

## Current language on website as of June 17, 2025

### 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.

### 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.

### Values

The work and decisions of the POD Network are informed by its commitments to:

- **Collaboration:** The POD Network strives to be collaborative and collegial, with distributed leadership as the basis for governance structures and operations. Sharing resources and expertise are hallmarks of member interactions.
- **Equity:** The POD Network strives to be transparent and inclusive, with ongoing efforts to promote equitable access and involvement, eliminate systemic inequities that result from biases, and support members in advancing social justice. The organization is strengthened by and committed to expanding diversity among and on behalf of members.
- **Evidence:** The POD Network strives to ground practices and decisions in evidence, adapt and reuse proven methods, and innovate to improve upon prior work. Diverse forms of evidence, a variety of inquiry methods, and a basis in theory are recognized as valuable and essential.

### Strategic Goals, 2018–2023

1. **Enhance Member Benefits:** Improve opportunities and resources for POD Network Members. Provide more useful and timely services—in person, online, and throughout the year—to advance member networks and efforts in the field of educational development.
2. **Elevate Educational Development:** Raise the profile of the POD Network's standing, authority, and leadership as a voice on educational development. Proactively contribute to the recognition and advancement of the field of educational development.
3. **Build Organizational Capacity:** Update and expand the POD Network's organizational capacity to better meet its goals to enhance member benefits and

elevate the field, and to support enactment of diversity and inclusion initiatives and evidence-based practices.

### **Strategic Priorities, 2018–2023**

The following cross-cutting strategic priorities are of special importance at this time, for both the POD Network and higher education more broadly, and will be enacted across our strategic goals. Below, we synthesize why we highlight these priorities and describe initial levels of focus, yet we recognize that advancing these priorities will necessitate continual, deep discussions in the POD Network about both areas.

#### **Diversity and Inclusion**

One of the POD Network's values is that of equity; diversity and inclusion are important building blocks in service of that value. This priority reflects member priorities, a strong focus at many post-secondary institutions, and the recognition that progress toward equity requires great intentionality in order to reverse marginalization of historically underserved and underrepresented populations at all levels articulated below. Although the POD Network Diversity Committee contributes substantially to this work, efforts must be distributed across many working structures. This priority addresses multiple levels of focus:

- Diversity and inclusion within the POD Network, as displayed via the organization's leadership, event themes and coverage, membership, and publications and other outputs.
- Supporting members' work on diversity and inclusion on their campuses—two- and four-year institutions, public and private, of varying size and specialization—through the provision of resources, exploration of evidence-based practices, and distribution of research.
- Connections with other organizations, so that the POD Network may bring an educational development lens to issues related to diversity and inclusion in higher education more broadly.

#### [Current Update](#)

#### **Evidence-based Practice**

The POD Network's emphasis on evidence-based practice mirrors its increasing role in teaching and learning; recognizes increased demands for institutional accountability; and supports educational developers' desire and need to demonstrate the impact of their work. This priority also addresses multiple levels of focus:

- Evidence-based decision making for the POD Network's plans and operations, including strategic planning as well as ongoing and new programs and services.

- Evidence of the effectiveness of educational development for higher education broadly.
- Measuring effectiveness of local/campus-based methods and approaches for educational development work.
- Strengthening and promoting the scholarship of educational development.
- Supporting members as they support higher education faculty and instructors in using evidence-based teaching practices.

## **Revised VISION**

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

## **Revised MISSION**

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

## **Revised VALUES**

The work of the POD Network is informed by our commitment 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.
- **Equity-Minded Community Development and Belonging:** We strive to build a community that reflects the diverse needs and aspirations of professionals, with specific attention to promoting equitable access to professional advancement and participation in education, and by honoring the expanded understanding that diverse perspectives bring to the practice of educational development.
- **Diverse Perspectives:** 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.

## **7. What other values guide your everyday work in educational development? (270 maximum characters)**

What happened to evidence?! In the existing vision and values statements, there was a clear emphasis on evidence-based practices and scholarship. I don't understand why we're getting rid of those.

**8. If you could add another value that should guide the work of the POD Network, what would it be? (270 maximum characters)**

There should, at minimum, continue to be a grounding in evidence and scholarship, and I am troubled that language around eliminating systemic biases/supporting social justice has been eliminated as well. WHY??