At the fall 2018 HOD meeting, delegates engaged in dialogue to address the Mega Issue question: *Going into the Second Century, how do we design an engaged HOD to best support and advance the Academy’s Strategic Plan?* The House of Delegates (HOD) Evolution Designer Team was formed and utilized outputs from the fall HOD meeting and work of the HOD Culture Team to inform a set of recommendations that were presented at the spring 2019 HOD meeting. On May 6, 2019 the HOD conducted a dialogue session to:

1. Identify recommendations within the Evolution Designers Report which Delegates support based on Delegate and constituent input from the fall HOD meeting;
2. For recommendations for which there is not overall support, come to consensus around modifications.

Based on the dialogue at both the fall 2018 and May 6 meetings, a series of guiding principles were identified for the evolution of the HOD:

1. The HOD provides a forum to hear the voice of the full breadth of Academy members and other stakeholders regarding strategic and professional issues impacting the profession in both the short- and long-term.
2. Delegates need to play an active role in decision-making throughout the HOD’s business process.
3. Design of the future HOD needs to be an evolutionary process that considers Culture, Structure and Process and the interplay between them.
4. The HOD needs to adopt an approach that is fast, fluid and flexible; is rooted in transparent, candid, and effective two-way communication; produces meaningful outcomes; and utilizes new ways to engage members and other key stakeholders.
5. The HOD serves as an important venue for building the Academy’s leadership pool.
6. The HOD’s role in supporting the Academy’s Strategic Plan is best achieved through role delineation and intentional synergy between the HOD and other Academy organizational units.

Therefore, be it resolved that, building on the positive effects of process changes already tested at the three recent HOD meetings, the House of Delegates requests the following action:

*Recommend the Board of Directors support the House of Delegates in implementing new processes for conducting business, in alignment with those outlined in the HOD Evolution Designers Report, as feasible based on available and evolving resources and tools.*

**Originator:** HOD Leadership Team

Approved May 30, 2019