

**Independent examiner's report to the trustees of  
International Consortium for Educational Development (ICED)  
Company No: 7783830; Charity No: 1145272**

I report to the trustees on my examination of the accounts of the ICED (the Trust) for the year ended 31 December 2022.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

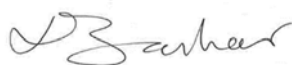
**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: Khairul Bashar, FCCA

Address: Association of Commonwealth Universities, Woburn House, 20-24 Tavistock Square,  
London WC1H 9HF

Date: 20th September 2023

# International Consortium for Educational Development

1 January to 31 December 2022

## Receipts and payments account

	2022	2021
	£	£
<b>Receipts</b>		
Membership	4,903	5,308
Conference Income	14,198	-
IJAD royalty	8,070	5,861
<b>Total receipts</b>	<b>27,172</b>	<b>11,169</b>
<b>Payments</b>		
Admin fee	10,018	9,726
Council meeting - IJAD co-editors	-	-
Council meeting / Council Travel	2,925	-
Council meeting /Travel Grants	1,442	-
Southern Africa Project	-	-
IJAD Sponsorship	525	840
Website	481	453
Sundry costs	13	-
Bank Charges	-	-
<b>Total payments</b>	<b>15,404</b>	<b>11,019</b>
<b>Net of receipts/(payments)</b>	<b>11,768</b>	<b>150</b>
<b>Transfers between funds</b>		
<b>Funds last year end</b>	<b>60,774</b>	<b>60,625</b>
<b>Funds this year end</b>	<b>72,542</b>	<b>60,774</b>
<b>Debtors</b>	<b>14,198</b>	
<b>Sundry creditors</b>	<b>(1,682)</b>	
<b>Cash In Bank</b>	<b>60,026</b>	<b>60,774</b>
<b>Funds at Period end</b>	<b>72,542</b>	<b>60,774</b>

### Notes

Accounts to 31 December 2022

## **2.3 ICED Annual Report 2022**

### **International Consortium for Educational Development Annual Report 2022**

#### **The Object of ICED**

The object of the International Consortium for Educational Development is for the public benefit to advance education worldwide by promoting, sustaining and increasing individual and collective knowledge and understanding of all aspects of educational development in higher education.

*ICED achieves this object by engaging in these activities:*

1. Advancing educational development through scholarship and research on practice
2. Improving the practice of educational development
3. Reaching out to support new and emerging networks
4. Acting as an international voice for educational development
5. Supporting its member networks

#### **ICED Council Meetings**

The 2022 Council Meeting, including Annual General Meeting, was held in person on the 29<sup>th</sup> and 30<sup>th</sup> of May 2022 in Denmark. Twenty of the 27 member networks were represented plus two officers and two observers.

The next ICED Council Meeting and AGM are set to take place in Chile in **October 2023, hosted by REDCAD**. The meeting will run in hybrid mode to accommodate both face-to-face participants as well as those online.

#### **The ICED Board**

The Board members up until the 2022 AGM included:

- ❖ Kasturi Behari-Leak, HELTASA, South Africa – President
- ❖ Ariane Dumont, SFDN, Switzerland – Vice-President
- ❖ Robert Pardo, REDCAD, Chile – Vice-President
- ❖ Donna Ellis, POD, USA - appointed member
- ❖ Mary Kiguru, AFELT, Kenya - appointed member
- ❖ Patricia Staaf, Swednet, Sweden - appointed member
- ❖ Matti Lappalainen - Treasurer (non-voting member)
- ❖ Jakob Ravn - 2022 Conference representative (non-voting member)
- ❖ Kathryn Sutherland - IJAD representative (non-voting member)

After the 2022 AGM, the Board then comprised the following members in their designated roles:

- ❖ Kasturi Behari-Leak, HELTASA, South Africa – President
- ❖ Donna Ellis, POD, USA – President-Elect
- ❖ Robert Pardo Silva, REDCAD, Chile – Vice President
- ❖ Nitza Davidovitch, INCATHE, Israel - appointed member
- ❖ Mary Kiguru, AFELT, Kenya - appointed member
- ❖ Anna Serbati AsdUni, Italy - appointed member
- ❖ Patricia Staaf, Swednet, Sweden, appointed member
- ❖ Ariane Dumont, Treasurer (non-voting member)
- ❖ Kathryn Sutherland - IJAD representative (non-voting member)

The Board met online six times during 2022 (January, March, May, July, September and November). In addition, it has met five times so far during 2023. The logistics of conducting meetings with Board members spanning a 16-hour time difference is challenging.

The council thanked Matti Lappalainen and Jakob Ravn for their valuable contributions to the ICED Board and the organisation.

## Conferences

The ICED 2022 Conference was held on May 31 – June 3 at the Radisson Blu in Aarhus, Denmark, hosted by DUN, Danish Network for Educational Development in Higher Education. The theme of the conference was “Sustainable Educational Development.” The conference was well attended, with 458 participating attendees (91 of those were registered online attendees) from 35 nations. 164 papers were presented in varying formats. Based on evaluations by participants of the overall assessment of the academic content and the hybrid format, four key factors contributed to the success of the conference:

### 1. The setting-up of a Global Advisory Group

This included 13 international and 3 Danish scholars. The role of the group was to inspire and advise the local organizing committee about the conference theme and subthemes, keynote speakers, the conference program, and how to enhance inclusion and diversity in our endeavour to reach out globally.

**2. Promoting a diversity of presentation formats** (keynote presentations, pitch poster presentations, oral paper presentations (on-site and/or hybrid), workshops (45 or 90 minutes), and symposia).

**3. The systematic review process of submitted abstracts** was conducted by a large group of international volunteer reviewers from the ICED member countries, based on the following five criteria: Relevance, Scholarship, Evidence, Implications/transfer and Delivery.

**4. The hybrid format was a first for ICED**, mainly to accommodate participants, who due to Covid restrictions, couldn't attend the conference in person and to make the conference accessible to attendees who could not afford to travel to Denmark. While the hybrid format was a success by allowing the conference to be dynamic, there were serious challenges regarding managing time zones across which the DUN network navigated through parallel streams and Virtual touch points.

The conference program, as well as the proceedings, are archived on the conference website until June 2024 (<https://conferencemanager.events/iced22>).

**The 2024 ICED Conference** will be in Nairobi, Kenya, hosted by AFELT, Kenya. Mary Kiguru (Chair of AFELT and ICED Board member) is the conference convenor of ICED 2024.

[REDU \(Red Estatal de Docencia Universitaria\)](#) is the association for educational and academic staff development in higher education of Spain. The REDU network has been confirmed as the host and organiser of the **ICED 2026 Conference**.

## Member Networks

A meeting involving the Hungarian representative took place online with Kasturi and Robert. The ICED representatives were able to offer some technical advice as well as moral support to encourage Hungary to establish its network. The Hungarian representative really valued the contact with ICED, especially since Higher Education in Hungary was going through a lot of heavy political pressure.

There was a new Finnish network in the making, and they sought permission to send a new representative to the ICED Council meeting, which was agreed to.

Turkey made contact about joining ICED as a member network. This was engaged via email correspondence and approval sought from Council (also via email) to include Turkey in the 2023 Council meeting, where the membership would be ratified.

## **Projects**

The Erasmus+ project, *improving academic teaching and internationalisation through enhanced competences of university teachers*, led by Comenius University, Slovakia in partnership with institutions in the Czech Republic, UK, Hungary and The Netherlands was completed. ICED was an Associate Partner for this project.

## **Communications**

The ICED email list is well used for a variety of purposes. It carries news and information about ICED and IJAD (especially calls for contributions to special issues), along with many notifications of conferences and publications which would be interesting to the member networks. It also carries information about job opportunities and requests for surveys and questionnaires of the world-wide community of educational developers. ICED also has a Twitter account: @ICED\_ed\_dev.

## **IJAD (International Journal for Academic Development)**

The journal's impact factor continues to increase, for example the *IJAD* CiteScore has leapt from 2.1 in 2016 to 4.0 in 2022. The CiteScore measures average citations received per article published, and is taken from Scopus Compare Journals. In addition, IJAD is scoring well in Altmetrics (which measures the quality and quantity of online interaction). Its top Altmetric scoring (274) article in 2022 was 'Write every day!': a mantra dismantled, by Helen Sword (Vol. 21(4), 2016) – for the sixth year in a row this article scored highest in Altmetrics. In 2018- 2021 its score puts it comfortably in the top 5% of articles covered by the Altmetrics site.

Downloads and citations of articles have also increased considerably and IJAD's reputation continues to grow internationally. This is a significant achievement for IJAD and ICED commends the co-editors for this achievement.

The 2022 Article of the Year was awarded to Laura Cruz, Elizabeth Dickens, Anna L. Bostwick Flaming, and Lindsay B. Wheeler (2022) for "Embracing complexity: an inclusive framework for the scholarship of educational development" *International Journal for Academic Development*, 27(1).

A successful Writing Retreat was held in 2022 as a hybrid event, attended by 20 participants from 13 countries.

ICED relies heavily on the voluntary contributions of individuals and the success of IJAD is due to the leadership of the IJAD Editorial Team and the Associate Editors who contribute immensely to the journal's quality and increasing prestige. The 2022 IJAD Editorial team now comprises the Co-Editors: Johan Geertsema (Singapore), Klara Bolander Laksov (Sweden), Julie Timmermans (NZ) and Mary Wright (USA); and Associate Editors: Bonnie Dean (Australia), Anna Serbati (Italy), Roeland van der Rijst (Netherlands), Suzanne Le May Sheffield (Canada), Henk Huijser (Australia), Kwong Nui Sim (New Zealand) And Tracy Zou (Hong Kong).

## Current initiatives

At the ICED Council meeting in Denmark in 2022, there was substantial work done on the Consortium Day with member networks, to identify key priority areas and project teams (volunteers) who would contribute to ICED's ongoing work. This creative activity yielded about nine areas of critical work that needed immediate attention in relation to ICED's current Object and Activities and the Benefits of ICED. These projects are listed below and are steered by Donna Ellis from the ICED Board:

Project	Team Members	Notes
Website content review then proposal for re-design	Donna, Jaap, Anna	Start with purpose for website vs other media
Social media	Carole (and Helen), Ariane (advisory)	We may need to hire someone to do regular postings
ICED podcasts	Kath, Carole, Ariane (advisory)	
SIGs	Robert, Jaap	Start with document we have
Conference advisory group	Mary, Kath, Ariane, Jakob	Elana offered to share STLHE documentation on how they organize conferences
Ongoing PD	Patricia, Rieta	Open to all an offering from each Network every month or two
New and emerging Networks	Gabriela, Hiro	Share ideas with other groups to inform their work
Awards	Dorothea, Ivana, Kogi	Spirit of ICED and other forms of recognition
New member recruitment	Robert, Matti, Kasturi	Focus on Colombia and Turkey

Given the challenges of volunteer part time work and the demands on members' time across a wide array of time zones, the key project identified for work in 2022 was the **website content review and redesign project**. This has made significant strides with a committed group of team members dedicated to this. Under Donna's leadership, the project team engaged with an external website provider to achieve a substantive redesign of the ICED website, which was relaunched in August 2023.

Ongoing projects from previous years included the Spirit of ICED Award, special interest groups and the recognition scheme. Project teams have attended to the existing documents and terms of reference for those projects which will be actioned in the coming year.

### *Special Interest Groups (SIGs)*

The Board continues to consider the establishment of guidelines for Special Interest Groups (SIGs) of ICED. The impetus behind the creation of ICED SIGs is to increase the opportunity for members of member networks to engage more on common topics of interest across the international field of educational development. The 2023 Council meeting will brainstorm possible areas of interest as well as modus operandi for the year ahead.

### *Recognition Scheme*

This initiative started by Allan Goody was identified as an important project to be developed for ICED as an additional award to the Spirit of ICED award. This recognition award would be for those not directly in ICED but in the broader Academic Development/Educational Development field of practice. The idea was that networks would nominate individuals,

teams or even programs that make a significant contribution to academic development and/or to ICED, but not quite at the Spirit of ICED level. This will be taken up as an ongoing project in the coming year to be actioned via the Board.

### **Governance - Board membership and roles**

The restructured Board has enabled a greater diversity in participation, including a wider berth of global network members with more representation of all networks and regions. While the overarching structure of the Board has been reviewed and renewed through the revitalised governance protocols, the roles of Board members as Directors and not regional representatives, is a work in progress in terms of enabling and encouraging current Board members to adopt specific portfolios of interest to expedite action items from Council as well as provide a more robust and engaged link with regions and members. This is important for ICED's presence 'on the ground' and for its values of social inclusion and representation.

### **ICED Administration**

The contract with the Association of Commonwealth Universities for administrative services to ICED continues until December 2023.

### **The ICED Member Networks 2022**

#### **AUSTRALASIA**

HERDSA – Higher Education Research and Development Society of Australasia

ICED representative: Kogi Naidoo

#### **BELGIUM**

LNO2 – Lerend Netwerk voor OnderwijsOndersteuners (Learning Network for Educational Developers)

ICED representative(s): Patrick van den Bosch

#### **CANADA**

STLHE – The Society for Teaching and Learning in Higher Education

ICED representative: Elana Cooperberg

#### **CHILE**

REDCAD – Red Nacional de Centros de Apoyo a la Docencia

ICED representative: Robert Pardo

#### **CROATIA**

UNIVERSITAS – Society for Development of Higher Education, Croatia

ICED representative: Ivana Miočić

#### **DENMARK**

DUN – Dansk Universitetspædagogisk Netværk (Danish Network for University Education)

ICED representative: Lars Ulriksen

#### **ETHIOPIA**

EQUIP – Education Quality Improvement Programme

ICED representative: Zenawi Zerihun

#### **ESTONIA**

ENED – Estonian Network for Educational Development

ICED representative: Mari Karm

**FINLAND**

PEDA-forum – The Finnish Network for Developing University Teaching

ICED representative: Matti Lappalainen

**GERMANY**

DGHD – Deutsche Gesellschaft für Hochschuldidaktik

ICED representative: Dorothea Ellinger

**INDIA**

NetSED – The Network for Staff and Educational Development

ICED representative: Santosh Panda

**IRELAND**

AISHE – All Ireland Society for Higher Education

ICED representative: Brett Becker

**ISRAEL**

INCATHE – Israeli Network of Centers for the Advancement of Teaching in Higher Education

ICED representative: Nitza Davidovitch

**ITALY**

AsdUni – Associazione italiana per la promozione e lo sviluppo della Didattica,  
dell'Apprendimento e dell'Insegnamento in Università

ICED representative: Anna Serbati

**JAPAN**

JAED – Japan Association for Educational Development in Higher Education

ICED representative: Hiroaki Sato

**KENYA**

AFELT – Association for Faculty Enrichment in Learning and Teaching

ICED representative: Mary Kiguru

**THE NETHERLANDS**

EHON – Expertisenetwerk Hoger Onderwijs

ICED representative: Jaap Mulder

**NORWAY**

UHpEd – Norwegian Network for Teaching and Learning in Higher Education

ICED representative: Patric Wallin

**SLOVAKIA**

Asociácia pre kvalitu vo vysokoškolskom vzdelávaní/Slovak Association for Quality  
Enhancement in Higher Education

ICED representative: Gabriela Pleschová

**SOUTHERN AFRICA**

HELTASA – Higher Education Learning and Teaching Association of Southern Africa

ICED representative: Kasturi Behari-Leak

**SPAIN**

RED-U – Red Estatal de Docencia Universitaria  
ICED representative: Mónica Feixas

**SWEDEN**

SwED-Net – Swedish Network for Educational Development in Higher Education  
ICED representative: Patricia Staaf

**SWITZERLAND**

SFDN – Swiss Faculty Development Network  
ICED representative: Ariane Dumont

**TAIWAN**

TPOD – Taiwan Professional and Organizational Development Network in Higher Education  
ICED representative: Professor Yang Chou-Sung

**THAILAND**

ThaiPOD – Professional and Organizational Development Network of Thailand Higher Education  
ICED representative: Dr Mathana Santiwat

**U.K.**

SEDA – The Staff and Educational Development Association  
ICED representative: Helen King

**U.S.A.**

POD – The Professional and Organizational Development Network in Higher Education  
ICED representative: Donna Ellis

Report on behalf of the ICED Board  
Kasturi Behari-Leak, President