Constituent Responses – Additional Comments

Affiliate:

**Lauri Wright – Florida**

Here is a comment from a Florida constituent who previously served as a Delegate. "The HLT should be elected. But they have too much control over meeting content. The scripted dialogue and 2 minute report outs are very constricting and most of the important dialogue never makes it to any motions or actions.

I think the HOD should be structured in workgroups. Most RDNs are either acute care, critical care, LTC, FSM, or education (which is covered mostly by NDEP.)

There are important issues in each of these areas that can be identified and discussed with input from the BOD and MIGS and DPG delegates to get a national snapshot of what works and what doesn't work on a variety of issues. The two annual meetings can cover the same topic so that each workgroup has time to identify issues, bring solutions, provide insight, etc.'

**Nadine Pazder – Florida**

I am not very involved and I do not have a lot of respect for the academy. My biggest concern is that my national association needs to divorce itself from special interest groups. It is embarrassing.

The dairy association is probably my biggest concern. I never purchase any of the national nutrition month items because they always show cheese. We are supposed to be evidenced-based and yet an item that is loaded with fat and salt is part of nutrition month? Just one of many examples. I am embarrassed, not proud.

**Whitney Duddey – Kentucky**

Despite sending out a request for responses on 9/28/18, I have not received any responses from the Kentucky affiliate's membership. We have extended our response deadline until this Wednesday 10/10/18. I intend to report back (or at least bring to the HOD meeting) any responses that I receive at that time.

**Angela Tetteris – Pennsylvania**

1. Fear that we have lost the importance of the HOD. Rather than representing and leading it appears to be a discussion group to meet meeting schedules rather than an avenue for ongoing connection and interaction.
2. Poll members are to what issues are most important to them and address how mega issues are determined.
3. Delegates should be able to determine the key issues based on what their affiliates feel are of concern to the profession. Delegates have a better idea of what is going on “in the trenches.”
4. HOD meeting should involve time where the delegates voice, brainstorm and discuss issues that are brought from their constituents.
5. Further assess why so many RDs are not members of AND.
6. The Academy's strategic plan is not clear.

**Mary Wells – Arkansas**

1 of 3 member's feedback

I read the backgrounder. I think there will be a problem getting a response from many people. I know people just don’t have the attention span needed to get through reading it, much less understanding it. I feel that a few important points need to be presented in a survey format so that people can respond that way. Or, have a short podcast or video explaining the major issues then a survey.

The diversity issue is truly a problem. We’re not going to be able to build up our numbers of men, Hispanics, etc. in the Academy overnight. And many of the RDs we have don’t connect with those of other cultures or races - even other genders. So, how do we solve this? Along with pushing for diversity we need to continue to teach cultural sensitivity. The more we connect with diverse populations and actually help them, the more likely someone from that population will want to become a dietitian.

Volunteering is another problem. And the generational gap between the older RDs and the millennials seems to be getting wider. There’s a lack of respect between the generations and each one dismisses the other’s ideas. Millennials are driven by purpose - they need a cause - whereas older RDs may volunteer for networking opportunities, a sense of community, etc. Somehow we need to narrow that gap so we generate respect and also add to our numbers.

2 of 3 member's feedback

I noticed that one of the goals is to improve representation from men and minority groups. I feel that the actions of the AND do not line up with this at all. Our field is very far from gender neutral. I recently saw a picture posted on the RDN Facebook page that was intended to recruit dietetics majors at ASU but looked strikingly similar to a sorority recruiting effort. The table was extremely feminine and ironically timed with the release of this messaging from the ARAND which talks about male recruitment being a priority. I’m sure the female students running the table are wonderful and bright people but they surely are not attracting male representation. Sadly, this represents most of my academic memories on campus and still seems to be a resounding theme. My male colleagues and I have discussed many times about how difficult it is to recruit more male representation because our field is so strongly associated with overly-feminized messaging. You don’t see this in PT, Pharmacy, Medicine, Dentistry, etc. and these fields are highly diversified by the best and brightest from all races and genders. We must
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become more gender neutral, especially in a conservative state such as ours where men will shy away due to fear of being mocked for getting a “home economics degree”.

I think this should be a top goal because with more diversification we will see salary improvements, produce better RD candidates, and be better recognized as a scientific field by the public. To be fair, some of the most brilliant nutrition professionals that I know are female and I wouldn't trade a moment that I had under their guidance but I think we must better diversify in order to continue moving forward as a field. Just my 2 cents on this matter.

DPG:

Jean Storlie – Sports, Cardiovascular and Wellness Nutrition

Totally agree on "information overload." HOD would get better quality input if they lean into "less is more" versus trying to be exhaustive about every topic put in front of us. Move 80% of what is shared in documents like the Backgrounders into back up and pull out the 20% that is really important. People are too busy to plow through all the info and sift out the most important content--plus many will miss the important stuff because it's buried under minutia.

Holly Van Poots – PNPG

I think what might be best from HOD to get information out to people is small spurts of information that may be linked back to a larger document. Maybe something like we’re doing with the netiquette guidelines in the e-blast. I don't think anyone ever read the netiquette guidelines but they’re getting bits and pieces every month. And honestly we've had a few more clicks to the guidelines since doing that.

I'm also thinking that maybe having a campaign explaining what HOD is. I know that was in the document attached to this email but again I think small easy to read spurts would at least get the concept in people's minds. I'm not sure if that makes sense. I know I've read most of what our previous delegate sent out the last few years but that was because I was posting it in places. If I hadn't been posting it I'm not sure I would have read it all. We just get so many emails from so many different places it's hard to keep up unless you have a passion for it and I don't think people know enough about what the HOD does to have a passion for it.

Jenna Bell – NE

- I have some experience with Academy and believe the seat of power is firmly in the hands of the BOD and executive director. The HOD has some input b/c they have several of the house leadership team (like three I think) members on the Board. The BOD is a secretive bunch and make decisions based on their best knowledge and feelings of what is going to happen in the future. I am sure they are for the most part well-intentioned, although they have made some big blunders in my opinion. I have figured out that the less I have to do with them the better. The HOD is ineffective at best.
- I feel like criticism is an issue in the profession. I find a lot of negativity which I don't think reflects well on the profession overall. Not that I disagree, but some people do need to be told to put down the donuts and that's ok. They act like any type of restriction is wrong.