/stories).	**ECRC, Exec**
2. Decide on whether or not to change POD's name.	**Core**
3. Continue to transition TIA into a more visible and high-impact publication	**Pubs**
4. **Collaborations**	
• Clarify and document the process for POD partnering or collaborating with another organization or entity on an event.	**Outreach**
• Coordinate a liaison to disciplinary organizations	**Outreach**
5. Develop an outreach process to introduce non-member institutions to POD.	**Memb**
6. Identify goals of international outreach (members/organizations).	**Outreach**
7. Recruit a POD Liaison to represent POD in Chronicle of Higher Ed and Inside Higher Ed (e.g. bloggers)	**Exec, Outreach**

III Diversity

1. Maintain travel grants, internships, conference fee relief, to sustain and increase access to POD events.	**Core, Div, GPSD**
2. Appoint an Accessibility Coordinator to ensure that POD events are accessible to all constituents regardless of physical and/or cognitive abilities.	**Conf**
3. Every five years, conduct a Diversity Survey of membership or listserv members to gather information about POD member experiences around diversity and inclusion.	**Memb**
4. Explore and use multiple venues to publicize the results of the Diversity Survey to the membership.	**Div, ECRC**
5. Act on the results of the Diversity Survey to inform the direction of POD Core and POD committees' policies, activities, and decisions. Communicate actions to POD constituents.	**Core, Div, All**
6. Facilitate and explore expansion of financial opportunities from multiple sources (internal and external) to support underrepresented constituents' participation at POD events.	**Conf, Div, Fin**
7. Develop strategies for POD to reach out to underrepresented professional development constituents and organizations.	**Div, Outreach**

IV Evidence-Based Practice

1. Produce and share resources for endangered centers with our members. **Core**

2. Provide resources to help members to regularly assess programs, services, resources. **All**
   - Develop a position paper on professional activities and assessment tools/link between the things we do and how we know they are effective **Grants, Resch**
   - Develop a repository of guidelines and/or templates for members to assess the effectiveness of what they offer (e.g. Individual Consultations, Workshops, Course Transformation) **ECRC, Grants, Resch**
   - Publicize the assessment page developed by Research Committee **ECRC, Resch**
   - Provide answers to key questions asked about how educational development can and cannot be assessed. **Resch**

3. Provide avenues for POD members to produce research and scholarship
   - Develop guidelines, templates, best practices for research and scholarship in the field of educational development. **Resch**
   - Create International collaborative writing groups, such as those sponsored by ISSOTL. **PD**

4. Provide a compilation of evidence of the link between faculty/educational development and enhanced teaching practices. **Pubs**