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. Design of the future HOD needs to be an evolutionary process that considers Culture, Structure and Process and the interplay between them.
3. The HOD serves as an important venue for building the Academy’s leadership pool.
4. The HOD composition should be primarily based on a goal of qualified membership along with the required skills to function effectively as a Delegate. This includes visionary, critical, and strategic thinking skills to help drive successful outcomes.
5. The right balance between experience in office and turnover of Delegates is needed for the HOD to be a high performing body that brings fresh ideas and diversity of thought to the table. At the same time, the HOD needs to be cognizant of the unique challenges of identifying potential Delegates from smaller constituencies.

Therefore, be it resolved that the House of Delegates recommends to the Board of Directors:

1. **All Delegates serve a 3-year term with a maximum of two consecutive terms.**
2. **A minimum one-year break be required before an individual could serve again as a Delegate (either as the same or a different Delegate type, with the same two-term limit).**
3. **Implement a “hardship exemption” policy and procedure to address exceptions to the term limit rules.**

**Originator:** HOD Leadership Team

Approved May 30, 2019