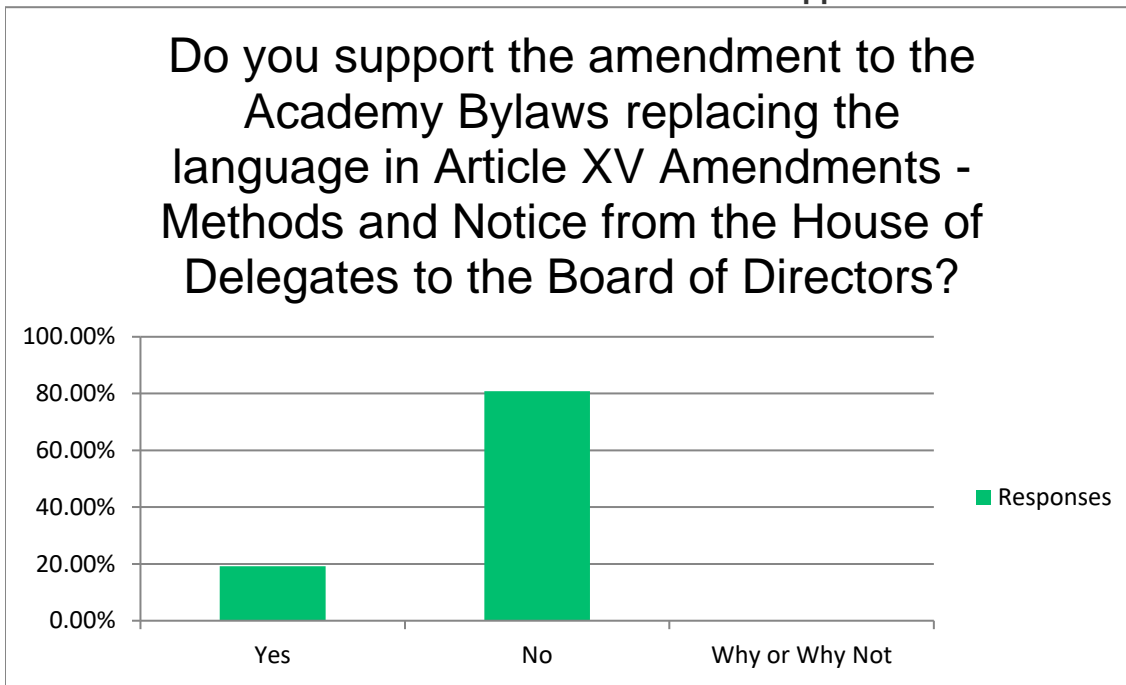


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Member Comment Period Open for the Proposed Bylaws
Amendment: Article XV Amendments - Methods and Notice

Do you support the amendment to the Academy Bylaws replacing the language in Article XV Amendments - Methods and Notice from the House of Delegates to the Board of Directors?

Answer Choices	Responses	
Yes	19.13%	371
No	80.87%	1568
Why or Why Not	0.00%	0
	Answered	1939
	Skipped	0



Member Comment Period Open for the Proposed Bylaws Amendment: Article XV Amendments - Methods and Notice

Comments in Support of Proposed Bylaws Amendment

Answered: 274

Skipped: 1665

Responses
I've reviewed the info offered by AND, DPGs, MIGs, I belong to. I accept the tradeoff between more power in fewer hands (a negative) that proposal entails for effectiveness in governance and efficient management to achieve objectives membership wants to happen. This is conditioned on the assurance of Pres. Sauer, in his webinar presentation, that course corrections will be made as implementation reveals weaknesses. By that I understand accountability to membership will not be weakened by more centralized executive power.
We need to be consistent with the law of the State of Illinois and consistent with our new governance structure.
Support more membership involvement; support diversity and smaller groups to promote involvement.
Have served on several Boards. Board members tend to be better educated on the issues and potential ramifications.
Feel it is a positive change.
I believe that the new structure will enable the Association to be more responsive in terms of timeliness and quality to needs of its members.
To support the Academy and their goals.
I want more involved individuals making decisions - a voice of the Members. I am not confident that is happening now. We need to be sure it represents the majority of members and the goals of the Academy, not those with the most power or loudest voice. Refinement to do such should always be a consideration based on due diligence before making refinements.
Members can still receive and comment
Based on best practices of other nonprofit organizations
Quicker ability to respond to issues
better use of time and resources
I trust the board
Recognizes the changes that have occurred and moves Academy to a model for the 21st Century
I was reminded in a recent webinar of a few examples of the behavior of some individuals. Those examples rang well to my past experience with some in the field. My initial response to this vote was "wow, a drastic change". My hope, after the webinar is that members do exist that can affect appropriate change given the new tools and knowledge that we all have been provided. We all function differently than we have in the past so what was possible may not be now. What is possible now may not have been previously. I will remain hopeful that this change is suggested by those with the knowledge and experience to see what needs to be done and can do it.

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In my perspective, there are advantages for the Academy and our profession to have the proposed member subject experts instead of Delegates. The Delegates represent Affiliates, DPGs, and now MIGs, too, but these groups do not reflect many issues faced by the Academy and our profession. For example, there is no Delegate to represent practitioners with disabilities because there is no "Disabilities" MIG, and the process to propose a new "Disabilities" MIG and get it approved is long and involved. I know because I proposed a Disabilities MIG with a colleague in July 2020 and we are still trying to get it approved. I prefer the proposed subject matter experts over our current HOD/Delegates because they will provide leadership opportunities with shorter durations and for more individuals. My perspectives are based on my experiences. I have carefully completed and submitted the "Opportunities to Serve" survey each year for 5 years to serve on various Academy committees, but have never been selected. The Academy wants to include more individuals from diverse groups in its leadership and committees, but the "Opportunities to Serve" survey asks only about the race/ethnicity aspect of diversity. A few years ago, when I tried to get on the ballot to be elected as Delegate for a DPG, I was told that I was not qualified because I was in the "retired" membership category, and that DPG's guiding principles stated that the Delegate had to be in the "active" membership category. I am in the retired member category because I have an acquired disability and am no longer able to work. However, I can volunteer as my disability allows. I emailed the Speaker of the HOD to check into the issue with that DPG; she replied that I was not qualified because of what that DPG's guiding principles stated. However, the Academy's website at Retired Member (eatrightpro.org) clearly states, "retired members whose dues are not in arrears shall be entitled to all the rights of the active membership category." I am uncomfortable with the fact that Delegates are elected to serve for a 3 year term and can be re-elected for a second term so they serve for 6 years. I have experienced Delegates for Affiliates and DPGs for 3 or 6 years who did very little as Delegates, missed Affiliate or DPG Board meetings so often that one Board discussed removing the individual from the Delegate position, and did not even reply to me when I emailed concerns to them. I have even had a Delegate who during a Board meeting, told the Board not to share their email address with members; I responded that members need to know how to contact their Delegate!

Upon reading the Avenue M report and dialoguing with peers, this change will support the transformation of the governance structure of the Academy; a much needed revitalization of our governance.

I have noticed the reduced number of young people volunteering. They are much more likely to respond through social media or online than meet in person as older members have done. The new model has the potential to save on travel costs.

To comply with Illinois state law, as stated. I further agree that the HOD is not a financially responsible body.

Illinois law per my understanding

Primarily because of Illinois law, and our headquarters being in this state. Secondly, because the number of voting Board Members seems to be high enough to prevent radical change by a few like-minded individuals.

Change is good

I support modernizing the organization.

We need decision making with the most engaged and expert AND members who are vested in researching the issue and including other experts and members who are impacted most by the issue to determine the best informed result.

For progress

I enjoy seeing change and look forward to seeing what changes come of this.

It sounds reasonable

It is time to look to the future and increase opportunities for newly credentialed practitioners to get involved, build leadership skills. Not sure if the proposed structure is the total answer. Change is hard yet good for us to re-evaluate priorities and how to handle them.

Due to the definition of the Board

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This change places decisions affecting NUTRITION and the health of the public with the leaders and members who provide and serve the public.
The Board is responsible for governance of the association and should set the rules by which the association functions.
It seems in alignment with best practices at this time to allow the responsibility to fall on the BOD as it relates to non-for-profits.
Read comments by other RD's with HOD and other academy experience. Academy needs to Make decisions efficiently
The BOD has fewer people and it will make the organization approval and implementation of bylaws more efficient.
I don't think the delegates have the same role as they did before when they were instituted. Shifting the responsibility to the board of directors is more aligned with other professionals organizations.
Change is necessary. Members are not volunteering or communicating with their delegates.
I agree that many people do not want to volunteer to participate in governance and this seems like it could be a good option for members to participate more as it provides opportunities for shorter volunteer commitments.
To align with changes in Illinois law
to modernize and institute 'best practices' for non profit organizations
Based on your justification, the Board of Directors should be voting on changes to the bylaws and meet compliance with state laws. It also sounds like the changes are to allow for more inclusive volunteering. My one experience volunteering for a practice group was not positive.
I am not sure how much
as a member I never understood why so much time and energy was spent at HOD - it seemed important but frankly I did not see the benefit - not like I see benefits from the DPGs and other areas of the Academy - seemed a lot of discussion and debate with minimal action. Times have changed and we need not to be bogged down - there are more efficient ways to communicate and move forward.
it reaches more members and new members, and creates more diversity
To separate church and state as such
Board of directors should be involved in the say so of what governs us
It is a more responsive way to meet the needs of members of our profession.
it seems logical
To modernize the bylaws to reflect best practices and align with the changes in the Illinois law
Read the reasons for changing. After careful thought, agree with the findings
The change makes sense and keeps up with current guidelines.
Maybe making it easier to get things accomplished.
It makes sense that the BOD takes charge of the government part
Moving towards a best practice model that is in line with similar non-profit organizations establishes further credibility in the organization.
The HOD is an outdated model for governance and communications. Many delegates have been in position for many years not allowing other members to provide perspectives. By having 4 members of the house on the board again prevents members with varied views. The Speaker should sit on the board only. I am thrilled this is happening too bad it took so long.
Bc of the reasons outlined in the Amendment - modernize AND and reflect best-practices.
it aligns with the bylaws
I understand the rationale to align this from a legal perspective but most people will vote no because it is being seen as a power grab by the BOD. It was not communicated well and people are voting with emotions vs rationality
Change in the way we have governed is needed.

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Better use of resources.
I would be interested in seeing the amendments prior to changes, and the change reflects better non-profit practices
As a student member and new to the profession, I am eager to be involved and help to advocate for our profession. It seems some changes would help some major initiatives, especially in the state of Florida.
I agree the Academy needs to be modernized. I did not know I had a BOD representative until recently but am well connected to my DPGs. I think each specialty does have a unique perspective. I also feel even though I have been a RD for <10 years I am a content expert in eating disorders and provide a valuable contribution. The Academy has struggled with young member participation for many years and I think this allows for more modernization.
Seems logical.
HOD has served its purpose over the years. The HOD is not really as involved as it should be in the overall governance of the Academy, so I question the use of time and resources to continue its existence.
benefits of this governance
Agree with rationale
Appears to be a more efficient process
Model fits the current needs much better. Only concern is that the "appointed" members would be the same individuals over and over again.
The increased opportunities to serve but with shorter obligations may make it more likely the volunteer pool will increase.
It is important that members have an opportunity to voice their opinions before changes take effect.
Membership has more input
Beyond the ability to appoint for diversity, I believe it offers a way for members who do not want to run for an office to be included. Plus I like the options for limited participation - getting new and younger members in without a 2 and 3 year commitment.
Simply because of usual practice and existing standards for groups and orgs. It does mean that much care will need to be taken to ensure those elected or appointed as BOD members have the best interests of members in mind.
It would make it easier to make changes
Less bureaucracy. Other boards that I serve on also use this process for by-law changes
The HOD has been operating in a traditional mode for many years. Streamlining the HOD will bring efficiency and probably a cost savings.
For a more streamlined process
Improves communication
Unsure
N/A
The changes are progressive and will move the Academy forward.
I trust President Sauer and the Board of Directors to prepare the organization for the future in the best way possible.
I feel it gives academy members a voice and say in a concern
I consider myself an active, engaged member...not the MOST, but pretty good. I see HOD mega issues and pleas for input from my state and DGP HOD reps...and they have not once stirred me to move...and I respond to most surveys. I'm not convinced HOD is necessary since I've never felt they represented me (or needed to represent me). There is a lack of volunteers and the same people get tapped/agree to fill these position over and over again so it's not really "losing a voice" because it's already the voice of a few.
Makes sense given Illinois law and best practice of other similar organizations
I think we need a change in our governance structure to make us current and relevant.

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Seems logical and more manageable.
keep AND more agile and focused
It appears that the governance hasn't been reviewed in 20 years and this will bring more voices to the table.
It appears to shift fiduciary responsibility to board per Illinois law.
Simplification.
It streamlines the process
agree with assessment of current state of HOD and the motivators for change/innovation
Agree with concept that Board of Director's should govern as well as mirroring like agencies structure
Change is good. A lot of work went into planning for the future of this organization. It needs to keep current and be efficient.
Support transition to best practice for governance
As explained the change more accurately follows the roles, functions and responsibilities of both the Board of Directors and the HOD.
It's time to move forward as other associations have done, to not be bogged down by the concept that members aren't represented without delegates.
Support recommendations
We need a more nimble governance structure. HOD has served its purpose but in today' quick paced world, we need to modernize governance. This is ONE way of doing so. Plus I think that HOD has become bogged down in mega-issues that are too broad to really make an intensive and fast impact.
agree with the proposal as I have read it
Since it would allow members to view changes first and hoping to make comments prior to a vote. I think all members should be aware of changes in by-laws and have their voice heard prior to voting on it by only board members.
The rationale made sense as well as giving members direct input in advance of the changes still allows for member feedback
It's time for a change.
less people involved and hoping less volunteers needed.
The rationale for this change is well-supported and would be an invaluable change that would align more properly with the role of the Board of Directors and House of Delegates.
BOD can easily amend or change bylaws. As long as the traditional Parliamentary procedures are followed for voting, that's all that matters to me; not which group has the responsibility.
I believe this can be a forward thinking move. The idea of moving to competency-based can be more clear about who can qualify to volunteer. That being said, it will be important to be inclusive when we do define these competencies and ensure our members all have access to gaining the necessary education and experience to achieve this. If we see a deficit that may "leave behind" some members, we should have resources to help them achieve that.
These changes needed to be made years ago.
Because it is a common practice for the board of directors of a non-profit agency or organization to have the authority to change the bylaws of that organization. Not sure why this responsibility was given to the Academy's HOD that is under the authority of the BOD.
Governance of the organization needs to evolve.
I feel it may be more effective in assisting members to have a voice in the decision making of the Academy. However the list of expert must be diverse in the form of gender, race and, ethnicity and age and social and political thought patterns
After reading comments from other members I support this amendment.

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Aligning roles with duties
More streamline process and gives members a more active voice.
Streamlined governance and accordance with IL non-profit law.
Trimming down and consolidating will likely make all future decisions more efficient
agree with aligning with the Illinois state law
It provides greater ability for inclusion of people of all different backgrounds and it seems like it would be easier to staff the positions due to smaller numbers needed.
We need this change to be more diverse and be more flexible and nimble.
Appears to be standard practice for most organizations with boards
The Academy needs to be more agile and ready to pivot to meet the challenges in a timely fashion. We need to position ourselves to be ready for the future.
It seems this would be an appropriate task for Board of Directors to manage.
There must be a good reason for the Academy to propose the change. I support their decision.
The by-laws stay the same
Research if it is feasible to find volunteers for the Subject Experts to replace Delegates. It is an interesting plan although I have a concern it will be a lot more work for a few people to find short term volunteers. If you move in this direction you'll also need to encourage more people to join groups perhaps by making them free rather than an additional fee.
It is efficient and clearly stated.
Efficiency of decision making.
I have been an Academy member for over 10 years and I never felt that the HOD represented my voice or connected me to AND in any way. Nearly every time I meet a delegate, I ask them what their role is and once they described it, I always thought "what a great, impactful position" but in reality they function as figureheads at meetings as I rarely see much action-orientated results from them.
I fully support the idea of developing a Strategic Council to replace HOD and leveraging the strengths of the MIG, DPG, and Affiliates to build that rapport and connection to AND. As a millennial working full-time, creating volunteer opportunities that are short-term and flexible can definitely increase engagement across our age group, including myself. I appreciate the Academy proposing changes to increase diversity among its leadership positions instead of having the same 20 people rotate through different roles every few years. If this proposal passes, please make sure it is communicated at every level - from interns to directors at hospitals, in order to be successful. I have seen countless times young professionals and students express to me their frustrations with the AND, particularly when it comes to lack of diversity and they feel they have no voice in the matter. They don't know how to give feedback to AND and I think the proposed online community can resolve some of these issue - it just needs to be clearly marketed well and people need to actually utilize it. Overall, I think the proposal can start making meaningful changes to the profession.
It's time for change - seems more efficient
Best practices of similar organizations as well as more timely voting on bylaws changes.
The BOD are a more visible, accessible and potentially more liable entity than the HOD for ethical decision making by AND.
This proposed change will bring us in line with current practice in other states and should help streamline governance.
Streamlining and change are inevitable. We lived through a pandemic and find ourselves re-evaluating the 'givens'. Thank you.
Great way to get updated w/ the times given the challenges and expenses to support all those people, when there is little "action" by members.
The decision processes need to be streamlined and greater focus needs to be placed on strategic vision.

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I feel the BOD will be able to better
After reading all of the documentation about the change in governance of the HOD, I agree with the decision to restructure the governing process. I would recommend that further decisions regarding the restructuring be made in full transparency with the delegates, no further committee discussions/ decisions made without including the delegates.
The change is for "best practices" as described in the rationale
Decrease in size of committees, in my opinion, leads to improved communication.
Pros out weigh the cons. 1. Continuity 2. Reduce the added, and likely unnecessary, later of the governance process. 3. Speedy and efficient decision making.
I assume this has been discussed in great detail with the HOD and BOD. I trust in their decision.
I believe the board has more of an investment in, and understanding of, what they are voting on. Plus the board will be enforcing the bylaws, so they should be the ones deciding what the bylaws entail.
This appears to create opportunities for more members to get involved in a variety of areas and really have a voice at the national level.
today's world requires an organization to be fast and fluid. The HOD is not effective in this regard
All boards I have been on have had the BOD be the ones with voting privileges. I do not fully understand the HOD role however as that is not a typical position in other boards I have been on. I do have some concerns about a smaller group of professionals making all the decisions for a larger group without a lot of transparency. I think the BOD needs to remember they should make decisions to reflect the membership and be very vocal about the changes.
AND needs a more streamlined, yet still effective, decision model to respond to changes in today's environment.
BOD has primary responsibility, vs Delegates
Based on the way the law is written in Illinois
I believe the decision making should reside with the BOD
It is in line with Illinois law.
Because the Board of Directors governs the association and the Bylaws are part of the association's governance. The House of Delegates governs the profession by creating a forum for members.
The current organizational structure is bloated and inefficient. I was in the HOD 10 years ago and felt the process of gathering over 100 people to attempt to identify and develop issues was ineffective. Bravo to the Academy for making the change!
More appropriate
I think that's what a BOD is for and a more compact group may be able to be more nimble.

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I guess in general I believe that a smaller board can be more effective in decision making for pressing issues. A large house of delegates could conceivably create a situation in which there is a lot of talk a lot of talk and minimal action.

I have not served in Academy in leadership at the national level. So I'm trusting that our current leaders have everyone's best interest in mind. It would be disappointing to find out otherwise.

It's very unclear who the 14 board members will comprise. I think that's some thing that should have been included in the communication. I watch the video and read the webpage regarding the new proposed structure. There's a lot of jargon that's really vague as to the specific plan.

The other flaw I see in the plan is that the strategic counsel and Subject matter expert's have no real authority. It seems like they offer input so the Academy is asking individuals to a lot of work and time to be on the strategic Council but there's no promised that they're going to be able to make a difference. I understand the strategic counsel gets more people to get involved but people also want to know that their hard work is going to make a difference.

I guess the proposed plan seems better than the current plan. But my recommendation is to incorporate 5 to 6 members of the strategic Council on the Board and then have subject matter expert's. I don't understand the need for a separate 15 member strategic counsel. In my view it almost creates two governing groups. The board versus the truth strategic counsel that may be at odds with one another.

Member involvement has gone finessing of the times? Or a sign of the need to progress?

Historically I know how difficult it is to have multiple groups evaluating content, policies, procedures, etc. Reducing the number of people involved in decision making is more efficient and likely more cost effective.

It makes perfect sense to have changes made by the people who are educated and work in the field of nutrition.

The Board has broader engagement with the general membership of their region & can bring a varied experience to make decisions.

It makes sense.

It sounds like it makes sense and needs to comply with laws.

The proposed bylaw appears to streamline the approval process because the BOD has less members than the HOD.

Current model has not effectively elevated the profession within the care model, especially in California.

My experience as delegate is that the current system often results in limited members input even with multiple request and approaches. Members only respond only if they are personally impacted by the decision. I think the proposed reorganization will result in obtaining more valuable input related to important issues impacting membership.

It sounds like it meets industry standards/best practice in comparison with other associations. Also, allowing members to have the ability to comment is an excellent idea! Most RDs do not know what is going on with decision making processes with their profession and this puts them in the driver seat to take more pride and ownership.

I feel this would enable a smooth transition

Updating systems and laws are important considering the events that are taking place, and what worked ten years ago, may not work now.

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I think the HOD has been holding the profession back. The measure doesn't go far enough to push us into the future to be agile and swift in our decisions. Just look at how long it took us to change to masters requirement. And look at the NDTR, which numbers are falling, programs are closing, but the HOD refused to do anything about.
Additionally, the membership isn't engaged. I want an elite group of experts to lead so I can focus on my job instead of the countless surveys that don't relate to my field.
Sounds like a good idea
Well stated in the explanation. Modernizes and Aligns better with each groups mission.
Watching President Sauer's video explaining... - shorter time commitments to boost volunteerism - action steps to be more inclusive and diverse - honest study of how governance required change by the leadership team
I agree with the rationale provided with the proposed changes.
logical to have the Board of Directors make the decision as long as has input from HOD and members to speed up the process of new amendments by board of directors.
Perspective, context and inclusion of membership
It's timely, sets us up for greater input from subject matter experts, allows a great transition plan, and helps to ensure greater flexibility for diversity, access and equity. It's needed after 20 years. So appreciate the deliberative approach the Board took to reach this point. Let's go for it!
BOD should be responsible body.
Appropriate
Governance structure should mirror other organizations where decisions like this are made by the BOD.
MAYBE personal interests will be less obvious
The Board of directors should vote on issues the house of delegates brings to them
As long as competent individuals are reviewing it regularly, I am not sure it matters which committee/board does it
Seems to be a reasonable change to the BOD.
Membership, rather than only HOD, participate in the change process.
Changing business approach may enhance operations .
It aligns with other groups
I'm excited for change
Major change is needed. And overdue.
I support as long as members are notified prior to Board vote and members have input into the process.
Separate governance from practice.
Most organizations have their Board hold the power of the vote. Although we need to keep the democracy going in the HOD...they serve a very important role.
Makes sense given the explanation in the document.
Bylaws should be managed and amended by the Board of Directors according to the Bylaws and the State of Illinois.
It meets with the state of IL laws pertaining to non-profit organizations
Nutrition support RDs
Brings AND up to date with current terminology.
It sounds like a more streamlined process.

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Through market research, the BOD identified there has been a movement among non-profit associations to vest the authority of voting of bylaws in the BOD. It is now considered "best practices" in non-for-profit governance for the BOD to vote on bylaws amendments in their role of oversight of the association and in alignment with their legal responsibilities.
I agree with the rationale provided
Lining up with non profit best practices
The change makes sense according to the law and the way the affiliates operate.
There wasn't an I
Downsize and commitment to plans and suggestions from all members.
The change seems reasonable
I agree with the rationale provided in the Proposed Bylaws Amendment: Amendments-Methods and Notice.
If the House of Delegates is to no longer exist, replaced by a "Strategic Council", then change is necessary. Board of Directors, members will be observing.
No concerns- proposal clearly outlined
it is recommended
the current Delegate role is redundant
To be more inclusive and have quicker response and meet members needs.
better operation
It is time for a change. The HOD needs to be replaced by a more relevant process.
Board of Directors provide status updates, not only in our voting abilities, but providing the needed support and voice for the dietetic profession in North Dakota.
I think the current group may be too large to be effective
Perception is reality and there is discourse amongst our members in terms of HOW the Academy leads its members, that the same persons rotate into Chair positions, and member benefits. The buy-in from members is not there. It is time for a change. Change can be good and shouldn't be feared.
If it is considered Best Practice and also consistent with other organizations, then it makes sense to do it.
The rationale presented was a strong argument in support of this. Other boards I have been part of rely on the BOD making the vote, not a HOD or larger entity.
I suspect it will allow for a more efficient operation.
streamlines so issues can be addressed more quickly. There should be a mechanism, however, for interest groups, practice groups and state organizations to still have a voice and be included in the discussing issues and process
Before reading the proposed changes but once I read the information I am for. With the proposed changes , all Academy members will see the proposed changes and can make comments to the BOD. Before some delegates did not share the proposed changes so many members did not know of the proposed changes.
Shifting voting rights from HOD to HOD aligns with best practices for non profit organizations
This may stream line the decision making process and hopefully allow the profession to be more nimble in changing to meet current demands.
More inclusive membership and opinions
Trust the decision made by those involved
Trust BOD
After reading the information provided, It appears that the main goal is flexibility and ability to respond quickly to member's needs and requests which I support wholeheartedly.
In my Board leadership experience, the by-laws have always been the purview of the Board. It aligns with the recommendations of AvenueM.

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BOD can manage the association and HOD efforts are better invested in promoting RDN profession and practice.
Improved efficiency, still allows opportunity for member input prior to a vote
Better alignment with Board of Directors
The delegates are not communicating information to the membership. I never hear from our state delegate and the only information that I feel is shared is shared directly from the Academy or its' other arms (CDR, ACEND, Foundation, etc.)
I am slightly in support of this. This removes power from a more diverse group of representatives, however it aligns us with standard non-profit leadership structure.
Changes are needed to the current structure of the AND.
I want to keep the house of delegates
I would prefer to abstain at this time, but that was not an option.
It creates opportunities for Academy members who may have been shut out before due to certain circumstances.
Makes sense that the Board of Directors has this responsibility.
gives more time for consideration
In line with other organizations and Illinois law. The fact that there is a provision for membership notification before a vote is good. It would be stronger if a process for comments would be set up so there would be a clear way for the members to have voice in the bylaws change process
BOD is at the level and with a broad perspective needed to make changes. BOD deals with policy and should be accountable for these changes. However, the Bylaws should RARELY be amended and when done so only with full transparency and discussion with various areas within the organization.
The rationale provided in the notice made sense to me.
I have mixed feelings. Modernizing the by-laws is eminent to reflect "best practices". However, by changing to a sole Board of Directors, minimizes the the membership opinion.
Seems more reasonable and democratic; avoids domination of power and entrenched political interests
I think the reasons established in the introduction are valid: best practices, abide by laws of IL, scope of HOD vs board
It involves member notification
The Board of Directors is the governing board of the organization and, therefore, should have control of the governing documents.
With a 45 day notice membership has opportunity to make wishes known.
Positive changes
Only agreeing because the info must go out to the MEMBERSHIP at least 45 days before the BOD can vote. Will there be a comment period?
This "should" ensure that the BOD's power does not get too out of control.
But I totally understand why the HOD is so upset. It really looks like all the power is going to a handful of people.
I have reviewed the suggested ByLaws changes and the rationale and I agree with it.
Should meet legal requirements.
Streamline processes
BOD is more in a position to see the big picture
More effective and timely actions. There are so many people in the HOD and for the given topic may need more topic experts. I'm not sure the current model is as effective now as was intended or as needed.
It aligns better with the purpose of the Board of Directors
I think it is time that the HOD becomes more flexible and agile to meet the needs of RDNs. I also think this will allow all voices to be heard.

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To align the bylaws with best practices of non profit governance, with the stated role of the BoD, and Illinois law.

It's 2021 and we need to operate like it is, rather than like it's still 1990 and the HOD does roll call and holds up red, yellow, or green cards.

Based on the information provided, it sounds like this would better align with best practice for an association. However, I do have some concerns since the board has fewer people and is not as representative of the diversity of our members. I felt better about this after seeing that the change also includes mention that the proposed changes are presented to the Academy membership in advance. I would hope that the board would vote based on the input from members.

I like that membership will be directly notified prior to the passage of the bylaws with these new changes. Despite belonging to multiple groups within the Academy, I rarely hear from my delegates about what changes are being made/what is going on. I do hope the BOD will figure out a system that allows for transparency and member input, should this bylaw be instated

It makes sense to have the bylaws be a board responsibility as long as the membership is informed and has time to react.

it is more inline with other corporations and Illinois law.

BOD can collect membership input in a more streamlined method than HOD

It appears appropriate to have the Board of Directors, most of whom are elected by the membership, to have this control. My one concern would be if the make-up of the Board of Directors became fewer elected officials.

streamlines process

streamline process, faster turn around, would still like to see checks and balances with this process

Member Comment Period Open for the Proposed Bylaws Amendment: Article XV Amendments - Methods and Notice

Comments Opposing the Proposed Bylaws Amendment

Answered: 1376

Skipped: 563

Responses

<p>--House of Delegates (HOD) job is to run the profession. The Board of Directors job is to run the academy (AND).</p> <p>--We need the checks and balances of the HOD to uphold our Code of Ethics where finances are concerned.</p> <p>--MIG & DPG delegates in the HOD ensure inclusion and diversity by literally representing us and bringing our points of view from all over the country.</p> <p>--We need our structure to match other medical associations such as American Medical Association to maintain credibility.</p> <p>--Just as in the U.S.'s analogy of the bald eagle: "the Right Wing & the Left Wing are all part of the same bird," in dietetics AND must move forward with both parts of HOD and BOD working together to be the highest performing level of nutrition practitioners.</p>
<p>As a former affiliate President, I feel our delegate is a small opportunity for our voice to be heard at a national level. This role provides equal representation and necessary checks and balances for the national organization. Without the opportunity for each affiliate to continue to influence change, I'm concerned leaders chosen for these positions will not truly represent all member voices. I'm also concerned that the delegates were not informed as this idea was taking shape, rather, as the structure change was proposed.</p>
<p>Have not read all information leading to this decision. Need more time to read why the change.</p>
<p>This is a terrible idea and definitely not in the best interests of the profession.</p>
<p>I don't see the benefits of the change to the membership</p>
<p>I do not support this for many reasons. Loss of representation by the DPGs, MIGs, Affiliates The misinformation put forward like the claim is that the House was aware of this proposal when in reality the House was blindsided. This proposal serves the board not the members</p>
<p>Members should continue to be involved in making decisions.</p>
<p>Lack of transparency and member representation</p>
<p>We have fought so hard for so long to be heard and taking away voices will be detrimental in the long run. It may be easier and faster to make decisions but that may not always be the best way. You risk alienating members and further decreasing membership if you take away the ability to be part of the whole.</p>
<p>I believe the delegates are elected representative from different affiliates/ Regions/states. They come with diverse group of members who together can work together to achieve greater goal. In spite of getting away with the Delegates they should be provided with more responsibility and projects to work on. Getting rid of HOD will take away the diverse expertise and also affect the declining membership due to low motivation among current members when they are not allowed to be a part of group that can make changes. The academy needs HOD members who are committed to the mission. It would be wise to utilize the potential of HOD's to max.</p>

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I do not believe that 14 people should be in control of all decisions for 100,000.

Checks and balances are need in all organizations especially one the size of AND. The traditional separation of powers within the Academy has been that the BOD controls the duties of fiduciary issues and operations of the association, and the House of Delegates (HOD) is in charge of representing the profession of dietetics and its members by voting and making changes to the bylaws. A checks and balance that does not concentrate power of the organization.

From my research there has been no change in IL law has to warn this to warn this change occur.

I do not believe that this change would be in the best interest for inclusivity, diversity, equity or accessibility of AND members.

Not enough representation for members. Too much control in hands of a few. Consultants who recommended change are bogus and not at all alligned with my value system. Cut out all of this diversity and allyship crap and focus on nutrition.

I think at this time, it is imperative to have as many voices making decisions regarding the Academy bylaws as possible to increase chances of hearing diverse perspectives and opinions and strengthen our profession. Now is not the time to bolster the current dietetics echo chamber even more by reducing the number of people making crucial decisions within the academy.

Without the House of Delegates, members will have no geographic, practice-specific, or member-interest specific representation,

As a longstanding clinical professional (RD, LD, CNSC), Academy member, and DPG member, my understanding based on information and discussions among AND members is that this important issue was not presented in a through, concise, & transparent matter. Decisions affecting the members who have and currently support the organization deserve a detailed (pros vs cons) review of any proposed change. Also adequate time should be given for leadership (State Affiliates, DPG, & MIG) discourse with their membership to determine if and how the proposed changes benefit the members and subsequently the organization. If the existing governance is deemed to serve the membership at large but some amendments are needed to update the structure then this should be proposed.

I think that the power to change the association by-laws should rest with member-elected representatives from Academy organizational units of which the member is a constituent.

Representation and contributions from our diverse practice will be eliminated. All of these areas have concerns and needs that should be addressed.

It is unclear to me as to what impact the changes will have regarding the academy's ability to adequately represent all members. It appears as if the board and the governing body will be reduced and less diverse.

There will be no checks and balances when a few will make decisions for all.

I hosted a town hall meeting to gather member feedback about the proposed bylaws amendment. Although there were positive aspects of the change identified (i.e. more flexible, quicker decision making, focused experts on specific topics), many brought up concerns. The following concerns were raised by constituents:

-Concern with reduction in size of the board and shift from HOD to Strategic council and less opportunities for serving

-DPG and MIGS should be consulted to identify SMEs; members rather than the Academy appointing people; this would capture people who are not widely known but SMEs in specific areas

-Concern for reduction in member engagement in particular areas of dietetics (i.e. clinical) if not adequately represented on the BOD/Strategic council

At this time we see a mix of pros/cons with the proposed bylaws amendment.

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<p>The HOD was not consulted in the process which feels quite problematic. This change may further concentrate power at the top and lead to less accountability and transparency with AND members. Shared governance is not easy. I would like to see AND pause a bit, engage the HOD, and together determine best next steps.</p>
<p>After reading numerous emails and attending roundtable discussions sponsored by DDPG and affiliates there are many questions the delegates were unable to answer. There is discrepancy in the interpretation of Illinois law regarding the responsibility of the BOD. How does this new model increase diverse representation? The DDPG delegate will submit a full response from our leadership.</p>
<p>I support updating the model with more short-term opportunities for service, while still recognizing unique practices and voices among geographical regions. I have worked in 5 states and am acutely aware of differences in how dietitians practice, stemming from slightly different educational perspectives and experiences unique to each region. I don't see huge philosophical differences, more nuanced, practice differences. But nuanced differences matter in relatability to the medical team and patients / clients. I would say (think of General Mills and their acquisition of Anne's Organic) they even provide authenticity allowing a profession that uniquely addresses personal food decisions made daily, to retain a "human" focus rather than becoming too corporate or academic. I think there are better ways to achieve a more functional model than to eliminate the process for regional voices from our current model at this time.</p>
<p>I want to have representation from the house of delegates</p>
<p>I want access to my delegate and know that I am represented based on my practice area.</p>
<p>I believe it is important and necessary to keep our delegates and assist in holding accountable board of directors on behalf of members.</p>
<p>Concerns regarding responsiveness and communication</p>
<p>Not enough oversight, lack of explanation from the Academy, less input from Practice groups, limit in number of board members compared to HOD</p>
<p>house of delegates are elected to consider changes and have more direct communication with members.</p>
<p>Too few people with far too much power. You are building a dynasty.</p>
<p>I want to keep the HOD as the practice arm of the organization because I believe there will be better communication and transparency than the proposed changes. Please defeat this proposed change. Thank you.</p>
<p>I think the proposed changes will decrease diversity and representation in our very large profession.</p>
<p>Leadership of the Academy ought to be driven by the members, not just a few people in charge who are not elected. There ought to be oversight by the members of the Academy leadership.</p>
<p>Too little information on how the process is going to take place; too little representation of the Academy as a whole; too few positions will be chosen by the members vs Academy leadership</p>
<p>It takes the voice away from members.</p>
<p>Need representation from all members</p>
<p>The voice of the Academy's members are heard through its diverse representation of delegates. Moving to the proposed model would hinder inclusivity and suppress the voice of its members.</p>
<p>It should be legible for everyone to understand the meaning</p>
<p>I think continued oversight from the house of delegates is important to maintain checks and balances for decision making</p>
<p>The House of Delegates represent a diverse representation of the Academy, which is essential for making laws and decisions that reflect the Academy as whole. Switching the government to only the Board of Directors narrows the views, perspective, belief, and values of the Academy to a select few, I do not feel that adequate decision on equality can be made without the House of Delegates. The Academy needs checks and balances. Maintaining the House of Delegates would ensure that equality is considered and the best interest of the Academy as whole is always the priority.</p>

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Sounds like a power grab. Sounds like they may have an agenda as to how they want to move our profession forward with less input from the RDNs and DTRs they represent. I know there has already been some controversy with RDNs using the RDN designation to differentiate us from those that do not have the education we have. I think they need to be governed and the HOD will keep them in line.

- The proposed bylaw changes complement governance transition plans. While 2 separate steps, the interconnectedness of these proPosed changes cannot be ignored.
- The bylaw changes have an especially high consequence in terms of oversight and transparency of decision. Concentrated power with Fewer people representing 100,000 people; this does not honor or represent the unique profiles of each MiG, DPG or affiliate organizations and it is especially is of questionable benefit for minorities
- Members are unaware of the processes involved in many rule making and regulatory decisions under the bylaws. Switching Authority from HOD to BOD will further obscure processes
- How is the voice of the affiliates and the DPG and MIGs going to be honored and supported
- Bylaw changes would result in completely oversight and regulation by Appointed positions - no insight on how selection method differs from current selection methods; what likelihood of supporting diversity (in thought and demographics) when power and ability to appoint belongs to a small group of people?
- Board member selection needs to be more inclusive; as a whole and reviewed
- joint bylaw and governance proposed changes appears to be a diversion from D & I Committee work since the proposed changes were announced mere weeks after MIG delegate incorporation.
- Inclusivity is near impossible when there is no paid position for Diversity and Inclusion; most corporations and associations are employing Chief Diversity Officers. We should look into the construct of Board prior to delegating all authority to the BOD.

This is putting too much power in the hands of a few. The House of Delegates is necessary to ensure we have diversity and representation. I am totally against this amendment as an African American woman. It is so disheartening that less than 3% of all registered dietitians are African American. This rate has not changed since 2007.

The Board of Directors is just a few or smaller number. The House of Delegates has more individuals, more diversity of criteria, so their decisions might be fairer and closer to the truth than what just a few individuals may decide. Just think on the current situation we are living, all the censorship.

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First of all, let me tell you a bit about myself. I am old — I'm 86 and a 63-year member of ADA/AND. This puts my comments in historical perspective for you. I served twice as Delegate — one for my affiliate Board and one after the House was restructured as a Delegate representing retired members.

What did the House gain at that time? More representation by many groups (age, DPGs and MIGs) and a broader spectrum. What was lost? Areas (geographic areas) — when we were gathered into Area meetings there was a lot more mentoring and bringing younger ones along to serve. We could have kept the Areas & added more to accommodate the special interest groups, but no, we lost that support & mentoring. One other thing — at that time we decided it was tres important work on “mega issues.” (Never quite knew what that meant, except it made HOD less useful & energetic.)

We were supposed to go back to grass roots & get feedback — yeah right! As one constituent said, “We elected you to be our representatives & make decisions -- like Congress. Why do we have to be polled all over again?” While I didn't entirely agree w/ her, I could see her point.

When I was first in the House (don't ya' hate people who start out that way?) we brought issues from our states & Areas, discussed them, & voted on them. We met once a year the day before FNCE. By the time the restructuring took place, we met twice a year and discussed a lot and got some things accomplished.

Again, going back to my early days, although I was a member (no registration back then) in 1958, I was unable to become involved with the local affiliate until I was geographically closer in 1962 and even more involved in 1966. My mentor, the late Jane Hartman (genuflect, please!) was extremely involved at the local and national levels. She referred to “The Council.” Apparently this was a gathering of Delegates that served as communicators and advisors to facilitate clear communication with the Board of Directors.

The Bylaws have always been very clear — the House determines policy and the BOD is the administrative arm of the association. A change in the Bylaws would effectively do away with the HOD and make the BOD the policy makers, with no built-in “checks and balances.”

Obviously I am opposed to letting the BOD have absolute power & never mind about the members, who according to my understanding, is who we are here to serve.

Such changes should be talked about and voted on by the House of Delegates so more people are involved in the change process.

It will diminish representation by different groups even though it claims not too.

I do not support the change because members will not be heard by the board of directors. No one has been engaged in this discussion

It is not a good direction for our profession.

I would like to keep the house of delegates because they represent our voices.

After listening to members of the DPGs and MIGs I am a part of, I do not support these proposed changes. While the intent is a good one, these changes being proposed to significantly shrink the BOD and eliminate the HOD so shortly after voting to include MIGs into the board feels like a sharp reversal of just begun progress to improve inclusivity in Academy leadership. This move will make the board less representative of our members and disincentivize participation from underrepresented groups within our profession and when young professionals are deciding whether or not they will be truly represented and valued within dietetics. I would delay even considering these changes until the newly expanded HOD/BOD has the chance to serve. I suggest instead that the proposed subject matter experts be first chosen from the acting HOD members or that there be a more democratic means of choosing them. Participation in Academy governance is declining; it would behoove the Academy to take action supporting more participation from the entirety of our field by making us feel heard.

DTRs and RDs should have a voice in what the professional organization that is supposed to be representing them is doing.

I strongly disagree with the way the Academy handles things, I can not even begin to imagine what would happen with this.

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For the following reasons:

- The HOD at large was not considered to discuss this decision.
- An organization comprised of 72 000 members can't be represented by only 14 people.
- The way the HOD is organized considering a delegate by affiliate, MIG, and DPG allows better communication with members.
- This is the first year LAHIDAN has a seat at the HOD, it doesn't make any sense it disappears.

I don't like the idea of condensing all of the decision making powers to a board of 12-15 people for an organization that is made up of thousands of members. There is no way 15 people can adequately represent the needs and diversity of our organization. We need adequate representation from all states and all different practice areas.

Because it eliminates the house of delegates

At this point I don't see the full picture of what the amendment will do. I've listened into a few town halls including Ohio with the Speaker who seems to very much support this Amendment. When specific questions were asked she mentioned that many of the details are not currently worked out. I understand that not all details are always be fully worked out and things don't always go to plan, but at this point it seems like there's too much still up in the air and that the plan isn't fully thought out. With some of the stats that were given from the survey that was sent out last year, I also don't see how this amendment answered the needs of that survey. I think this vote and question is just about moving the bylaws from the HOD to the board of directors. I also want to give my opinion about disbanding the HOD. I am hesitant about disbanding the HOD at this point. I'm fully in agreement that changes need to be made and I think great conversation has started with the proposed amendment. I love the idea of having specialty groups that don't have to be a three-year commitment. I don't see how it has to be one or the other. I feel that the HOD is a great way for members to get leadership experience. I also see the more that members can volunteer the more involved they get. While I still believe that change and update can be a good thing, at this point the changes proposed I am not in agreement with.

Imbalance of power, less diversity, less representation.

Member representation would be eliminated.

Sounds power hungry to me. The Association/Academy is to be represented by members and they vote via the HOD. I am disgusted to know it is even being considered.

It further distances decision making for the actual practitioners. Actually the only reason I maintain my AND membership is for the DPGs. The AND continues to distance itself from the reality of dietetics practice by its ongoing elitist activities, with this being the most recent.

There is not enough information regarding changes.

Not democratic, forces the power into limited hands. Need the constant input from DPG/MIG and affiliates oversee the academy and ensure members are well represented.

we need more representation, not less. This needs to be a grass roots organization.

Initially, it really didn't matter to me and I thought that having greater representation was good. It still is. However, a very valid point that was brought to my attention was that several decisions were made by the BOD that were not supported by many in the Academy (i.e making a MS mandatory) and that perhaps the BOD had too much influence in making decisions. In other words, it really doesn't matter what we, as the members think, it's going to happen anyway. I have gotten to a point that I feel rather powerless and I disagree with many decisions made. Thus, a few hold the power for the many. I may still not have all of the information that I need, but currently, that is where I stand.

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Some of the recommendations are too restrictive f

It is better to keep the bylaws responsibility with the HOD, not move this task to the BOD

The HOD provides a vehicle for input to decision making for the Academy. Eliminating HoD would greatly impede the ability of Academy issues to be communicated to Affiliate members. HOD could use some restructure, but not how it is proposed in this by-law revision. The HOD membership should have more policy influence than it does now. Mega issues have not related to Academy business. For instance, HOD had minimal involvement in the Second Century goal setting. This seemed to be reserved for the same people who sit on the board and their cronies. Then HoD was tasked with implementing goal they weren't involved in setting. Big disconnect here.

The Academy has many committees. I served 4 terms in HOD. I never was put on a committee. Some males and minorities served on more than one committee, and were reappointed multiple times. I fear this would be the future with the new proposals. Using and selecting the same small group of members over and over and limiting the ability of all members to have a chance to serve in leadership positions. I feel like the bOD has been very inbred and self serving and self perpetuating.

I have many examples where the BOD made major decisions without member and HOD participation. I refer to the change in the Academy's name, Second Century Planning, requiring an Advanced degree, and the Nutrition Care Planning., to name a few. The BOD has not reflected the will of the membership and has also been a follower of other professionals rather than a leader. More input from broader membership participation should be the direction we move .

I believe this would remove, in essence, a system of checks and balances and concentrate authority in a small group of individuals. I do not see this as good governance.

The new structure would not allow as much input from the wider body of members

It seems this change will reduce the number of people involved in important decision making. May also have an impact on inclusivity and diversity initiatives.

significantly reduces membership voic

it seems that the representation to all members has become more limited. I would like more info.

I don't want to see such a significant decrease in the number and diversity of voices directly involved in our governance structure. I recognize the value of being adaptable on a quick turn-around, but in all honesty in most cases a quick decision-making process can lead to missing potential unforeseen outcomes. It also means not all perspectives will necessarily be represented. This is the #1 rule of diversity, equity, and INCLUSION - which as a profession we're trying to improve - identify who's NOT at the table and get them a seat and ask them to speak up! This is notably relevant in our profession also because we practice in such a wide variety of settings and roles. Please don't make it more difficult for diverse perspectives to be expressed and heard!

I feel this will not create a positive change. Our HOD do an incredible job. What about checks and balances?

Because ever since the HOD did not have MIG representation and this is the first time that MIGs are now receiving a delegate the BOD suddenly decides to do away with the HOD. That is truly unfair and it questions the BODs stand on diversity and inclusion. It seems that the BOD wants to exclude everyone

The Delegates actually represent the members and should be responsible for review and deciding on changes to the organization, since the organization exists to serves its members!!

I am always for de-centralization of power and it sounds as if the members would have greater access to delegates who would/should represent their constituents' views better than a board of directors. BOD should be for large decisions regarding our practice and interfacing with other health care issues outside dietetics that affect us.

This gives too much power to the board and limits the power and voice of the broader membership.

This change seems like a way to decrease diversity and reduce opportunities for representatives from different states, practice areas, and cultures to make their voices heard. It was also done very hastily with little explanation. I only fully understood the amendment after my state delegate explained it.

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Less voices from different areas of dietetics will be able to vote on key issues.
The House of Delegates gather the information necessary from subject matter experts to determine the next steps to share information to the field and to advocacy and so much more. This would put a lot of power into the hands of a few people. We are such a large Academy and already feel our input is limited to few, and now this wants to reduce even more. We also cannot expect using subject matter experts to do additional work and have them be able to hear everyones voice. The HOD allows a more state and local level discussion, input, and review of issues.
It removes any voice of the membership by bypassing the HOD.
I think we need more checks and balances than we'll have if we move to this revised structure.
Delegates from each state district, state, DPG and MIG reflect true grassroots advocacy and are true voice for diverse member representation.
My biggest concern is not having "a voice" in my professional organization as the representatives I voted for that know what is needed in my state/region will not necessarily have input on all decisions under the new model. The board will make decisions without the input of all states/regions. It will be difficult to ensure DEI concerns are met without allowing the state-level representation as the populations we represent have unique considerations. The idea of an expert panel concerns me as this "hand-picked" panel could be assembled to further what the BOD has already decided to do. A small expert panel may not be able to adequately represent the related DEI concerns unless that panel is chose, each and every time with care and with DEI in mind. Using the same "experts" over and over can create a bias related to what they recommend. I do not feel this proposal has the broad support of the membership. If the BOD goes ahead with it over the membership's objections, I feel it will result in decreased AND membership and even greater decreases in engagement/involvement by AND members. I hope this action will be reconsidered.
To me, it reduces diverse representation.
Because the new language puts too much power into too few hands.
The current structure works on behalf of the membership
How can a 14 member Board represent all Academy members. The Board needs to represent inclusiveness and be diverse. The HOD has developed DEI plan and goals who will carry out these plans,if HOD is dissolved. How will the MIGS issues and concerns be heard and recognized? The process and communications of this proposed change has left me with a lot of unanswered questions.
The reduction in the number of AND representatives potentially making significant changes forto the organization without any protection appears extreme at best. While I am supportive of changes that are obviously more efficient and perhaps line up with other non-profit organizations, but I believe we have a challenge getting MORE members involved in the decisions we make, not LESS.
I don't feel that we will continue to have adequate representation with this change.
I feel like this Bylaw change will erase a lot of the member's voices and opinons. MIGs were just allowed to join the HOD, but now that will be gone. We were starting to support D&I initiatives, but now it seems like we are taking a step back.
limited checks and balances and less representation of every state's membership
The BOD is a small number of members and could make Bylaw changes without any check and balance by a second group of members who dialogue with their constituents and vote on the Bylaws change based on member input.
The change would limit DEI and access in the Academy's leadership. There would be less positions to volunteer with the suggested paired down structure. The HOD needs additional time and space to create more opportunities for the members to have a voice. Changing the by laws would render the HOD without a vote and much needed checks and balances to the governance of the Academy would be absent. While I do feel change is needed, there is another way to achieve it.
I am not convinced that this will promote diversity equity and inclusion in the academy, which should be the #1 priority. AND is not a nonprofit, and I'm not sure why they are structuring this based on a nonprofit structure

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<p>I think it is important to maintain a broad member representation in operation of the Academy which is currently provided by the House of Delegates. The delegates are elected rather than appointed which helps support the broad member representation.</p>
<p>I am concerned that a small number of members and could make Bylaw changes without any checks and balances by members. I'm afraid of the board getting co-opted by industry or someone with a strong agenda not supported by members.</p>
<p>We are a member-driven organization and the HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective selection process. I wouldn't want a smaller, potentially non-representative group holding too much power.</p>
<p>Who then governs the BOD? We need to assure separation of powers so that the Academy is not controlled by a small, elite group.</p>
<p>I have watched one webinar describing this, however have heard mixed review and need more information on why they are decreasing the amount of members in the council. I understand the difficulties of getting people to volunteer, so this may make it more reasonable for people to become involved, however this is a significant change.</p>
<p>Delegates are elected from every state thus this gives everyone in the US the chance to vote. Having the directors vote allows a small group to make decisions on my behalf and looks suspicious</p>
<p>I am not opposed to changing the governance structure of the Academy, but I am not in favor of the process/lack of transparency used up to this point. I am also concerned about possible inadequate member representation if the HOD is dissolved (DPG/MIGs, minority groups, less populated states etc.)</p>
<p>I believe these amendments will remove the voices of our HOD/DPG/MIG representatives. Decisions should be made by those elected and not self-selected positions. How do these proposed changes help diversify our leadership and those in the position to make decisions? Voting no assures more voices are heard and decisions are made for the good of the whole profession.</p>
<p>It doesn't seem like it would increase representation and diversity but just the opposite, concentrating the decision making into fewer hands. They then control who gets appointed to which committees.</p>
<p>I would rather have delegates vote and not directors.</p>
<p>In my simple interpretation of the issue at hand, it appears as if the BOD is choosing to amend the bylaws for the sole purpose of eliminating the HOD to form the new governance structure. I am not convinced of the "best practices" of the new proposed structure</p>
<p>There needs to be more transparency about this. In the past, 10 years every bad decision that was made by the Academy was when it DID NOT involve the HOD. I have clung to my membership for the past 1-2 years not wanting to renew but I keep giving it a chance. I like that bylaws decisions on member driven by the people we elect to represent us. I do not have enough transparency on this issue to determine if it is what is best for the organization.</p>
<p>The house of delegates is the voice of our academy members, especially now that equity and diversity are being elevated, it is critical to have avenues for voices of the members to be heard. I love that the HOD members are elected by the people they represent. It is what our country is based on. Instead of doing away with the HOD, deep dive into what is working and not working. Maybe our white centered systems are the barrier to our non-white member voices.</p> <p>Additionally, it seems that this plan was not the top recommendation by Ave M. In fact, the HOD were acknowledged for being a source for the voice of your members. Without a true, detailed replacement plan, I can not get behind this. Thank you so much for the opportunity to provide feedback on this critically important issue. I hope that you sincerely consider the voices of your members when making this decision.</p>
<p>We need to increase the participation of our various ethnic and professional groups, not decrease it.</p>
<p>I disagree with the decrease of local representation, and the shift of power to the BOD. Our organization is too large and diverse to increase the concentration of decision making to so few of people.</p>
<p>I oppose the proposed changes because I want to have the voice of the members heard through the House of Delegates.</p>

Disclaimer: To protect the identity of an individual member, names and/or affiliate names were removed from some comments. Comments have not been edited for grammar or typos.

<p>It will create a mongol of representation. Remove diversity of thought in decision making. The decision making body will be less representative of the organization as a whole.</p>
<p>It decreases the number of people involved in making decisions, reduces input from the membership, and consolidates power. If this change is approved, I will most likely not renew my membership.</p>
<p>There would be less representation from the rank and file. Actually if changes are made, it should be to have bylaws only changed by a vote of the entire membership.</p>
<p>The IL law was passed in 1986. Why has this only now become an issue?? And other lawyers have stated that this mandate in IL is incorrect to interpret it the way the Academy has SUDDENLY chosen to interpret it! If it's such an issue, move the Academy offices to another state where the practices of a non-profit are not used to meet a political agenda. It would also be so much more fiscally responsible to move the Academy offices to a city that is cheaper to rent office space and one that is safer</p>
<p>I cannot see how to will expand our ranks to all that are diverse.</p>
<p>Keep the delegates</p>
<p>If you centralize power around a single entity and remove any effective checks to that entity's decisions, what is the point of having an additional "governing" body to the Academy? Why not just have the BOD?</p>
<p>The it reduces representation (house of delegates)</p>
<p>Insufficient evidence has been provided that the current system is inadequately meeting the needs of organization or its members. Insufficient evidence and justification has been provided that a change would produce better results. Insufficient evidence has been provided that if the current system is inadequate, that smaller, directed, limited changes wouldn't be better. I also think that to claim an alternative is "best practice" is insufficient, especially with the complexity and significance of the proposed change. To use a clinical analogy, to say that initiating enteral feeds within 48 hrs is "best practice" is a better example of how the notion of "best practice" should be used, a much narrower scope. Also, the seemingly out-of-nowhere situation and the rushed timeline, even if not intended raise suspicions, does anyway. I think the risk is high of damaging the relationship between the average member and Academy as an organization. I worry about trust and transparency.</p>
<p>Unethical, shameful power ploy</p>
<p>Our delegates are so valuable. We have had excellent delegates who are such an important link between the Academy and our Affiliate. Someone locally we can always count on to get quick answers and our state in their best interests.</p>
<p>Less diversity. Power and decisions in the hands of fewer people</p>
<p>I think it's important for the Delegates to represent our membership.</p>
<p>Too few people will be making decisions that effect thousands of Academy members.</p>
<p>This effort appears to not have been transparent unless you were a member involved in its formation. As a former delegate, I am offended by the questions and answers that are provided on the AND Proposed Governance information page. This one in particular "This was followed by a House of Delegates discussion in the fall and subsequent HOD work involving culture, good governance and HOD design evolution discussions and report. After receiving HOD recommendations in July 2019, the Board opted to secure additional expertise outside the organization to collect quantitative and qualitative member input, review HOD related reports and bring forward recommendations." I am offended because it reads as if the proposed changes originated from HOD meetings because they did not. Sure, we talked about becoming more fluid, fast, and flexible and more but it was never hinted to change the "tree" from a membership organization representation to what it might be. It reads that as an affiliate delegate I knew this was coming and had a say in the new proposal, but I did not. So a barrier of skepticism and doubt is there that wasn't before. I have informed my affiliate president, policy panel, and new delegate that this proposed change is news to me.</p>
<p>HOD is our voice. If you take away our voice, why should we be AND members? I will seriously consider not renewing my membership if the HOD gets disbanded.</p>
<p>Power and choice is taken from Academy Members HOD and given to a small group of individuals (BOD)that do not accurately and ethically represent the greater group of members.</p>

I like that elected Academy members make decisions.
Governing the association includes establishment of bylaws, thus a role for the HOD. The wording of the Ill law seems to focus specifically on finance integrity, not general bylaws.
Leaves out important representation of member voices that have been previously included in major discussions and decisions.
reduces transparency and removes representation by each state...
Current delegates gathers and represents my views. Only having a few voices is not representing my voice.
This change was not well communicated or explained, and no substantiative rationale was given for why this change is necessary. It is too drastic of a change to be implemented without clearer member input.
We need to have more information about the governance structure changes that would come from allowing the BOD to change the bylaws. Would SMEs be voting members? How would we ensure representation and diversity? How would SME volunteers be identified (i.e. challenges with volunteerism)? I am not decidedly against the change but am also not prepared to act at this point.
1) Fewer people representing 100,000 people is of questionable benefit for minorities 2) How is the voice of the MIGs going to be honored and supported? 3) Appointed positions - what likelihood of supporting diversity when power belongs to a small group of people? 4) Board member selection needs to be more inclusive 5) Appears to be a diversion from D & I Committee work
Current system gives more people representation
I don't believe this offers enough governance oversight. Also, my state affiliate board does not support.
Members need more complete representation, and there should be more checks and balances with decisions made for our profession.
Too much power given to too few members. Prefer HOD be split into subject matter expert PODS.
we lose the direct member input
We need transparency, and a system of checks and balances.
Not enough time to understand what is presented (thanks to summer, Covid and rapid time to decide). Seems to reduce representation from practice groups and eliminates MIGS. Give too much power to the too and not enough ability for all our diverse groups who know more of what we need
prefer to have local delegates
As a Past President of the Minnesota Academy of Nutrition and Dietetics, we had concern several years ago with the change in membership model, where all membership became routed through the Academy and then funneled to states. The reorganization of the HOD seems like again less state involvement and gives the AND more power. I believe that many of our members are members for their state affiliation. I am concerned that removing our influence further will lead to dropping of membership and thus less money for AND and our state association. Additionally, this is a major change and I haven't seen the necessary communication to membership on this change. More ground work needs to be done to foster understanding for this change.
Expert matter experts will be appointed not voted on by members
not enough info on how the HOD would dissolve and replace it with the BOD. 15 member council- how will it come into power?? There needs to be more discussion that involves the HOD. Concern regarding "the entire power for the profession residing withing a 14 member BOD and 15 member Council of Strategic Alignment." What criteria would be used for these appointments and elections.
I desire that my state affiliation has representation on the board.
Board of directors aren't necessarily RDNs. Board of Directors aren't voted on like delegated are.

<p>1. Lack of involvement and engagement of the HOD that lead to this discussion along with a lack of supporting documents available.</p> <p>2. Not enough details and explanation on how proposed change would include members voice and help with diversity.</p> <p>3. Concentrated power in a smaller circle instead of the voices of many.</p> <p>4. Expert matter experts will be appointed not voted on by members</p>
<p>By limiting the voting rights on governance decisions to a few members of the BOD, we are losing the representative voice of the Academy Members. After reading the by-laws and seeing what the BOD has power over, it is critical that decisions are no limited to a few members of the BOD. I am strongly against this and ask that you remove this as an option.</p>
<p>I don't support any change to reduce representation of the RD's to a limited group of people.</p>
<p>1. The BOD does not need to have control of the bylaws to fill their mission. 2. There would be less balance of power. 3. Illinois law is not a real factor to justify this. 4. Power should not be concentrated to a few, but rather to more individuals better representing the membership.</p>
<p>More education and members engagement is needed before any decision is made. There are a lot of questions regarding the proposal. Unanswered questions and misinformation give rise to suspicion and even fear. I think it is wise not to rush into any action</p>
<p>1) Lack of involvement and engagement of the HOD that lead to this decision 2) Not enough details of the transition period of the changes 3) Lack of explanation on how proposed change would include members voice and help with diversity 4) Concentrate power in a smaller circle instead of the voices of many 5) Presentation to HOD of changes occurred too quickly and without supporting documents available 6) Expert matter experts will be appointed not voted on my members</p>
<p>The change would give the BOD total control without adequate representation and input from the membership body.</p>
<p>I do not agree that dissolution of HOD has benefit to the MEMBERS OF AND. There is a better way of adapting to a fresher governance structure. I identify with my DPGs and my local affiliate and want those to represent me on governance issues.</p>
<p>Concentrating power is not a good idea. Thank you.</p>
<p>-Lack of involvement and engagement of the HOD that lead to this decision -Not enough details of the transition period of the changes -Lack of explanation on how proposed change would include members voice and help with diversity -Concentrate power in a smaller circle instead of the voices of many -Presentation to HOD of changes occurred to quickly (and in the summer) and without supporting documents available -Expert matter experts will be appointed, not voted on my members</p>
<p>Decreasing the involvement of our members is not the way to grow a profession. Putting all of the decision making at the TOP level may work in big corporations, but it does not create a feeling of trust among the member.</p>
<p>The change would severely limit member representation. Members will have no geographic, practice-specific, or member-interest-specific representation.</p> <p>I feel that the recommendations made by the Avenue M report were not fully explored and certainly not clearly explained as to why they chose to significantly modify the HOD.</p>
<p>For a membership organization comprised of 107,000+ members. would prefer to see 74 voting members (members representing diverse backgrounds and special interest groups) voting to change the Bylaws over 9 voting members from BOD.</p> <p>Also, these changes to the bylaws should have been brought up for active discussion years ago.</p>
<p>Less representation.</p>

<p>I don't believe that a small number on the board can effectively manage/make decisions for 100,000+ members. Delegates are representing states, however they belong to DPGs, MIGS, with expertise. IDEA can be accomplished through the MIG representation as delegates and through state delegates. Appointing people results in a closed circle of individuals with limited perspectives. I am adamantly against this move. I think the Association will become less diverse rather than more and members will begin to leave the organization.</p>
<p>Too restrictive on decisio. Making.</p>
<p>Power in too few hands. Lack of transparency.</p>
<p>Condenses the decision making authority and power to just a few rather than group at large. As much as Academy, or any group, thinks people reads emails and goes to links to stay informed, is wrong. Members need better communication and this will result in the same methods/strategies of communication, but with fewer people informed and ability for members to get informed, comment on concerns more difficult.</p>
<p>only a "select" few making the decisions? So political. Sad</p>
<p>Who are the board of directors? Are they dietitian members? Do the members votes for them? How do I know they have my professional best interest in mind? The board of directors could be made up of non-dietitians and I won't have any input into their views</p>
<p>I feel there would be inadequate member voices representing the Academy</p>
<p>The HOD provides broad, equitable representation through various geographic areas, specialty areas, and diverse members of our association. Eliminating the HOD and replacing it with a Strategic Council will result in all the Academy's governing members being controlled by the Board of Directors, not by it's own members. I do not think this best serves the interest of the Academy membership.</p>
<p>I think this amendment will reduce DPG representation due to reduction in delegate positions.</p>
<p>number of representatives will be decreased</p>
<p>Decisions shouldn't be made by a small group of people.</p>
<p>There is no addendum to add 50% of people of color onto any position that is related to discussion-making power or paid positions.</p>
<p>The HOD should be improved to better serve members, however should include the full house in the discussion. Then decisions can be made regarding voting rights. The recommendations in the Avenue M report should be considered rather than arbitrary numbers for SMEs and Board Members that do not align with the recommendations.</p>
<p>I prefer as is</p>
<p>HOD more closely represents the membership</p>
<p>I believe more checks and balances will be provided with HOD, since their role is "to govern the profession by providing a forum for membership and professional issues and to establish and maintain professional standards of the membership."</p>
<p>I do not agree with nor believe that these proposed changes will result in improved communication.</p>
<p>The HOD is a better representation of the members because they represent DPGs, MIGs and Affiliates. I'm concerned that with a smaller representation through the BOD the DEI efforts that we have started will be lost; diverse voices will be lost.</p>
<p>There will be no checks and balances on the BOD if they also have control over the bylaws. Another needs to do this function...the HOD did this and many organizations have this same structure.</p>
<p>I am very disappointed with many of the things the Academy and CDR are doing lately. I feel like they are not truly advocating for their members and all RDs. If this happens as well I will no longer be a member and I'm also considering leaving the profession as I have no say in anything and it has become so time consuming to log all the CEUs that are required.</p>
<p>I prefer decisions to be voted on by members of the House of Delegates than by a Board of Directors</p>
<p>This limits the number of people to make decisions for a large diversified group of dietitians. I do not like this ideal about only 12 people. I did not like the president comment about the price of gas. What does this have to do with what's happening. I think that we need to have the hod which will have a diversified group of people. I want the ballot in paper again and use some of my money to mail it to me from my dues.</p>

<p>1. While I've read the "Organizational Design and Governance Workgroup" report & reviewed the material on the Academy page (https://www.eatrightpro.org/leadership/governance/governance-resources/proposed-governance-transition) + watched the video, I don't see adequate discussion re: potential "cons" that may result from the proposed bylaws amendment.</p>
<p>2. Before moving forward with the newly proposed governance plan, I want to know more about who decides (or how it's decided) who gets to be on the new 15-person council. If the council is appointed (as opposed to elected, as is currently the case), I'm concerned that consolidation of power "at the top" will lead to decision-making that is more reflective of the small council's agenda as opposed to that of the larger body of members.</p>
<p>3. It seems the changes to the bylaws eliminate checks and balances.</p>
<p>I am for keeping it as it is with the organization to continue to have the HOD which I feel will best represent the individual members. I feel too many issues remain unresolved. Why is this being thrust at the members without thorough vetting?</p>
<p>Leave things the way they are.</p>
<p>It severely limits representation and voices from smaller areas.</p>
<p>Based on what I know about it, it seems to limit representation from groups. Dietitians in the AND are a diverse group, deserving of representation. Unfortunately, it feels like another reason not to renew my membership (I only renew for the DPGs)</p>
<p>because often the BOD is not inclusion of racial/ethnic, sexual orientation, gender, and ability. The HOD, I believe offers more opportunity to align with members interest than a handful of BOD.</p>
<p>Not enough checks and balances, power in fewer hands</p>
<p>may result in "filtered" input from members to leaders to limiting such input to a small select group and/or their selected appointments</p>
<p>I can't agree that less representation from a smaller group of Board members will serve the entire population well. It is less opinions, viewpoints, and perspectives at the table supposedly representing for all. It seems to me that certain minority and/or diverse voices would be missed or muted. It would be challenging to move forward without a variety of input from MIGs, local chapters and young members. The current board greatly lacks diversity in all aspects. Our profession and it's representation is not currently appealing for the younger generations. These changes would move us backwards.</p>
<p>Making this decision at this time appears to be a rushed decision</p>
<p>Members need as much representation as Possible in our "Member driven" association.</p>
<p>Fewer voices would be represented. To much decision making power would be given to a select few. If this is being considered in order to comply with IL law, then consider relocating the Academy to a different state.</p>
<p>not enough representation for membership of 7000</p>
<p>Keep the House of Delegates.</p>
<p>The proposed changes takes away the voice of not only the HODs but Academy members. The HODs are crucial to making sure that the voice of members are heard. The board consistently does not reflect the views and values of the members and if these proposed bylaws are implemented, it would just be another slap in the face to Academy members and another reminder that the Academy may look good on paper but does things completely different and not in the best interest of its members behind doors.</p>
<p>It does not allow for free member input</p>
<p>Lack of sufficient evidence that the proposed changes will bring more diversity within the AND. Instead it proposes changes to the bylaws be only made by a much smaller polling number.</p>
<p>Lack of information to help make a better informed decision, what will the change improve?</p>
<p>I do not believe that the changes will create more equitable representation nor do I see a need for the proposed changes.</p>

Not enough representation from DPGs. Governing body too small with too much power.
Individuals that serve on boards and committees are there because of ability not to meet a certain diversity criteria.
The House of Delegates to serve as the voice of its members. This proposal would eliminate opportunities of members to express concerns and feedback on important matters including bylaws. This is exclusive rather than inclusive.
Believe this change will result in less member input ,less diversity. Not the direction I want
The need for transparency in all levels of organizations is imperative. The proposed changes appear to reduce the membership's view and voice into the governing body's activities.
Because it reduces the voices heard. Unfortunately RDNs are leaving the organization for many reasons but overall industry voices are being heard over the actual members. In a democratic society opinions of the professionals are needed and not just big \$\$\$\$\$. A strong no to this amendment. Thank you for asking.
I believe it is important for the HOD to maintain oversight of issues that impact practice and keep that separate from BOD.
-we need checks/balances within our governance - the HOD serves this function in re: to the bylaws -concern that BOD could become self-elected if able to change the bylaws without member representation -because this organization exists to serve members, HOD involvement in setting bylaws is the better means to ensuring member representation in the decision making -the HOD also functions to ensure diversity and inclusivity in the voice given to Academy governance, which is something you cannot do with smaller numbers of people in governance processes -it is misleading to claim that changing our bylaws in this way is consistent with benchmarking of other similar organizations when there are others (including APTA, ADA, ANA and even the AM) who continue to use a HOD model -Illinois law recognizes the ability of an organization to direct the power to amend the bylaws to a group other than the BOD. (Reference both: Not for Profit Corporation Act of 1986 section 102.25 and Academy Bylaws Article XV, Section 1.) The Academy bylaws have long directed the power over bylaw amendments to be determined by the HOD. If this has become a problem under Illinois law, where is the evidence that the Academy is being called out for this issue? I have not seen it. Bottom line is that members need a voice in our governance, and in this day and age, need a means of having diversity and inclusivity in that voice. The HOD structure provides for that since it is member elected and HOD delegates actively solicit member feedback on a regular basis - something I rarely (if ever) see from the BOD.
Keep separation of decision making for checks and balances.
Seems rushed and not totally beneficial
I don't see the Academy as building us up but as a way to use us as a way to promote junk food and a food system that has created the big 3 epidemics. You will not even address vitamin D deficiencies that have been around for years. Not one word about it on natural media outlets. You are going backwards with the amendment.
1) Eliminates the process of representative governance. Members lose their voice in the strategic and policy directions of their organization. 2) Concentrates power and decision making to a very small number of leaders. 3) Nominating committee should be more removed from the BOD
Too small of a group affecting changes
It gives me members even less of a voice
It threatens to remove power from members. That opens the door to narrowing the broad scope of research from which positions of the Academy are drawn.
This format is not inclusive enough. States and Practice groups should elect members to make decisions.
Affiliates need representation. More diversity if all affiliates represented, not just appointees to meet some made up "quota". Missing opportunities for leaders if do not recognize chairs of DPG's, affiliates. With current communication methods, no reason "hot topics" cannot be addressed.

<p>I am extremely concerned that this will take away our representation as members. It is critical that DPG's and MIGS have a voice in the Academy and that as members we feel that our values are being reflected and represented by those who are meant to represent us from our respective groups. If this change happens, it will be hard for me to continue my membership. I do not trust that the interests of the 19 proposed reps will necessarily be in accordance with mine, and I want to be sure we have an avenue to express our concerns as well as our positive feedback. Thanks.</p>
<p>Unequal distribution of power and silencing of members even further.</p>
<p>Decisions will be based on the opinion of a few leaders rather than the larger HOD who solicits opinions from Academy members. This change will limit the voice of Academy members and decrease inclusivity.</p>
<p>We need more representation, not less.</p>
<p>HOD represents the members and it is the only voice we have at the Academy. Already the Academy has a bad reputation of being a business focused entity rather than a professional organization. Already members feel like the Academy has very little consideration of our profession and is about 20 years behind in its ethics and diversity, this action would only solidify these beliefs and would question several memberships.</p>
<ul style="list-style-type: none">•Strong Associations need checks and balances. The HOD provides this as part of the organizational structure of the Academy leadership. The balance of power will be lost with the elimination of the HOD.•The governing members of both the BOD and Strategic Council could become a process of "self- selection" with appointed versus member elected positions. This opens the door for both corporate dominance and cronyism among friends of the current BODs.•The most effective organizations contain a substantial element of Bottom Up "decision making and voice." The HOD is Bottom-Up. The BOD is Top-Down. Eliminating the HOD will result in the Academy being exclusively a Top-Down organization, which is unbalanced and unhealthy.
<p>I believe it limits the representation of grass roots dietitians. This is NOT a good thing. We are losing members daily. We need more representation, not less.</p>
<p>untested idea, more or the states and those whose connection to the Academy is state based, not a good time, as we all try to re-connect as we near the end of COVID- poor decision, AND will lose membership</p>
<p>There are definitely changes needed in HOD but doing away with it is not the answer.</p>
<p>Centralized control with fewer representatives = more power to the entrenched people at the top (the Board of Directors)</p>
<p>I trust delegates and would not necessarily trust the board.</p>
<p>I think local delegates should have more input into decisions being made.</p>
<ol style="list-style-type: none">1. This initiative will not increase diversity2. Power concentrated in a small group without much oversight or potential accountability3. Decreased representation overall/ voice from key stakeholders from State, DPG, MIG
<p>I think the house of delegates has an important voice</p>
<p>This undermines representation of members and concentrates power if the Board.</p>
<p>The house of delegates seems more representative of all the members. I think diversifying the field will be less likely with the board of directors. A handful of people deciding for everyone is not what I want.</p>
<p>I believe a larger number of persons should deliberate on important issues to get a better perspective</p>
<p>previous structure has been working ok low response rate on survey non-AND Members were surveyed too. Why? Survey sent out at a very bad time--during the Pandemic; many members do not even remember seeing it. IMO, should have only been members surveyed, not any non-members. proposed structure with so many "volunteers" / SMEs seems too decentralized Who vets volunteers?, who's in charge of accountability? Who decides volunteers' terms? 3, 6 or 9 mos?</p>
<p>The majority of members should have say and be represented by a house of delegates on any amendments.</p>
<p>Do not think it will fully represent all members.</p>

The House of Delegates should be allowed to continue to make decisions for its members since they have the members ' best interest.
Dislike recommendations.
State representation diminishes
I don't think there was full disclosure/transparency with the HOD about the proposed changes. I don't see how shrinking the board and getting rid of the HOD will increase diversity and inclusion in our field. It will narrow the power down to a handful of people.
less representation, fewer checks and balances
<ol style="list-style-type: none">1. This reduces diversity and therefore the opportunity for inclusion.2. This reduces communication between members and leadership3. This gets rid of Council on Future Practice (infographic trees fail to show the complete picture of the proposed change)4. The way this was proposed was not transparent and is gives me less trust in the board5. The reason for the change because of Illinois law, is a lie.6. My understanding is the recommendation from Avenue M did not include getting rid of the HOD.7. This reduces/removes checks and balances.8. There is no way to guarantee SMEs will be a diverse selection vs selected based on who knows whom.9. The HOD is a large group of voices which, theoretically means more opinions, more experiences that can be drawn from before major decisions, vs the voices of 14 people. It does not seem any SMEs would get a vote in decisions.10. The notion that other professional health organizations have gone in the same direction is only a half-truth, at best. American Medical Assn and other created specialized groups while retaining their HOD.11. The proposed changes to governance have yet to be figured out. This is a huge change to suggest when there is not a mapped out path to the envisioned future.12. I believe these changes will result in loss of more members, especially younger members.
I feel the HOD allows the opportunity for all states to be heard equally. The change seems to be limiting
I want the representation of a House of delegates. I don't want the power concentrated in a board.
In spite of repeated requests insufficient details have been provided. Any time Academy "leaders" say "trust us", we should be nervous.
because it reducing transparency and living decision making to smaller eclectic group of people.
Each state will not have equal representation and members will lose their voice not having a local representative. Our membership is so low - how is this going to improve this situation by limiting our ability to communicate with AND top level by taking away our local contact, which each state elects the person who will help grassroots efforts? It is very concerning that the proposed "specialists" will be appointed and these is no disclosure of this process - very scary!!!! I very disappointed when I heard this proposal! PLEASE do NOT move forward with this proposal.
It decreases the membership representation and removes an important checks & balances system.
AND is a member-driven organization. To that end, the members should approve bylaws changes. The crafting of the proposed changes could be done by the BOD, but the ultimate say-so should be left to the broad membership, even if a small percentage of the membership votes. If the BOD ultimately approves bylaws changes, there should be a transparent procedure in place to keep the membership apprised of proposals with adequate lead-time for input by the membership to any proposed changes that the BOD (or any deliberative body) recommends.
The timing of the communication seemed a bit rushed and I did not fully understand the reasons for this proposed change. Thank you.

<p>Lack of involvement and engagement of the HOD that lead to this decision Not enough details of the transition period of the changes Lack of explanation on how proposed change would include members voice and help with diversity Concentrate power in a smaller circle instead of the voices of many Presentation to HOD of changes occurred to quickly (and in the summer) and without supporting documents available Expert matter experts will be appointed not voted on by members</p>
<p>It will destroy the balance of power by eliminating the House of Delegates.</p>
<p>As the Academy strives to enlarge and diversify its membership, it should be govern b adequate representation of all its members. It will be detrimental for the Academy to have such a small amount of people make the overriding decisions for such a large organization. All voices should be listened and have significance in the Academy.</p>
<p>it leaves decisions in the hands of a few</p>
<p>There will be less opportunity for inclusion and diversity, not more, with a much smaller board of directors. I am also concerned that the the dietetic practice groups' concerns will be taken out of consideration with decision making.</p>
<p>control with smaller numbers, less diversity of opinions/voices heard.</p>
<p>We need MORE diverse representation NOT less!</p>
<p>I'm not convinced that the change will ensure equity across the organization. We lose our voice at the state affiliate level and at the DPG level.</p>
<p>Less representation</p>
<p>I am a former Professional Issues Delegate, and one who had advocated for each DPG to have their own delegate. During the time that I was in the HOD, the Academy had adopted a Knowledge-based Strategic Governance. I learned very early while attending HOD meetings as a DPG auditor, that the HOD governs the profession and the BOD governs the association. I am very leery of the BOD assuming the role as one that governs both - where are the checks and balances? What prevents another Kraft Cheese fiasco? Would the BOD be self-serving? What would prevent the BOD from becoming an "old girls" group - one which sees the same people running for the same positions.</p>
<p>because there is not a lot of information regarding the 15 member committee selection. There is no transparency in this change. Why do we need to change it? Because a survey said so???</p>
<p>I like the broader representation and voice of the House of Delegates.</p>
<p>Same reasons as DDPG</p>
<p>BOD takeover that does not represent membership.</p>
<p>Not enough time to make the decision and the change would limit the voice of members.</p>
<p>As a 3rd year Delegate, I feel the work of the Culture Evolution Designer Team from 2019 was not given enough time to take hold to see if the strategies helped to enhance and improve our governance withing the HOD. I also feel the bylaws change is putting the cart before the horse and that the Academy governance structure should be discussed and solidified first and then a motion to change the bylaws. By asking for the bylaws change first takes all authority away from the HOD. It also appears that this process is not following proper order and Robert's Rules of business. I understand that most nonprofit organizations have the bylaws under their BODs, but with the Academy this was all structured on purpose to set up checks and balances of our organization's governance. I've reviewed the IL law and it does not say specifically that bylaws for nonprofits must be overseen by the BOD. It's being extrapolated that way by the Academy to justify this proposed change. I feel that enhancements to the Academy's governance could be pursued, but the order in which this is being played out is not in the best interest of our organization. I think the governance structure changes should be solidified first and then determine if it would make most sense for the BOD to oversee the bylaws afterwards. Please do not let this bylaw ammendment change take place.</p>
<p>unclear if it is needed</p>

Does not seem to be in the best interest of the academy- will not provide good representation for RDs.
The HOD are more representative of the entire AND membership in the various practice areas than the BOD. Additionally, the BOD are heavily influenced by large corporations who are sponsors.
Too few people making decisions for many people
13 people is a small number to decide bylaws for all members. They aren't revised frequently enough to bypass House of Delegates.
Takes away representation from all the members.
Puts too much power in the hands to few.
Needs to be discussed
Not necessary
It is not clear how the academy is ensuring all members voices/interest will be represented by the BOD. More details are needed before I would be able to support this amendment.
too much power to board of directors
As a smaller state I feel that we would lose our representation
I believe that it will reduce the voice of the members the Academy is representing.
Concerns or Cons have not been addressed. Leadership needs to respond with alternative options given the concerns. Subject Matter experts are optimum for content related issues but governance also includes the shaping of the organization to respond to change including lack of equity and inclusion remedies and policies. There needs to be clarity on how the proposed governance will assertively include all voices represented by the Academy. We want to grow the Academy, not close down options for expression and improved connectedness to our profession.
RD's need to hold on to voting rights that affect our careers.
The house of delegates should not be decreased
This is not representative of our membership and takes away the voice of most of our members. The HOD is the most representative of our members and should be the deciding factor in if the bylaws are changed. Shame on the Board of Directors!
THE HOD represents the opinions of the members and has a larger voice of what is going on at the state levels, not just at the BOD level.
think it's fine the way it is
Seems rushed with the potential for less transparency in the organization.
Need more info
not sure
I feel the HOD represents us on a local level and can help bring issues, concerns to the BOD. I feel taking away the voting rights of the HOD leaves us on the local level with no representation.
Because this will take away the involvement and transparency and voice from Affiliates, DPG and MIGs
Feel the states should have representation
too much power given to BOD. Need representation by region
Reducing the HOD reduces the opportunity for members to be heard. The Board of Directors would be concentrating power in their hands. This does not seem like a good thing.
Lack of member representation or at least much less. With delegates, we have a more effective way to represent our opinions. Delegates are also voted in, which gives the members more input.
Equitable representation across all Academy groups as one body is lost in this method of governance. There is little explanation of the nuts & bolts process of the new design. If there is an Illinois law that is not being fulfilled, looks like some advocacy is needed.

<ul style="list-style-type: none">● Lack of involvement and engagement of the House of Delegates and the state affiliates in arriving at this decision.● The Academy's rationale for this decision is that the proposed changes will allow for more inclusivity and quicker decision making, but I feel it will concentrate more power in a few instead of listening to the voices of many.● Lack of data, metrics, and benchmarks for this decision.● The presentation to the HOD was unorganized, unprofessional and was completely verbal with no supporting documents.
There should be adequate representation so that a few people are not in control of the future of our profession.
All members need a voice if they choose to use it
I have not seen/heard/been made aware of why this is better. I have seen no plan with clear objectives, goals, etc. This also seemed to have come out of nowhere.
I do not support this change because it is not representative of a member-driven organization.
Need a larger group of people to make decisions for the Academy members.
Decisions should be made by a broader set of members.
Provides more voices from across the country
It will put the important decisions in the hands of a select group who may or may not have the pulse of the members
Too small of a group of people making important decisions affecting all of us.
This is the exact opposite of diversification. There is no way you can give each state a voice if only 15 members are representing HOD.
It will decrease representation.
I believe we are taking too much away from the membership. Concentrating power in this small group is not in keeping with membership involvement we should aspire to. Over the years we have reduced the ability of members to participate in person and in larger numbers. I believe we have a self fulfilling prophecy. Back in the day when the HOD met in person we had face to face interaction. As a young member I learned so much and heard so many different opinions. We also had areas meetings which offered more opportunity for the young and timid (like me) to participate. We have always lamented that so few member participate. But as we switched to the HOD to eliminate areas and changed to virtual meetings I think we have lead to more disengagement from members. We have created more disengagement.
<ul style="list-style-type: none">- this new structure change does not allow for checks and balances- eliminating the HOD effectively removes the voices of our members and state affiliates- This process was not done transparently as many delegates were shocked to hear this news!- There is not concrete plan being shared as to what will happen next and WHY this change will be good. What evidence do we have??- I do not believe that this will increase inclusivity for our profession- academy members should be able to vote for the BOD as this is a member support organization- lack of data, metrics, and benchmarks for this decision- Overall, this process was not done professionally and did not provide its members with enough details and to why these changes are needed and what the next steps would be and WHY they would be helpful....with data, not just leadership opinions.
I think checks & balances need to continue.
I don't like the consolation of power in a small number of people
limits a larger opinion and representation amongst all in the profession
Too much control from top down. Not enough input from membership. number of members of the Academy Board of Directors should not be decreased - again too much control from staff and upper level BOD. The Academy seems to only want to control the membership by what they think, not what we as members think.
Limits the number of delegates that can make decisions
The HOD represents the membership at large and those dues-paying voices should govern the association.

Adequate justification for this change, as well as adequate time for amendment consideration, has not been provided.
This is an undemocratic decision and will further decrease inclusivity. I have a very difficult time understanding how reducing HOD from 115 to 15 and appointing about half of the 15 is going to be diverse. This decision seems to come out of the left field and will further decrease trust in the decision making process of the organization
It is too drastic of a change - going from 2/3 of the HOD to 2/3 of the BOD when the groups are so differently sized and represented feels like a BIG loss of member representation.
A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents.
not supportive of transformational change
The HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs. Secondly, the Academy need checks and balances. The balance of power will be lost with the elimination of the HOD. The governing members of both the BOD and Strategic Council could become a process of "self- selection" with appointed versus member elected positions.
I do not agree that the responsibility for voting on changes to the ByLaws should reside with the BOD. The ByLaws embody fundamental guidelines for practice and the knowledge and experience on matters of practice are the purview of practicing members.
1 Lack of transparency related to this proposal: Delegates learned of the plan one-day before the Academy released a non-transparent link without a full description of these outcomes and asked members to vote. 2. Proposed change will result in loss of separation of power within the Academy thus loss of necessary checks/balances especially as relates to overreach by the small elite group of RDN and non-RDN who force their aspirations on the larger group. The elite group proposing this change does not fully represent the profession of dietetics and its members. 3 The changes would take away representation and the broad voice from members. Currently the House of Delegates represents all states, international members, specialty groups such as DPG, and MIGs to increase diversity. The proposed HOD replacement with a 15-member council can in no way represent the geographic and local needs of members. 4 Eliminating the HOD means the Academy's members will be governed only by the board of directors. There will be no check and balance. The small governing body can lead to a "self-selection" of friends for the BOD and council, while locals don't have a chance to vote for a representative they know or that knows their local and specialty concerns.
More reasons than you have space allotted for.
We need transparency and checks and balances for making decisions affecting the membership. Providing more information on how this change would improve diversity, member input and involvement is needed. Consider tabling this vote until there is more clarity of the impact of this change(positive and negative).
It seems like it will reduce the representation of members
gives the Academy BOD too much power by removing the delegates from the process.
Too few people making decisions
Too centralized
My reasons for not supporting the proposed amendments are that would put power in fewer hands and provide more opportunity for a lack of transparency.
Focus should be on benefits to member and growth, not changing or decreasing reporting/representation.

As a soon-to-be RDN, I am very uncomfortable with the proposed changes. Specifically, losing my geographical and niched interest groups (DPGs and MIGs) that I am currently a member of. Having these checks and balances by the group of HOD I feel confident my concerns and problems will be addressed with any challenges from proposed bylaws. Shifting the control from HOD to BOD would bypass this representation and is not desirable.

I am not in the favor of this change. HOD representatives are the voice of their constituents and the new proposed structure would not do justice to what our members want. The new structure is weak and WHY was is not discussed with HOD ahead of time? Few months back we spent more than 400 collective hours of HODs discussing DE&I but such a huge change has no diverse voice and feedback? Is Academy trying to go back in times which we though we have left behind us?????

Too much power in too few hands. Not representative of all the membership. Lack of transparency. All positions should require elections. Less diversity. Doing this during COVID is not the right time. There are too many unknowns/things not explained.

I do not want the fate of my RD credential and laws that impact my ability to practice determined by only a few individuals at the top, ie the BOD. They need someone to answer to, and we all need a voice. The HOD is able to accomplish this for all RDs.

I do not feel this follows Robert's Rules of Order. I have worked/volunteered in other non-medical organizations where this process was used and feel that it has been around quite a long time for a reason. I am not quite sure of everything nor the reason for change but feel following Robert's Rules is best, IMO. There are many paths to take to get to the same point, maybe a different path will get AND to a point.

It would limit our representation and the voice of our members. Much too small of a group to replace our house of delegates. Move makes no sense and I've been a member 41 years!

Many of the positions on the board of directors are not elected by the Academy members, which allows for a lack of oversight. This is particularly concerning if the number of members are reduced to 15 possibly leading to fewer elected positions. I don't think that this will be the best representation of our profession.

I feel it gives further lack of representation. The association is already making poor decisions which are limiting opportunities for students to become employable registered dietitians. This continues to show the lack of understanding the association is taking towards members

It seems that it is not the best option. If the concern is that people were not engaging with the HOD then we need to make the HOD more accessible not remove them.

It is important to me to have HOD representation from each state. I feel that in this change, I will lose my voice. I feel that changes may be made that I may not support. And in the event that there are changes I do not support, I will not remain a member of the Academy, an organization I have supported and been a member of for 20+ years. I am a strong advocate for the profession. I have been a local and state volunteer. I take dietetic interns. I am a nutrition entrepreneur. I would hate to lose my voice and feel unrepresented. I would hate to no longer belong to the organization that is THE face of RDNs. I already have friends who have left AND, and I am one of the people encouraging them to re-join. I feel like this change is going to fracture our organization and our unity. Please reconsider this. Thank you.

We need to be informed of potential changes that could affect how we do our job.

I believe the interest of the membership is best represented by elected members from each State.

The power in the proposed structure seems unbalanced. Members will have less voice on who and how the academy is governed. The BOD not only will have the voting power of the bylaws but also who is appointed to the council. less opportunity for diverse thoughts. It's unfortunate the BOD did not communicate and work with the HOD to come up with a plan together.

Quite frankly, because this change puts too much power in the hands of too few people. I get that you think the BOD should have oversight of everything, including finances. But when I read that the HOD would then be dissolved, well, that's a deal breaker for me. This is a VERY LARGE and very powerful and influential organization. I do not think that the needs and desires of the average member will be represented by the BOD. They are not able to be "in touch" with the common member enough. Having been in leadership roles at the state and DPG level, I feel like I have a little insight on that.

The proposed changes put all organizational decisions in the hands of a few, non-elected persons. There appear to be no checks and balances. HOD model insures broad representation from across the country on matters of policy and practice. BOD should maintain role of overseeing "business" side of running this large organization.

Thank you for reviewing our Academy's governance structure and looking for ways to increase engagement as well as balance operational flexibility and decision making.

I have reviewed the two proposals (listed below) and am NOT in support of either as written, due to the concern that implementation would actually restrict access and narrow decision making power to the few, instead of the more representative group consisting of our duly elected HODs. This is not the time to decrease diversity, equity, inclusion, and access, which the below proposals would ultimately do. We have many volunteer opportunities for all members to participate, not only as elected officials, but also on committees within the various affiliates and DPG/MIGs, which is how I first became involved with Academy governance early in my career as a registered dietitian. Prior to that, the Student member access to the local district association and national level that was encouraged by my DPD started me on a lifelong journey. This engaging experience of committee work led me to become more involved, and to eventually run for elected offices so that I could serve my fellow dietitians and members needs as we support our communities food and nutrition needs.

Instead of cutting out the HOD, instead, please educate members and student members on what our Academy governance structure consists, what the various roles are and do and how each member can make an impact through advocacy and involvement. This is what will drive our professional association into a successful future.

Regards and thank you for your consideration.

Reference:

PROPOSAL 1:

Changing the current process of approval for any changes to Academy bylaws from having this approved by two-thirds of the HOD members (113 people) to allowing those changes to be made if approved by two-thirds of the Academy Board of Directors (currently 19 people).

PROPOSAL 2:

- Reducing membership on the Board of Directors (BOD) from 19 to 14 individuals.
- Eliminating the current House of Delegates (113 members) and replacing it with a Council of 15 members supported by multiple, as needed Subject Matter Expert groups (no limit) over the next 1-2 years.
- Phasing out the Council on Future Practice.

it further removes members form their representatives and decreased our ability to affect change

I trust the members who have pointed out weaknesses in the proposed changes

I believe a broader and more diverse voice in the organization is achieved by having representatives from every state and a larger number of people involved. Put the power in a small board of directors gives too much power to fewer people.

Basically dissolving the house of delegates leaves too many members without a voice. The house of delegates helps to keep all members equal by giving representation to all.

Delegates provide valuable input

Members pay expensive dues and should make these decisions.

The changes that have been proposed along with change in bylaws are not transparent. . 1.The move to a 14 member BOD is unwise. Boards should not have an even number of members. 2. Which positions are going to be eliminated and why? 3. The term of service for Subject Member Experts is too short. No one can have meaningful input with a term of service of 3,6, or 9 months. 4. The Practice Groups and MIGs will not have sufficient input if it is meant to come from Subject Matter Experts who are serving for extremely brief period of time.

It gives fewer people the rights for decision making.

less voting members equal to less diversity in our field
Would like for there to be more representation, not less
Board would not keep members interest in mind
Need to learn why this shift? Is the process broken now. Change should be a compromise with both BOD AND HOD
undemocratic changes. Leave the current structure of AND as it is.
Need full and open representation from a broad spectrum of members, not a small group.
Need to work on improving current system first. Then maybe.
I feel that the Academy will not be representative of its full membership with such a limited number of directors. It will also be eliminating the checks and balances that currently exists with a functioning HOD. Whatever happened to voting rights? If the by-laws are amended as proposed I definitely will resign from ADN.
As a past HOD delegate I feel the Academy groups and affiliates need representation and the HOD does not need to be dissolved. I also do not agree with Proposal #1. !9 BOD is not adequate for decision making for all of the Academy
We lose our voice; concentrates power to a few.
Lack of involvement and engagement of the HOD that lead to this decision (ie allow delegates to meet in POD groups prior to becoming public to members), not enough details of the transition period of the changes, lack of explanation on how proposed change would include members voice and help with diversity, concentrate power in a smaller circle instead of the voices of many, presentation to HOD of changes occurred to quickly (and in the summer...even though it was within bylaw change of 45 days...1/3 of delegates were brand new and probably overwhelmed many are in academics on break, vacations) and without supporting documents available, expert matter experts will be appointed not voted on my members, timing of Avenue M report/member survey during COVID
I do not support dissolving the House of Delegates which provides members with 113 delgates I do NOT support either having the BOD make our decisions or a 15 member strategic council dictate our bylaws. I support we keep our HOD to represent us.
don't like the fact that a very few would be making decisions for the whole group
A balance of voting power (to include direct member input) is a dire necessity within & to the Academy governance via a conduit such as the House of Delegates (HOD) which includes ~113 members in the current HOD. It's imperative that member input is heard & be not limited to the paltry # of Academy Board of Directors that is currently being suggested. Academy dues are already too expensive and unfortunately provide very limited benefits to its members. Members voices NEED BE HEARD!!
The BOD and HOD need collaboration to make change.
It is important the BOD has checks and balances.
A HOD is in effect a voice or Congress for our profession and is needed to ensure our voices are heard and leadership does not become authoritarian
Too few people making all the decisions
lack of transparency, too much power for BOD
Possible loss of members input through delegates; possible control/ concentration of power in small board of directors
I am concerned that a council of only 15 members will not represent the diversity of the entire AND and certainly will not represent the same number of opinions as the current 113 member HOD.
Would like to keep the checks and balance in place, and have a voice in the profession.
Too much power in a small group you have just given mugs vote to increase diversity and now want to decrease diversity by decreasing the hod to 0 and also decreasingboard
How can a smaller number of delegates represent such a large number of members?

It would limit the persons making decisions for our profession
I might not understand completely; but, at face value, I would prefer a diverse delegation to a single board having a voice
We need checks and balances to ensure the AND operates in a democratic way.
I don't feel there will be adequate representation for all members throughout the country with the proposed changes to the governance.
HOD delegates representing affiliates, DPGs and MIGs. They represent the voices of AND members. Members voices and votes are critical for the future of our profession.
Takes away the voice of members.
Changes will not allow for representation of members through election of delegates at the state and DPG level.
1. Out of the 9 overarching questions asked at town hall meetings 5 responses said something to the effect that the information has not been shared or made available at this time. 2. I like reading about the delegates and choosing who I think will be best for our profession.
Decreases member representation....
I am not sure it enhances diversity and eliminates checks and balances by concentrating policy making power.
I feel that the current elected HOD best represents the voice of the States and the DPGs. Limiting decisions to a smaller appointed BOD may not represent the entire country and the vast diversity and demographics of each state and the populations served by different DPGs.
The HOD represents the members of their State and is a better represent the interests of their needs.
Too few people making decisions, not enough representation for an organization with lots of specialty areas.
Would like for black RD to have a large voice and to be included in our and this profession success.
It is find the way it is set up. There is no need to change the system. Giving too much power to AND
We have representation from States, DPGs, MIGs and the International group.
BOD does not speak for most of the members.
Consolidation of power into a small handful rather than a representative voice of the membership/participants. Less opportunities for service, diversity, and broad representation.
Not enough checks and balances;
I think the house of delegates is an important check and balance to the board of directors. It has a more diverse group of voices that are apart of it.
Not enough transparency in process; uncertainty about how the process would work in selecting SMEs and other positions, not seeing how this promotes diversity and engagement; concern about checks and balances; see a potential for improving structure by continuing the pod process that was just getting off to a strong start last year.
I feel the current bylaws is appropriate and functions as it should the way it is. I do not support giving more power over the organization to just the BOD.
This changes eliminates a checks and balance type system, which our own government was developed upon and still utilizes. If our profession is truly focused on diversity, this change limits the opinions of others, which is not in alignment with our Academy mission "to accelerate improvements in global health and well being through food and nutrition" and our diversity focus of "cultivating organizational and professional values of equity, respect, civility and anti discrimination." How can we accelerate the growth of global nutrition by limiting the opinions of others.
Let us keep the membership, through their representation by the House of Delegates, in a position to shape the Academy for the good of all.
It takes decision making away from the members and puts it into the hands of very few.
It centers too much authority and power to BOD only; delegates more closely represent contact with Dietitian professionals at the state level. If BOD can do these dual functions, I may chance my opinion (if it counts).
I am satisfied with how it is.

BOD needs oversight HOD can provide this oversight Proposed Governance or Done Deal?
I would rather have a larger body of membership making decisions about the By-laws of the Academy than having the power concentrated into a smaller number of representatives.
Need the checks and balances the current system provides for
I believe in the long run it will not be good for the Academy
Fewer checks and balances
Keep "separation of powers." Why should the revised BOD effectively control the HOD? They shouldn't.
There needs to be representation from more than a 14-person board! Every leadership structure needs checks and balances so those in higher positions do not abuse their power
The House of Delegates oversees the Academy bylaws, which is intended to create a system of checks and balances to promote transparency. The proposed bylaws amendment will create space for corruption and inequity.
The proposed bylaw changes bottleneck affiliate participation for critical issues addressed by the House of Delegates. By excluding participation of every state the HOD will no longer receive balanced input and expertise by Delegates who take the voice of the state to weigh in on issues affecting that state individually. With every state lacking representation in the HOD the potential for the collective voice is essentially eliminated regarding policy recommendation and strategic direction for the Academy. This plan does not account for ingrained biases of the BOD nor does it seek to expand, diversity and inclusion due to the limiting nature of the restructure. While this plan seeks to update structure there are no plans established on how newly elected or appointed officials will earn their seat and how these individuals will be able to encompass that needs of policy change for individual states.
By eliminating the House of Delegates you are removing the voice of AND members and concentrating power in the hands of fewer individuals which is dangerous and not supporting the individuals practicing in dietetics. We need increased transparency and inclusivity in our field, not less.
Not enough information and reduces representation of membership. Not transparent and not communicated well.
too much power in too few hands - diverse voices should be heard from
It is important for the broader category of those working in the field to have input and make decisions regarding the governance laws. It may be bulky but that may prevent serious errors from occurring.
I believe we are concentrating too much power is a small group of people. It is too easy for "group think" to take over a smaller group of people. We need to add more diversity not take it away
Concentration of power; no checks and balances
Still interested in having review of the amendments.
I believe this move goes against all the motions in making AND reflect the voice of its members. The Board of Directors takes the voice from the majority and puts it in the hands of the minority.
I believe in checks & balances. Not concentrating everything to the BOD allows for more balance in the system
Eliminates the vital representation of AND's members
The Academy's rationale for this decision is that the proposed changes will allow for more inclusivity and quicker decision making, but I believe it will concentrate more power in a few instead of listening to the voices of many.
I believe a reduction in members may significantly impact the diversity of perspective that currently represents a clearer picture of our population needs.
you're completely taking away the voice of the membership and giving way too much control to the BOD. I appreciate the need to be "nimble" but it would put too much power in the hands of too few people who i feel sometimes have their own agenda which does not necessarily align with what the membership wants. why not make it majority vote in the HOD instead of 2/3rds?
Limits the number of members making decisions for the organization.

Needs further review
I do not support this bylaws amendment because maintaining geographic, practice area, and member interest representation is the best way to ensure members' voices are heard. Of course the HOD isn't perfect, but many strides have been made through the work of the Evolution Design Team and subsequent efforts for more responsive, more interactive representation by delegates. Ignoring that work and progress and starting over on a plan without sufficient details feels like many, many steps backward.
The HOD has always been the most adequate way for hearing from members and a leadership opportunity.
While it might seem like it makes sense to streamline the decision making process by removing delegates and replacing them with a smaller board, I do not trust the AND leaders to appoint this board in a fair and representative way. AND has demonstrated a great deal of tone-deafness to the realities of dietitians in membership positions and their efforts for increased transparency are inadequate. Thus, I believe that removing the board of delegates would ultimately be a detriment to fair and democratic decision-making within the AND organization.
Representative governance is important in an association.
Decreased diversity
I prefer a method of governance that is more representative of all members of the Academy.
Losing diverse representation hurts us all.
I think representation from a diverse population of people is important. There are so many different fields you can work in as a dietitian, and all of them are important and necessary. I think when policy is discussed every type of dietitian should have a voice.
Not sure it will adequately represent the entire membership and the diversity it currently brings
Academy members have already voiced concern that eliminating this representation (which supports differences in member needs based on geography, area of practice via DPGs, and other vantage points via MIGs) and replacing it with a 15-member council may not fully represent the diversity that already exists within our organization and the diversity we are working to enhance through future initiatives. A mere 2 months ago, the HOD felt so strongly about increasing diversity and inclusion in the decision-making process that MIG representatives were added to the HOD for the first time. Now the Academy is considering significantly reducing representation of the members. Additionally, at present, the HOD serves this role in conjunction with the BOD. Moving the authority to change by-laws to the BOD alone, removes the current checks and balances that exist to ensure robust and inclusive dialogue occurs and is considered before any changes are made.
It doesn't have the necessary checks and balances and frankly gives too much power to the BOD who is appointed. I vote "No", despite Dr. Sauer's compelling presentation. I'm a little concerned about lack of transparency.
Eliminating the HOD reduces the members' voices. It also reduces the communication and relationship members have with the BOD. There is also then too much power in fewer people. This doesn't support checks and balances. Also, this restructuring doesn't even seem to be fully developed and members are asked to provide detailed comments. This does not seem clear and communication on these changes is lacking. There is limited transparency. Not to mention, this change seems to be backwards, and the opposite of messages supporting diversity. How can we have diverse leadership with a steep cut in HOD? I am NOT in support of this.
I prefer a larger number of representatives for the Academy members.
This move would consolidate authority in a way that reduces the AND members' ability to participate in their governance, not a good idea,
I believe the responsibility for voting on changes to the Bylaws should remain with the House of Delegates in order to better preserve the voice of the members.
Giving greater power to a smaller group of individuals (the BOD) reduces the voice and input of working RDNs related to practice issues. There is no problem with the current structure and seems to be a power grab by the BOD.

<p>We have already seen how little regard the Academy has for member input. This seems like one more power grab that takes control of the organization to an even smaller, less representative group. We are having a hard time keeping members with the level of distrust; that currently exists.</p>
<p>It would allow changes of potentially great importance to the entire membership to be made by a small group of people. It takes away broader representation that should be there right of members. I feel strongly about this.</p>
<p>I think the HOD who is the voice of the members needs to vote on the bylaws change</p>
<p>The proposal came as a complete surprise. While I have not had the opportunity to serve as a HOD representative, I have served in numerous affiliate- and DPG-level leadership positions. I deeply value our Academy and profession. I want to be an active contributor. I am not opposed to change or a new leadership structure. However, there are many unknowns in the proposed model and the process for developing it has not felt transparent or inclusive.</p>
<p>Don't agree to remove HOD. Need to retain input from these dedicated members and not put all the decision making with only the BOD</p>
<p>I oppose the increased lack of member involvement in the governance of the association at all levels, particularly the dissolution of the HOD. I object strongly to the notion that an "elite" clique will be in total charge of how Member dues are allocated and spent. Over time, the fewer the members you have involved at all levels of the association, the more members will abandon your group in favor of more participatory endeavors.</p>
<p>Concentrates power. Dilutes members' representation</p>
<p>This is a law, and the legislative body of AND is the House of Delegates. We could be heading toward an autocracy by passing this.</p>
<p>Delegates represent us best. Too much of a power shift to BOD</p>
<p>This is decreasing input and giving a smaller group of people power to govern our organization. I thought the Board's new goal to DEI??? This is NOT including more voices, diversity, professional dietitians in their unique/specialized areas. If you think that members don't care... you are wrong. Many of us are just busy working doing our job and are thankful that other members will represent us. NO dissolving House of Delegates. NO replacing or taking away a larger group of voices to govern AND...</p>
<p>The organization needs accountability, by stripping away the checks and balances that are supported by the HOD, the power and decision making is concentrated to a few. This is opposite approach our organization should take and we should be seeking to lift up as many voices as possible in the decision making process especially because of recent evidence of systemic racism and failure to prioritize DEI at the academy's highest levels. If this decision is adopted, I cannot with good conscious support this organization.</p>
<p>I don't believe that reducing the number of voting members will help the academy make inclusive or informed decisions for the future of our profession.</p>
<p>We want good representation</p>
<p>Does not represent the types of dietitians.</p>
<p>The HOD must stay. It's the voice of Academy members and serves as checks and balances in the governance structure. Eliminating the HOD seems unnecessary and would put our organization at risk of being guided, or misguided, by a very small group of people, many of whom would be appointed.</p>
<p>It seems like this amendment would prevent membership representation. As an incoming RDN, I would be hesitant to continue to be a member in such an organization. Seems like this amendment actually discourages diverse member participation & representation. Based on the 3rd party survey findings, these proposed changes seem counterproductive.</p>
<p>It limits the voices of the Academy members.</p>
<p>I feel the house of delegates has a wider variety of RDN's speaking on behalf of all. The board of directors is more business oriented and in my eyes does not capture all RDN's thoughts and opinions. It's a "select few" making decisions I feel of it switches to the board of directors, which I do not support.</p>
<p>feel there is no good reason to do so.</p>
<p>This seems underhanded, not transparent and there will be no checks and balances. I will end my membership in AND if this happens.</p>

Too much change in too short a time frame. Based on information I've seen there are a lot of "unknowns".
For many reasons; the goals of diversity, etc can be achieved within the House of Delegates. The proposed changes make the governance of the Academy further distanced from the membership which will decrease membership, etc.
As I understand it, the Board is a smaller group of homogeneous professionals for which I have limited interaction and influence. The HOD are a larger group of elected members; no doubt also homogenous though there are more elected voices that represent member groups.
Less representation
I feel that the house of delegates provide a more accurate representation of the membership and are better known to members at the local and DPG level and are more accessible to the average member.
I feel the membership would lose their representation and voice with the governing body
It decreases overall representation from our Academy members. My impression is that few in power will remain in power and the many that are currently not in power will have a small voice, if any. I do think this will also drive current members away.
It doesn't provide representation from each state and gives members less of a voice.
Better checks & balances by separate oversight
The current system has checks and balances. The proposed amendment would not
HOD is the voice of the membership.
Separation of power!! Gives too much power to too few. Seems to be far from more inclusive and giving a voice to a larger body of members
Representation is important.
1 Seems pushed and there has not been adequate time for AND members to learn about change. 2 The proposal when reading from the member page appears to be supported by the HOD when HOD have not even discussed it or the Avenue M report. 3. Nowhere can HOD find the change in IL non-profit law that supports this change needs to happen. Even though this is stated in the proposal that went out to members. 4. How 14 people on the BOD and a 15 member council can properly represent the membership, since no indication has been given about how they will come to be in those positions. 5 Diversity, inclusion, and equity have been what the Academy has said we are trying to do over the last few years and into the future. This proposal does not meet a goal for inclusion and diversity and equity.
More information is needed besides definitions related to "other" Illinois organizations. How many people are in each group, how does this change in size of the voting body effect voting efforts, how does it compare to other states' laws since it governs the nation's RDs?
I believe that this will reduce the representation of my personal, state and regional interests. It will make it easier (more political) for special interests to take control and move the organization in their particular direction.
Members would have less of a voice. Prefer some separation of powers.
Like government we need a system of checks and balances. HOD represents RDs, DTRs. Also the proposed changes are unclear and seemingly non-transparent.
Assault on democracy, decisions in the hands of an elite
The way the bylaws stand, the HOD voting allows for fair representation of Academy members. The HOD reflects the voices of members and thus, should retain voting rights as opposed to the BOD.
I believe there is better representation of the membership and increased diversity with House of Delegates vs BOD.
It should continue with a separation of powers.
How is the HOD now being appointed? Who appoints them? How is this helping with diversity & inclusion and ensuring adequate representation of all Academy members?
Not representative enough.

<p>I feel it lacks transparency and may not represent the organization and its members well. Also, I feel it is lacking a checks and balances process.</p>
<p>The Diversity movement from last year is being reversed by this change. Rather than disband the Delegates, empower them. Provide benefits. Decrease executive salaries and increase incentives to be in these volunteer positions. Younger RDs are no volunteering because better resources are provided elsewhere for free. The Academy can provide more of these trainings, town halls to hear members and communications that reach members in better ways.</p>
<p>Having input from a larger group is imperative as a small group is easily swayed and we have such a diverse group. We will lose membership to other nutrition groups who will speak for us all.</p>
<p>I feel that there needs to be a stronger voice from membership. By downsizing the HOD, it would greatly diminish membership input by reducing "a body." We can all fill in surveys, but that doesn't replace a physical person with a specific duty.</p>
<p>I don't feel it will be a good representation of our members. I don't feel our voices will be heard.</p>
<p>Will potentially diminish the opinions and voice of the State Delegates and who the Delegates represent - members in the states.</p>
<p>It reduces diverse representation when the Academy is struggling with membership numbers and accusations of not being a diverse organization.</p>
<p>Because it take representation away from the membership.</p>
<p>I support checks and balances.</p>
<p>Minimizing the number of persons to represent the larger member body does not seem that all members will be appropriately represented.</p>
<p>The academy already has a hard time representing all professionals, how will this help? I would like to see a call to support and volunteer in the academy before we make such drastic measures. We can do better helping people know time commitments with volunteer work and be marketed in a way that helps individuals know the benefit of getting involved. The academy has been too complacent in their approach to engagement.</p>
<p>It feels super shady and like a power grab. It might be a good idea, but there hasn't been good transparency about it. It also appears to fly in the face of DEI efforts.</p>
<p>The dissolution of the House of Delegates removes the system of checks and balances from governance of the Academy, and places too much power in the hands of the Board. It significantly reduces the ability of the members to have a voice in our association. I have served in the House of Delegates, and appreciate that, while some members of the House have had disagreements, the discussions allowed all voices to be heard and considered in a democratic fashion. The ability for discourse with all viewpoints represented will be reduced under the proposed structure.</p>
<p>Not enough representation</p>
<p>In my experience, the House of Delegates is heavily involved in the intricacies of the Academy. They also represent the various states. The board of directors, while voted in, don't necessarily represent all of the states and their local challenges/issues.</p>
<p>Takes away democratic representation of the HOD</p>
<p>It will give too much decision making to a very small number of members based on the entire membership. If this goes through, I will not renew my membership. I am also concerned about how the small groups will be determined. I am told this has yet to be decided. That scares me--not have T's crossed and I's dotted prior to determining the outcome of this proposal. I am also concerned that the responses will not be made public to the membership and that the BOD and 15 member group will make the decision based on their feelings, NOT that of the membership.</p>
<p>I'm not in favor of removing representation in the form of HOD from all the States and DPG/MIG in decision making and governance. I do not agree that Academy bylaws should be decided by smaller group of BOD, and there is not clearly defined plan on how the BOD will be selected. In short, these changes leave much power among a smaller group that are not elected/selected by membership to represent views/options.</p>
<p>It limits the voices of dietitians to a small few</p>

<p>I don't want the management of the practice of dietetics to be transferred to the BOD.</p>
<p>it does not fully represent all the different areas where dietitians work.</p>
<p>I read the report that came to our email today. I find it disconcerting that so many questions still need to be answered. When I was active in PNPG, we fought hard to gain representation as a DPG at the HOD. Now, all of that will be taken away and the Academy will be governed by primarily academic types and not clinicians. In my experience as a volunteer, the focus has turned to research over tools for the community hospital and outreach RDNs. Data is good, but knowing how to use the data is as good. I am voting no so that the Academy leadership can better explain their reasoning and planning for the future. Maybe in another year, they can better articulate their plans. The current proposal seems rushed and has too many unanswered questions.</p>
<p>Too little checks and balances, less ability for diversity.</p>
<p>Too few people managing. There is already zero transparency.</p>
<p>I feel like I need more information on the topic. There are some holes in the information that the Academy has presented.</p>
<p>I have not seen information describing the benefits.</p>
<p>It seems as if there would not be representation from every state with this proposal. Yes, there would be representation from SMEs, but this has the potential to cluster and not present an accurate view nation-wide. The feedback from the HOD is that there wasn't sufficient discussion or opportunity for their involvement for this proposal. This would have been an important aspect for their buy-in.</p>
<p>I already do not trust the board of directors and how they make decisions behind closed doors (i.e. relations with Pepsi Co for sponsorship). Moving more power to them defeats the purpose of greater diversity and voice of dietitians across the nation.</p>
<p>While I feel changes in the overall governance are needed and some of what is proposed in the second part if this bylaw change sounds good, I do not feel giving overall voting power to the board is appropriate. In this proposal I do not see where the checks and balances lie. How will the board actually be accessing member input - which is the role of HOD. I think there are too many unknowns that need defined. Also, how do the laws in IL even come into play in this? We are a national organization just happening to be headquartered there which doesn't mean we have to be there. Perhaps more critically define the governance and then we could look at changing the bylaws as outlined in this proposal.</p>
<p>I think it is important for our states to have a voice and input.</p>
<p>I do not understand how I will be better represented by a group of 19, soon to be reduced to 14, than by a group of 111 professionals who come from more corners of the nutrition world</p>
<p>I feel that it decreases membership voice/representation.</p>
<p>I have not read of adequate rationale for such a significant change. I do not believe, with a diverse profession, that all areas of the field will be adequately represented. Would also want to know how the Strategic Counsel would be formed. Concerned that the survey that reportedly led to this recommendation was based on a survey that represented a relatively small percent of members and so many non-members. Overall, too significant of a change with insufficient reason.</p>
<p>The House of Delegates are our voice and we need to be able to be heard. They know us coming from our states and our areas of practice. The BOD is not representative of our diverse organization. On a grand scale, the proposal would be like removing the power to make laws from Congress and putting it all in the hands of the Administration.</p>
<p>I believe that this would put too much autonomy into the BOD and ultimately lead to the reduction and/or elimination of the representation of members via HOD.</p>
<p>Checks and balances need to be in place. Members' voices need to be heard. By taking the authority away from the HOD and to the BOD will eliminate the checks and balances as well as the member voice. Governance may need to be reimagined, but that should be done with the HOD having authority over the bylaws.</p>
<p>It puts too much power in the hands of too few people.</p>

<p>It decreases representation and inclusion among the affiliates. This decreases the communication between the affiliates and decreases transparency. Having only 13 people represent all dietitians doesn't seem fair.</p>
<p>Scattered Thinking - inconsistent with the professional group I have been a member of for almost 50 years.</p>
<p>The proposed change the eliminated the HOD feels like an elimination of checks and balances, and a concentration of power. The HOD represents constituents from multiple geographic territories in which Academy members and credentialed professionals live and work. Removing their vote and voice when they represent the larger membership removes the membership's voice.</p>
<p>It also feels disingenuous to say that young careerists will be used for Subject Matter Experts and that will increase diversity and involvement. How? Young Careerists by definition are unlikely to be Subject Matter Experts yet...and how will 29 people (proposed number in leadership) have more contacts and know more Subject Matter Experts than 111 elected members of a leadership body that has representation from every affiliate, MIG and DPG? Delegates are often Subject Matter Experts themselves! Eliminating them and their ability to speak for other members will not support diversity. Electing and listening to members who have been historically left out and prevented from entering our field...THAT is how we work towards better diversity and inclusion in our field.</p>
<p>These changes seem to remove a lot of the voice from members who represent the broad range of the field of dietetics and significantly reduce representation (and the opportunities for more members to even be involved). Additionally, this change isn't in line with other professional organizations, including AMA, APTA, and ADA.</p>
<p>Limits the influence of individual members on policy changes etc</p>
<p>I want to be represented fairly by someone elected in my region.</p>
<p>Removes members direct connection to Academy issues that delegates currently provide- would lead to limited representation of members - geographic</p>
<p>The HOD are specifically appointed to represent the multitude of areas our organization supports. To allow a few at the top to make decisions for our organization is detrimental to the growth of our industry.</p>
<p>Voices from all members should be supported through the HOD model.</p>
<p>Changes to amendments should be made by representatives from HOD, all affiliates, DPGs & MIGs. NOT just the BOD members who are proposing the ammendment.</p>
<p>Please stop trying to take power away from the HOD where we all have representation. The new proposal has not been shown to be more effective in other organizations and post-Covid is NOT the time to make sweeping changes - if you want to keep members...</p>
<p>It removes critical input from Academy members in the areas that they have expertise via the HOD. It is not a good idea as it impacts all Academy members directly by silencing their voices.</p>
<p>It effectively eliminates member voice in the academy and consolidates all power and decision making in a small group of individuals</p>
<p>I'll-advised. Untimely. The House needs to remain.</p>
<p>I don't like the smaller group (BOD) instead of the larger group (HOD) making final vote/decisions. It may be faster, but I worry it may not be representative of the membership. Although slower and more cumbersome, I think the HOD route is more inclusive and keeps power in the hands of more members rather than a few at the top.</p>
<p>HOD allows for greater population to be considered and part of decision making.</p>
<p>Because it makes more sense for those in charge of amendments have the background of establishing and maintaining professional standards of the membership. The board of directors don't necessarily have to keep those same standards.</p>
<p>I do not support concentrating more power into the hands of fewer individuals. I want greater representation and a balance of power at the Academy. I want to see greater transparency in the decision making and how my membership dollars are being spent by the Board on things like consultants.</p>
<p>Less representation of members</p>

I do not recall receiving the Avenue M survey. Neither the survey denominator nor descriptive statistics of respondents were not provided. It appears that delegates were not provided with information regarding the changes. They did not have the opportunity to request or respond to state member questions.
lack of transparency for change. seems will affect balance of power and checks/balances. Insufficient information has been shared.
This change would severely limit the input of ALL members. We are an extremely diverse group and need to have diverse input in decision making.
It concerns me greatly that those interpreting the data may not have sufficient depth of experience to truly internalize the needs conveyed through a survey instead of personal representation by a member. I strongly opposed removing our representation to the Academy. The importance of bringing together the diversity of knowledge and experience of the House cannot be understated through the proposed changes.
It does not allow members to have an active voice in THEIR organization.
Checks and balances are important. The BOD, even with input from affinity groups, cannot possibly make sound decisions that support all members when only the same handful are making those decisions. Member satisfaction is already deteriorating due to lack of transparency and apathy among the BOD regarding human rights issues, sponsorship, priorities, etc. Further shutting out member representation and voice will exacerbate these problems. That the BOD is not concerned about this speaks volumes and makes it more apparent that this is a horrible idea and that membership will continue to be ignored.
Because of the various needs of the different practice areas, I think it is important to have representation by members who have direct experience with the specific clients that they represent. I think that by changing to a Strategic Council with 15 members making decisions based on surveys will we will lose the diversity that we have worked hard to create.
The narrowing of who controls the vote would not be good for the members. A wider control needs to stay in place - not to be just in the hands of a few.
Puts too much control under one Council
Issues relating to loss of geographic, practice group, and diversity representation.
By removing the House of Delegates, more power is held in the hands of fewer individuals. More representation (as well as - ideally - diversity across those voices - is needed to help the field of dietetics advance with the times. I'm concerned that distilling the power of decision making into the hands of fewer individuals will have a negative impact on AND. In addition, the sudden manner by which this change was proposed and the minimal information as to why the drastic change is being made now, has been a slight cause for concern. Thank you for taking time to consider my comments.
because the HOD is a representative body for our organization. Little voice is provided with the current structure with less being possible with the proposed structure.
I do not believe we should be giving the board that much power. I also feel like we would be losing representation if we get rid of the entire HOD. I don't think a 15 member committee will be able to successfully represent all of the affiliates and DPG/MIGs
I am not at all interested in belonging to a group where the members are not represented by the delegates
hinders members voices .
We need diversity of input. Not a small, incomplete representation of the members on issues that affect all of us.
Checks & balances.
We are a very diverse group -- food is different, and ways of counseling are different, and we need representation from across the country. Let's keep the HOD.
Keep things the way they are.
Lack of diversity and poor representation.
Changes should not be made without input

<p>First, I find it self-serving for the BOD to propose changes to who decides the bylaws while proposing governance changes.</p>
<p>Second, I do not support concentrating decision-making power in the BOD, which is a smaller, less-responsive, less-representative subset of the Academy.</p>
<p>Third, frankly, I do not trust the BOD. Over the decades, their actions have reflected doing what certain individuals want to do and finding ways to make that sound good, as though repeating "We are committed to evidence-based decisions" often enough constitutes a commitment to evidence-based decisions. This time the mantra seems to be "these changes reflect best practices." If best practices in the outside world are to concentrate power in fewer individuals, including a non-RD CEO, than best practices are not really best.</p>
<p>Fourth, while this is in part a restatement of reason #1, I find it disturbing that the BOD is seeking to shift governance power from a relatively large, elected body (HOD) to themselves.</p>
<p>It seems it might give more power to a smaller group of people and the majority may have less input.</p>
<p>The importance of bringing together the diversity of knowledge and experience of the House cannot be understated. If the proposed changes are approved the BOD will then be able to make changes to the Bylaws without the HOD representation's current checks and balances.</p>
<p>It will not maintain the broad representation we need. It reduces control to a small concentrated core. 100+ members of the HOD is not an unreasonable number. It also promotes more involvement from Academy members. We should not make it more difficult to participate and/or have our membership voices heard. The BOD should be responding to the membership at large, and that can best happen with an organized HOD. Relinquishing that to a 15 member Board will drastically reduce interface between membership and and Board. I strongly advocate we maintain the HOD.</p>
<p>Reducing the number of "board members" does not increase diversity or give fair representation.</p>
<p>The House Of Delegates provides broad, equitable representation and supports checks and balances.</p>
<p>We need state and Dpg representation.</p>
<p>that gives way too much power to the BOD and away from the representative voice of the members. I will cancel my AND membership if this moves forward</p>
<p>Need the the check and balance.</p>
<p>Less representation especially on a DPG level.</p>
<p>I read an e-mail from one of the delegates outlining why this would not be advantageous and I agreed so I do not support this amendment.</p>
<p>I prefer that the House of Delegates remain in place.</p>
<p>This is not supported by my local academy.</p>
<p>Believe it should not be left to just Board of Directors but members have a right to participate with delegates.</p>
<p>This would disregard the voice of members. There are other ways to restructure HOD rather than have 15 people determine the direction of the profession.</p>
<p>I want more membership to decide the issues. Cost savings could be mostly zoom meetings instead of all in-person meetings.</p>
<p>I need more information about why this change is relevant now. Will this concentrate power and reduce the strength of the membership? How will this impact diversity and inclusion?</p>
<p>Concerned about only one group having control over decisions made and if that group represents me.</p>
<p>I need to learn more to understand but it appears power is being taken away from members through representation from delegates.</p>
<p>The Board of Directors is far less representative of membership than the House of Delegates</p>
<p>We need representation all across the broad range of fields we work in nutrition. I work in very niche segments of Eating Disorders, Mental Health, and Vegetarian Nutrition. I know the needs & concerns of these fields will be completely overlooked if there is no representation from someone also in these fields. This is part of the reason I belong to these DPG's. Without having a representative from each of these groups reporting directly to the BOD, it diminishes our effectiveness as a professional specialty group.</p>

I do not think this change is fair and does not provide RDs' the representation that have fought for.
I feel guidance from a member with experience in a particular focus is pertinent
We need better representation of all members. The current proposal does not adequately achieve that. Voting and representation should not be removed.
Members need to have more representation and voice in decision making than the proposed plan provides.
I worry that the Board of Directors would not adequately represent my views and that the House of Delegates would have a better idea of what local constituents would want.
I like having state represnetation and a system of checks and balances.
Too much power by the executive committee
The system was set up to have checks and balances between the Academy and HOD. Without these checks and balances, the transparency, representation, and validity of the Academy overall and thier policy and procedures continues to weaken in the eyes of Registered Dietitian Nutritionist.
I am not sure that having less people vote on making changes would be a good thing. Both sides say conflicting information so it's difficult to know what the outcome of this passing would be, but a huge change like this does not sound like the right approach. It doesnt sit right with me and therefore my vote would be no
To understand the populations we serve, one needs to have direct experience with the specific population. It concerns me greatly that those interpreting the data may not have sufficient depth of experience to truly internalize the needs conveyed through a survey instead of personal representation by a member. The importance of bringing together the diversity of knowledge and experience of the House cannot be understated. We need to preserve the checks and balances provided by having a House of Delegates representing the geographic needs through state affiliates, the various needs of the different practice areas through the DPGs and the diverse interest through MIGs.
As a member, we weren't apart of the discussion. This proposal appeared to come out of nowhere. There was not transparency in the need for the change. And, while I support making changes, the members do not.
The proposed change would eliminate the voices of practicing RDN's in AND decisions and would give that power to academics not aware of our challenges and needs.
I feel we should have more representation then just 15 members on a council
The changes proposed would not guarantee that all aspects of profession are represented. AND serves a diverse population of specialities and House of Delegates should remain in place. It is concerning that the proposed governing board may not take this into consideration.
I believe each affiliate should have a voice and vote in academy bylaws. I believe the HOD system is more demoncratic and better serves our members than the proposed change.
Afraid it may not provide enough insight from diverse perspectives and disciplines. Providing amendments to the Academy membership may not allow enough understanding and oversight as it does when have HOD for affiliates etc. who can provide their membership with more support and understanding around crucial issues and topics.
need more representation
I believe input from all representatve interest groups and all states would support and preserve the national interests of all dietitians and the contributions they make.
Currently there is insufficient information on the total impact of the change. Additional dialogue is needed to make an informed decision.
No oversight; little representation.
Does not allow for checks and balances. Too few people have input. The more input the better the outcome. Gives a voice to each state. Represents all states.

The HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs. Secondly, the Academy needs checks and balances. The balance of power will be lost with the elimination of the HOD. The governing members of both the BOD and Strategic Council could become a process of "self-selection" with appointed versus member elected positions.

Just don't do it

I am a member of several DPG's and it is important that each group have a voice that is heard by the academy for continued growth and support in our fields of practice. The groups is why I am a member in the first place.

I feel we should not have so few people making decisions without representation amongst a diverse profession.

I believe this measure REDUCES the number of people that can be included in decision making in our association. We need to find ways to increase, not decrease, participation.

For many years, I have not felt the organization represented my views nor the views of others I know. I consider that to be because the decision making power of the organization is already in the hands of upper management of the organization and the BOD, not the HOD. Dissolving the HOD would further take away any hope of ever having the voice of the members heard. We are a member organization, which means the voice of the membership should drive the direction and initiatives of the organization. I truly hope that the BOD and CEO hear and act on the will of the members. After all, you are supposed to represent them, not dictate to them.

Moving all governance to a small group of persons seems restrictive and counterintuitive to the goal of increasing diversity and inclusion.

I am greatly concerned for lack of appropriate representation from varying areas of the field. Currently having representation from the DPGs and newly decided MIGs to have a vote allows for members in the field making decisions and having input to the BOD. The new structure would significantly decrease this and initially work with appointed (not elected) representation. It would also automatically reduce the representation through the 1/3 of the HOD that is due to step down next year. In general when it is nominations that bring people in it is biased, selective, and not representative of our membership. Many are already stepping down from membership in AND due to lack of representation among other reasons-this decision will further that in my opinion when speaking to members and non-members in my community. The timeline for passing this decision is also extremely narrow and concerns many as well. I think this is a failure of the Academy of Nutrition and Dietetics to meet and respond to member's requests and needs.

It doesn't adequately represent the diversity of the AND membership and practice areas. There is so specific info on how the members of the council would be nominated. Feels like a hurried decision also. How was this not brought to the HOD for discussion sooner?

You are taking away our voice.

These changes would significantly affect the structure by dissolving the House of Delegates. The Academy would instead depend upon surveys and expert testimony for input from the members. The importance of bringing together the diversity of knowledge and experience of the House cannot be understated.

Dietitians already have little voice in policy, decreasing numbers and not making sure qualified people have input is not prudent.

Lacks in-depth rationale and explicit means diverse representation, select and experts determination.

I think representation by delegates is the best way to assure that the diversity of the membership and practice groups is maintained.

It will not fairly represent the diverse opinions of the members of the Academy

More time to hear about this change.

- Doesn't allow for inclusiveness
- Limits new/other opinions
- Would allow only a few people making decisions

IT will shut the voice of smaller geographical areas.

The HOD represents the members, and member input should be included in by-laws changes.

<p>The house of delegates is a very valuable part of our academy and provide great support for our profession, it would be a shame to lose them.</p>
<p>Takes away voice from smaller affiliates when moving to governing board.</p>
<p>Based on the information that came from the delegates desk, I do not feel that decisions were made with adequate input from all members. I initially was curious about the announcement when it came out saying there were changes but that was not as clear or transparent as what the delegates desk email indicated. I do not see a clear rationale to make major changes, especially given that other health-related groups follow a similar model as our current model with more oversight and varied voices.</p>
<p>TOTAL LOSS OF CHECKS AND BALANCES. This change would be akin to letting the President of the US (Biden or Trump) operate with out checks and balances of Congress and the court system. HOD is the "voice of the membership" and provides input to an increasingly isolated and "out of touch" AND BOD - who I believe have lost touch with what the trenches are like that RD and RDNs practice in</p>
<p>It is eliminating our representation and a very small group will be making all the decisions. It will be as if the membership has NO voice.</p>
<p>Restricted voice</p>
<p>If you reduce the number from 113 to 14 South Dakota loses there representation. I have always felt that the BOD and HOD is a click and to get a BOD position you have to be in that click.</p>
<p>I like that the HOD has the power to amend the bylaws and I do not want that to change. I also do not want the HOD to be shrunk - I want one from every state, etc. as is the case.</p>
<p>This change would concentrate the decision making process and limit the voice of membership.</p>
<p>Seems like it gets rid of checks and balances that are useful for fair and representative decision making</p>
<p>I support oversight and our current structure. There is not enough information on the selection process for the Specialty Groups and don't believe this will ease the pipeline from members to Board/Pods.</p>
<p>It is my understanding that by removing the HOD it would remove the balance of power within the organization. It makes me very concerned to know that delegates would be dissolved, which is essentially memberships voice. I don't see how 14-15 individuals can make decisions on behalf of the entire Academy membership.</p>
<p>Have very little trust in the Academy, feels like condensing power to those already in power that most RDs have little trust in.</p>
<p>It is undemocratic to reduce the number of delegates and amend bylaws without the consent of the House of Delegates</p>
<p>This is tantamount to a coup. The BOD needs to take the time to properly explain the reasons for this change to the entire membership and solicit feedback. Anything short of a completely transparent process seems not only suspect but antithetical to good governance. Quote frankly, I'm appalled by the BOD's hubris. Their reasoning may indeed be justified, but by not presenting it to membership for respectful discussion, they've opened themselves up to suspicion & distrust.</p>
<p>It will effectively eliminate membership ability to influence decisions affecting our careers and probably income.</p>
<p>It consolidates the "power" or decision making authority at the national level into a few positions and minimizes positions for service to the organization by a variety of individuals.</p>
<p>Separation of Power and therefore allowing the HOD to provide representation of our entire membership through representation of all affiliates, MIGs and DPGs.</p>
<p>The way the BOD has handled this is disgraceful. Any changes to bylaws should be reviewed and agreed upon but the most members possible (HOD) and with full and open honesty to membership</p>
<p>Because it does not provide as much of a balance of power as the current system provides, with checks and balances to reflect diverse differences.</p>

I stand by the neutral principles of objectivity, meritocracy, and fairness. However, the proposed amendment seeks to eliminate all of these principles as a means to achieve its stated goal. That goal, I must point out, has a strong appearance of being motivated by a political/ideological agenda. After all, any goal which requires, as a necessary precondition of its enactment, the creation of specifically favorable stipulations (the proposed “pipeline” and “diversity matrix”) while removing any potential obstacles (eliminating the elections process and the check on power that the HOD provides) should be met with a healthy dose of mistrust. Further, I find it puzzling that the proposed amendment can claim the desire to expand diversity while simultaneously dissolving the HOD and the inherent diversity it possesses through its membership structure. I see no legitimate reason why the proposed amendment requires such radical changes to the Academy in order to achieve its goals. For these reasons, I cannot support the amendment and its stated goals as proposed.

The membership needs a voice via the HOD, not consolidated into a very small number of people (BOD) who could put in place policies/changes not reflective of the membership.

Blindsided and no trust in the BOD

despite the 'best practices' argument that non-profits are going the route of streamlining decision making to a BOD, ours is a members-based professional organization. As such I think the HOD serves an important function with greater representation of the members.

A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents.

too much power taken away from members

Nineteen people speaking for over 100,000 RDNs in the profession does not seem logical without representation from the membership having a voice.

Not enough oversight

As a former member of the HOD, I do not agree with the process that was used. HOD should be the deciding body to vote on the bylaws.

Representation for many demographics will likely be lost

Representation matters.

I think it reduces the amount of representation making important decisions that impact Academy members and with concerns raised around the Academy's lack of diversity/inclusion efforts, it would be in poor taste to reduce the amount of voices at the table.

Want a check and balance on who proposes and who decides on accepting bylaws

I feel it is within the interest of the Academy to allow more voices rather than fewer voices to make changes to the bylaws. Yes the BOD has fiduciary responsibility but the BOD is not the WHOLE voice of the Academy and I feel making bylaw changes based solely on financial issues NOT in the interest of the Academy.

A broader number of people need to be responsible for changes being made. The board does not reflect the diversity of voices that the HOD does.

was not clearly disclosed with advance notification or explanation & smells of a power grab by few select individuals. Not a lot of transparency.

There should be checks and balances. All the decision making power needs to include representatives not the board.

puts the power in fewer people so less chance that diverse opinions are represented.

Voting for the entire membership should be from a larger sample size than 19 board members

The BOD does not represent the body, only a select few of the members.

Keep the delegates.

<p>There is a significant difference in my opinion between a BOD's responsibility for an organization's fiduciary status and taking responsibility for any changes to the bylaws away from its membership via the HOD. While I have read the proposal regarding new governance of the organization, this change does not appear to be a necessary part of such a plan. After a 30 year RD career, I am more than ever disillusioned by this organization, and the complexity of these proposed governance changes continues to suggest a lack of connection between those in Chicago and the world in which RDNs practice. Giving full authority to a BOD would only enhance that problem, in my opinion. I do not see myself continuing my membership into the future.</p>
<p>I believe the input of more than 100 can provide a better, varied, more rounded representation than a much smaller group of only 15. We are attempting to be a more inclusive group, and decreasing the size of representation seems to me, to promote the exact opposite. Dietetics is a vast field, with many opportunities and the more varied the representation, the better.</p>
<p>a major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents.</p>
<p>Why are we narrowing the amount of representation we have without any transparency about how the new delegates/board will be appointed? I am not ok with this at all.</p>
<p>Concerned about transparency.</p>
<p>Members definitely a say in all changes of the by laws.</p>
<p>Lack of member representation to the board.</p>
<p>Need representation from all areas of dietetics.</p>
<p>Because AND is already too out of touch with the real world</p>
<p>Still believe the HOD is needed to bring comprehensive representation, but don't believe the HOD vote should be the final say. It is one piece of support for the final decision that should be made from a knowledgeable BOD, which includes individuals that have real expertise in respective positions.</p>
<p>I do not believe this change will benefit members. It will concentrate power in the hands of a few. It will not result in better representation of different voices and promote healthy dialogue.</p>
<p>Should be left as & not give the BOD the power over bylaws</p>
<p>I completed the survey with information, but the balance of power shifts dramatically in favor of the BOD and not the members. A 15 member council will not be able to provide the service of the delegates to meet the members' needs.</p>
<p>The HOD represents the collective views of the diverse groups of our membership base. The BOD is too few and not in the best position to decide what is the realtime perspective of the membership. The HOD is "in the trenches" whereas the BOD is in the White House</p>
<p>Members become too far displaced from decision making.</p>
<p>It limits state representation.</p>
<p>Lack of transparency, the timing is very strange right in the middle of summer and the quick turnaround for comments, going from such a large, diverse group to only 15 appointed people vs elected seems very sketchy and a power move. Don't make this change unless you want to lose a lot of members.</p>
<p>I think the current HOD represents the 'voice' of members better than 19 people.</p>
<p>The role of HOD to manage the Bylaws has not hindered the Academy's ability to do business. This is merely a tactic to shift more control of the Academy to the BOD and senior staff.</p>
<p>They put more power at the top rather than allowing state members to have input with decisions.</p>
<p>My understanding, and I have a good one, the design of the BOD is over membership and the HOD is to govern the practice and profession therefore, the HOD should remain the vote for governance of the practice and the voice of the membership-which feels as though it is being cut vs. enhanced.</p>
<p>The House of Delegates (HOD) should continue to be responsible for making revisions to the Bylaws. It is a larger group with potential greater diversity for representation and governance of members.</p>
<p>Reducing the size with heavily reduce the impact of and support for diversity. A voting body of 19 cannot effectively and equally represent the best interests of all Academy members. This is a huge step backwards.</p>

<p>I believe the role of the HOD provides more inclusivity and equity than the BOD. The HOD should remain responsible for voting on changes.</p>
<p>It doesn't seem to have the members best interest at hand since it was kept quiet and would involve less people voting, and people who represent less of the academy membership.</p>
<p>I believe it places the decision making process in the hands a of a significantly smaller number if people.</p>
<p>Delegates are the individuals who are in contact with and represent the membership. I have the opportunity to communicate with my state and DPG delegates and express my opinions and concerns. These individuals also provides timely information about what is happening at the national level. I don't want to lose my representation.</p>
<p>I like the way it has been managed in the past.</p>
<p>Having the HOD gives the group more of a voice. It encourages people to get involved within the academy and allows them to do so on a smaller scale.</p>
<p>This removes transparency of governance and forms a top-down approach to governance of the Academy, which takes away my representation from the MAND (Minnesota) HOD delegate. With the removal of any representation from my HOD delegate, I would be forced to consider leaving the Academy, as would many of my colleagues (read: you lose our money). I believe that the process by which the BOD decided on this amendment was shady and non-transparent already, which makes me distrust the Academy for their reasons in making this change. The change to "content experts" is highly questionable given the current lack of transparency - my question becomes: who gets to decide who these content experts are? Will it be people already involved in the Academy, or will there be a broader search for people who are content experts but perhaps not as involved in Academy matters? I don't trust the current BOD to choose the content experts if they already cannot provide a level of transparency necessary to promote trusted relationships with its members.</p>
<p>I feel that we should have equal representation in our governance from all affiliates, DPGs, and MIGs. I feel that if we are committed to diversity, as the Academy has stated, then we should be represented by delegates instead of BOD members.</p>
<p>I feel that changes to bylaws should be voted on by the HOD members who have a direct link to all members as to their concerns and input.</p>
<p>RE: changing the HOD. I would expect the end result to become leadership from the opinions, thoughts and experiences of THE FEW versus the inputs of the many [members]. A couple dozen individuals cannot responsibly understand and represent the wishes of the thousands of members. This is a step toward dictatorship not inclusion.</p>
<p>I do not believe decision making power to this magnitude should reside within the BOD. The HOD is the voice of the members.</p>
<p>The members need a larger representation to have their voices heard rather than less than 20.</p>
<p>I think being represented by elected members is extremely important.</p>
<p>The current structure allows for the best representation of the full Academy membership.</p>
<p>Although I acknowledge that 111 HOD voices are hard to gather, the HOD reflects diversity (different states and DPGs/MIGs). The BOD is typically 90% recycled members and it is difficult for less seasoned, diverse, young members to get on the BOD. I'm also concerned that the Strategic Council may be appointed. These members could be "cherry picked" to those who will parrot the Academy's goals. At the very least, the appropriate DPGs/MIGs should be allowed appoint subject matter experts. Also, why isn't this an anonymous survey?</p>
<p>It seems to move decision-making away from membership and creates more of a top-down approach to developments in our profession.</p>

As a paying active member of the Academy and also being a member of several DPGs and MIGs, I am opposed to the change. Like any other organization, there needs to be checks and balances. The Academy needs to be focused on improving transparency and shared governance. The HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs. The balance of power will be lost with the elimination of the HOD. The governing members of both the BOD and Strategic Council could become a process of "self-selection" with appointed versus member elected positions.

concern that a small group of people will a) have no accountability b) no personal communication with members 70,000members divided by 15...wow...talk fast and furious...impossible to reach

Timeline is rushed and the academy needs checks and balances.

Because you are taking away country-wide representation and replacing it with a select few people who will be (appointed? elected?) by an as yet unknown means. This is a terrible idea. Our local opinions will no longer be heard if we move to this model. There is no way that 15 people will speak for the entirety of this country the same way that the HOD does.

I am concerned re:

- 1) the speed at which this process is occurring, during the summer months and with limited information being presented
- 2) How limited the voice of all RDs would potentially be with these proposed changes
- 3) Concern that there will not be checks and balances in our system of governance.

I haven't been provided with enough information to make an educated decision

Though the BOD may be a highly functional group of people, they are fewer in number but representing more. Our regional differences are huge from within the state and within the country. The HOD is able to better represent these differences because each delegate covers less of the population.

I would like more representation.

I agree with the HOD's rationale of maintaining a diverse representation, not only for my state of Ca, but also for AND as well as the current check and balances in place and access to DPG's. I strongly agree with the opportunity for member elected positions versus board appointed and lastly feel condensing down to a meer 14-19 people does not reflect a representative democracy for our Academy.

Decreases the influence from a wider branch of dietitians practicing in all areas

The HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs. Secondly, the Academy need checks and balances. The balance of power will be lost with the elimination of the HOD. The governing members of both the BOD and Strategic Council could become a process of "self- selection" with appointed versus member elected positions.

We need equal representation from all delegates, not just 15 of them. In addition, the future practice committee is a great asset to the academy.

How are 15 people going to accurately and fairly represent all states? And how are these folks going to be elected? It does not make any sense, when all states can't even agree on a uniform licensure plan. There will be no checks and balances.

I have served on the Board of many organizations and feel it is imperative to keep voting on changes with the HOD not the BOD for the purpose of balance.

The HOD allows for diverse and adequate reflection of members. If the BOD take responsibility it removes the balanced system in place resulting in a top down organization that I would not want to be a part of.

<p>The delegates just voted to add the MIGs. Why are we getting rid of the delegates so quickly?? Transparency is vital for a membership organization to keep members!</p>
<p>It does not give fair enough representation of all the different members in different areas of nutrition & dietetics.</p>
<p>Not enough transparency or checks/balances.</p>
<p>We need the leader really listen to us and help us to get what need.</p>
<p>I believe we need representation (in numbers, expertise (breadth) and region) by a larger pool of elected as well as appointed colleagues and more checks and balances in place of items that affect our profession. I'm all for efficiencies and changes when warranted but feel this would not be in the interest of our organization at this time.</p>
<p>The diverse makeup of the academy requires a governance structure that provides diverse representation. The HOD can provide this better than the Board alone.</p>
<p>HOD can provide oversight on BOD proposals. Even though this process is more time consuming, it allows for accountability. Additionally, the HOD represents the profession of dietetics and AND members while the BOD is concerned with the organization itself. Although there may be an overlap in their responsibilities and duties, I believe that the HOD has more voices that speak for RDs in the field. I understand that the BOD has legal responsibilities which entitles them voting rights. However, it could also be said that there is a conflict of interest. It seems to me that a neutral party, in this case the HOD, ought to have the voting rights to reduce any conflict of interest.</p>
<p>HOD is a larger group with representation from each state/DPG/MIG whose role is to respond to member concerns. It provides check and balance on smaller/less diverse Board of Directors. I do not support concentrating power within the Board without the checks and balances of the House.</p>
<p>The HOD provides broad, equitable representation both geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse voice that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences, and diverse member needs. The Academy need checks and balances. The balance of power will be lost with the elimination of the HOD. The governing members of both the BOD and Strategic Council could become a process of "self- selection" with appointed versus member elected positions.</p>
<p>The Academy needs to represent the diverse voices or of entire membership. The changes eliminate our representation by voting for our representatives. It consolidates decision making into what could become an echo chamber. Please do not pass this.</p>
<p>Offering a less Democratic organization</p>
<p>I think checks and balances are important as well as local input when decisions are made affecting local areas.</p>
<p>More voices are needed to represent the 100,000+ Academy members, especially at a time when many dietetic professionals are choosing not to be members. We need to find ways to remain relevant to those with diverse views AND promote evidence-based practices.</p>
<p>It would underrepresent the diversity of the AND members and leave decision-making on the hands of too few.</p>
<p>It takes away representation and the broad voice from members. Currently the House of Delegates represents all state, international members, specialty groups such as DPG, and MIG to increase diversity. A 15 member council can in no way represent the local members in my state.</p>
<p>The current House Of Delegates model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs.</p>
<p>The amendment gives less geographical and practice group representation and less checks and balances.</p>
<p>It eliminates checks and balances and gives way, way too much power to a tiny BOD, representing over 100,000 members. We will lose our voice entirely. The AND already succumbs to corporate interests too readily, and these changes will make it impossible to check that impulse.</p>
<p>We need two bodies to maintain balance of power</p>
<p>The HOD provides broad, equitable representation BOTH geographically and through DPGs and now MIGs with an objective election process. The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs.</p>

The power of the profession would be left to less than 30 people, half of who are appointed rather than being elected.
Needs for governance
I prefer important decisions be made by a larger group of people with more perspectives.
I feel members would not have the representation we need & all the power would be in the hands of the BOD
I am concerned with the suggested reorganization governance change.
loss of geographic, practice group, and diversity representation.
The current system represents the membership in a more open way. The academy needs to work harder to inform members so that they can provide input to existing delegates.
It removes representation from the states and puts too much power in too few people's hands.
Having 14 people be the spokepeople and decision maker for an organization this size is not appropriate. Many non-profits have many less members. We are the customers and also the ones who have the biggest stakes in our futures. I am not opposed to change, but to go from HOD which does represent a large number of people to 14 people who will have some appointed and not elected is not good representation. Our approach to having people vote is not current for young people and we need to find out how to reach them more. Please not another survey! The Academy is not in touch with so many things that are going on in the world and the future of our profession now and having only 14 people drive it, will even make it worse as less will also bubble up. I don't agree that a small group of people know more about what is right for an organization than a larger group. The majority is not always wrong and also does think of the future in a lot of ways. Things are different from state to state and we learn from this also. Although you may call in 'experts', who will decide on who those 'experts' are-volunteers, friends of the BOD, etc. The top leadership has not provided us to trust them, and although they ask for input, it does not appear to those of us who do reply that it is listened to. It already is a few people's agenda and this will allow them to continue without pushback. Honestly, if AND is really concerned with our future, the MNT bill in Congress, is where we should be putting our greatest efforts now with as many people as we can. This is our future and could make a difference if our profession survives and is recognized. It should be a priority over anything else since we have the opportunity. With the feedback I hope you will reconsider how the change may occur and compromise, and even consider holding off on it until after the MNT bill has passed. This could be a turning point for us professionally (or not if it doesn't pass).
As a long standing, continuous association member (since 1978), I believe that the House of Delegates structure and function is vital to representing the greater membership! Reducing the governance and power to the Board of Directors and a much smaller group of elected or appointed leaders will lessen the representation of the membership.
Needs further discussion
The change does not appear to appropriately represent the diverse members of our association.
Loss of diversity representation
I am not in agreement to reduce the checks and balances with management of the Academy's affairs. I believe all states and international members should have a voice. Cutting 50+ down to 15 is incorrect procedures. There is no concern for return on investments as we are volunteers, not paid staff.
loss of geographic and practice group representation
The HOD position represents the state and members and unsure how the board of directors would know what we as a state are in support of for example.
I do not think it's a good idea to shrink the size of the already-small group making decisions for a body of professionals >100,000 strong.
More checks and balances are necessary. That change gives the BOD excessive power and reduces transparency. The Academy needs to be aware if it's image to not just the public but RDs (it's members)
Eliminates the direct member representation.
Reduced checks and balances

<p>I need to be more assured that the BOD is required to votes from these other SME and strategy members. Historically the BOD has had too much power. Going to 14 members could have the negative effects if they are the only votes. I don't think the current HOD works well either and I was a former delegate who was very disappointed when I fully understood the system. It is one thing for the BOD to listen to the SME and quiet a different thing to allow them to cast a vote. This will only serve to protect the BOD from going down the wrong road.</p>
<p>I believe it is taking away our voice and making our HOD less diverse which is not what we want as an Academy. I want representatives from all of the states and groups.</p>
<p>This amendment will not allow input from each state. It put too much power in to few hands.</p>
<p>1. many of your stated goals don't appear to be accomplished by this change--or, you failed to explain how the changes will meet the goals. 2. it looks like part of this is just 'because it's been 20 years'. This is a poor reason--especially when you state that the BOD works well with the HOD. 3. really generally dislike a move to concentrate/consolidate authority in the management. Bottom line: you did a very poor job of explaining and working with the members and suspect this change will not help. Back to work guys.</p>
<p>Would prefer to see more involvement of a larger and more diverse group.</p>
<p>I do not believe that dissolving the House of Delegates. I think we should be represented 100% by elected members - NOT appointed. You are already having a problem keeping active RD's as members, if this occurs, more will not renew their memberships.</p>
<p>I think decisions need to be made by a more representative body in the Academy.</p>
<p>Consider a more moderate system change to continue grass roots input while streamlining the process.</p>
<p>loss of geographic, practice group, and diversity representation</p>
<p>I trust the IL HOD members who say to vote no. I agree with their comments, which I carefully read.</p>
<p>Do not want the change</p>
<p>I don't want to be apart of an organization that has a top down structure. I believe that the bottom up structure that is in place with the HOD is more equitable. By replacing the HOD rather than continue to work to improve it, will isolate members because our voices will not be heard. As a new member, the academy structure is very confusing, however, with the HOD I have hope that my voice will be heard. If the HOD is dissolved then how can I actually have a chance to be an active member and help shape the field for the future?</p>
<p>HOD is vital to gain member feedback and represent the AND membership. The power of AND shouldn't be held by a small group of individuals.</p>
<p>Lack of transparency. Need a robust discussion of the issue with HOD members first. Concerns about a 14 member BOD and 15 member Council on Strategic Alignment, 1/2 appointed, 1/2 elected holding all the power. Solid input from our constituents is needed</p>
<p>I feel that there should be more discussion that includes input from those being represented before a major change to how they are represented occurs.</p>
<p>Loss of geographic, practice group, and diversity representation.</p>
<p>I feel that the HOD is an important part of our organization as it represents the view/concerns of every Dietitian and limiting it to a select few make all the decisions for our profession is not in my best interest as dietitian in a rural area .</p>
<p>This change is NOT Equitable or Inclusive. BOD is a small number of members and could make Bylaw changes without any check and balance by a second group of members who dialogue with their constituents and vote on the Bylaws change based on member input.</p>
<p>There is concern regarding the power of the profession residing within a 14-member BOD and 15-member Council of Strategic Alignment. A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents. In addition, there is the potential for loss of geographic, practice group, and diversity representation.</p>
<p>loses input from practice groups</p>

I have concerns with the potential loss of DPGs as well as the recommended strategic council being half elected and appointed.
It limits the representation of members
It is better to keep it as is, with separation of both groups
Moving to a smaller group makes the body less inclusive and diverse, opposite of what should be happening
The Board of Directors needs to be more transparent about making any proposed Bylaws or related changes and work with the House of Delegates, not try to eliminate this representative governing body that has served organization well for decades. The House of Delegates also needs to continue to improve its efforts and be better funded by The Academy to educate and improve member relations and understanding of how our organization works.
The board and house of delegates should be diverse representing all parts of the country.
There has to be a clear checks and balances within the system.
There needs to be more education for constituents and discussion before making a significant change to the representation of members.
I do not think the House of Delegates (HOD) should no longer be in charge of representing the profession of dietetics and its members.
Feel the need for broader representation for decisions
Believe strongly in a check and balance approach to governance.
My concern is with the decrease of representation and the way this was done.
It will not represent the members of the profession!
More discussion needed in HOD
Too limited
Too much control in a few hands
<ul style="list-style-type: none">· The traditional separation of powers within the Academy has been that the BOD controls the duties of the organization and the House of Delegates (HOD) is in charge of representing the profession of dietetics and its members.· The proposed reorganization by the BOD would transfer the Bylaws of the organization from the HOD to the BOD.· Once this occurs, the plan is to dissolve the HOD and replace it with a 15-member Council on Strategic Alignment.· The reasoning for this plan is to create a more fluid body to address issues facing the profession.· Delegates and Executive Boards across the Academy have had numerous Zoom meetings to discuss this issue with the major concerns being; loss of geographic, practice group, and diversity representation.· HOD members are very willing to discuss with the BOD ways to streamline and/or reimagine HOD processes, but are opposed to this occurring without a robust discussion of this issue.· Delegates learned of this plan one day before the Academy released a non-transparent link without full description of these outcomes and are asking members to vote.· There is also concern regarding the entire power for the profession residing within a 14-member BOD and 15-member Council of Strategic Alignment, of which half would be appointed and the other half elected.
Do not feel that members were given enough information about the proposed changes. Also feel that with what little information presented that members will not be well represented. Do not appreciate the organization taking so much control away from members.

Members from ALL of the states, DPG's and MIG's need to be a part of the governance committee. They should all have a say in how the Academy is governed. I heard this proposed change came about by a recommendations from a "fancy consulting firm" hired by the Academy. This firm DO NOT UNDERSTAND THE ACADEMY NEEDS TO BE RUN BY IT'S ELECTED DELEGATES, DPG AND MIG REPRESENTATIVES....not by committees of elites. Also, the argument that it is more efficient to make the changes does not stand up to scrutiny. In these days of email and videoconferencing, it can be run efficiently. If this change is made, I am dropping my Academy Membership, never volunteering for the organization or giving money to ANDPAC. I have been a loyal member for over 30 years, have served as an officer at the state level, and contribute to ANDPAC every year. I have also made donations to the Foundation in the past. This comes to an end if this amendment passes.
I want good local representation on issues that effect the area I live in.
removes representation of members and practice groups
no checks and balances, and no representation
More discussion needed. Not a balance of power.
The process was not transparent; what is the hidden agenda. It diminishes diversity and representation.
Puts too much power in the hands of a small group and potentially limits the input from all state affiliates
It has seemingly been quickly issued for review, it appears to decrease member representation, among other concerns.
Communication with members is of critical importance and I believe the delegate is a key part of the communication process.
I have concern regarding the entire power for the profession residing within a 14-member BOD and 15-member Council of Strategic Alignment, of which half would be appointed and the other half elected. I've been strongly wanting to leave this organization and the reasons continue to mount.
have a more diverse representation with geographic delegates
Because I would want more delegates from various backgrounds representing the profession and what is best for the members than a small group
Needs more discussion first
This does not provide as diverse or broad representation as the HOD currently allows
Need for balance of power. BOD should not hold all the power
major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents.
Places too much power with too few people, not representative of such a large organization, not likely to listen to members, voting your beliefs not ours.
Not enough representation of all areas of the profession.
need more diversity and 2 separate bodies. Members need unbiased representation.
Further discussion warranted
Not relevant for current times
The separation needs to stay in place and we will lose the little diversity we have
I think there should be two separate committees to balance decision making
Do not agree
Change in representation needs a more robust prior discussion
I feel more time is needed to discuss this change and let members know how this will change representation for them.
There has not been discussion at member level regarding impact and it appears that the checks and balance system will not exist.
Why should a select few have the right to make sweeping changes that affect the membership at large, without more opportunity for those members to directly have an impact on decision making?

Lack of regional and minority representation. Too much power for the Board.
<ul style="list-style-type: none">· HOD members are very willing to discuss with the BOD ways to streamline and/or reimagine HOD processes, but are opposed to this occurring without a robust discussion of this issue.· Delegates learned of this plan one day before the Academy released a non-transparent link without full description of these outcomes and are asking members to vote.· There is also concern regarding the entire power for the profession residing within a 14-member BOD and 15-member Council of Strategic Alignment, of which half would be appointed and the other half elected.
Representation should be member aligned. This relinquishes member input to a large part.
It's important that we have a body within the academy that represents members of our profession in a very direct way. A 15 member group is not sufficient to fully encompass the diversity of needs within the dietetics profession
I support the current representation method and do not feel that 14 board members (half of whom are not elected) best suits The Academy and our goals.
Need HOD to represent members
Allow for more input and discussion before such a change. Need more discussion.
I agree the HOD need to be streamlined, but I think we do need representation from all states (maybe 1 individual from each state) Perhaps we could have DPG members provide specialty input when needed.
This is not in the best interest of individual members.
Adequate discussion regarding representation has not been done
More time and discussion needed
lack of diverse representation
I have been a member for nearly 36 years, and respect the progress we have made it as an organization and our impact on changing the lives of people
A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents. The proposed changes leave concerns of loss of geographic, practice group, and diversity representation.
I don't think it's necessarily in the best interest of the members
The house of delegates is the body that should ultimately rule over changes concerning bylaws
Appears to have been rushed through to a vote. I am concerned about the impact on diversity and representation with only a 15 member Council in place of HOD
I am concerned that we do not have enough information to make an informed decision about this.
I am concerned that we would not have good representation from various groups practicing in geographically diverse and specialty areas.
Why did you send out this survey without more time to discuss the reasoning behind it? Is this how you plan to lead in the future? What are you hiding? Thank you
I am concerned about loss of geographic, practice group and diversity representation. Thank you
loss of representation
not representative of the diversity of the organization
A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents
Not enough representation if the HOD is dissolved.
More representation is needed.
We need a HOD.
not enough time given for full discussion of pros and cons.

Not enough diversity and member representation
Needs more review & discussion
NA
Lack of representation
Too much power in too few representatives. Lack of member representation from across the country. I would expect if this passes the membership will tank.
I believe the House of Delegates provides fair representation for the members of AND and a system of checks and balances. This would be lost if all governance occurred through the board of directors only.
Gives too much power to the bod and undoes some of the recent work of the hod
The Board is not elected by the members and this will take away membership input. By all accounts the "need" to change is is not required under Illinois law as we were originally told. If we are being lied to about the reason for changing then what else is not being disclosed to members? This is just a REALLY bad idea. The Academy desperately needs strong leadership with a wide view of the profession in order to grow our job and career growth. Making this change will minimalist that growth and this should not be passed.
Concerned about equal representation from State Associations. If there was some way to enhance the membership voice from the state level, I likely would support.
This is supposed to be a bottom up, not top down profession. Keep HOD and work to improve their communication platform, increase volunteerism through SME or Ad Hoc committees, and work together with HOD to improve outcomes. This was poorly handled. Lack of transparency and expediency are very concerning.
The Board has not been transparent and there needs to be more discussion with the HOD in the upcoming fall meeting.
I am concerned that this will lessen the voice of the members and could potentially keep all the academy power among a small group of professionals.
3 The changes would take away representation and the broad voice from members. Currently the House of Delegates represents all states, international members, specialty groups such as DPG, and MIGs to increase diversity.
https://www.eatrightillinois.org/hod-action-needed-june-
Un clearness in the changes and the need for fair representation for members.
Checks and balances that now occur between the HOD and Board of Directors would disappear and changes would take away representation and the concerns from members.
HOD should also be included as they are responsible and are the main individuals in making changes, as well as approving amendments to the Academy Bylaws.
I believe the proposed changes will concentrate decision making with too small of a body of individuals. The Academy is a large with diverse areas of practice. I do not believe the appointed practice area individuals will offer as wide of representation as the House of Delegates.
I believe the HOD serves an important role in maintain checks and balances. I am afraid this current plan shifts too much power to the board.

1. Delegates learned of the plan one day before the Academy released a non-transparent link without a full description of these outcomes and asked members to vote.

2. The traditional separation of powers within the Academy has been that the BOD controls the duties of organization and the HOD is in charge of representing the profession of dietetics and its members.

3. The changes would take away representation and the broad voice from members. Currently the House of 4. Delegates represents all states, international members, specialty groups such as DPG, and MIGs to increase diversity. The proposed HOD replacement with a 15-member council can in no way represent the geographic and local needs of members in our state.

5. Eliminating the HOD means the Academy's members will be governed only by the board of directors. There will be no check and balance. The small governing body can lead to a "self-selection" of friends for the BOD and council, while locals don't have a chance to vote for a representative they know or that knows their local and specialty concerns.

6. Membership may very well decline. Eliminating the HOD will decrease activity/recruitment at the local/state level.

7. The HOD recently put an evolutionary design in process. Let that process play out. The design offered suggestions for ways the HOD could respond more quickly and provided avenues for specialty groups within the HOD. Members of the HOD are very willing to discuss with the BOD was to streamline or reimagine the HOD processes, but are opposed to this occurring without a broad and transparent discussion of the issue. The HOD only represents about 2% of the entire Academy budget. Thus financial concerns should be of minimal consequence.

The voices of all RDN's should be heard. A change to a board seems to decrease representation and diversity which is already a big concern in the field. A board of 15 members (half of which are appointed, not elected) is not sufficient.

no clarity on how the SME will have voting privileges'. Even though membership don't respond well to HOD, at least more members have a vote.

Delegates learned of the plan one-day before the Academy released a non-transparent link without a full description of these outcomes and asked members to vote.

The traditional separation of powers within the Academy has been that the BOD controls the duties of organization and the HOD is in charge of representing the profession of dietetics and its members.

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The HOD only represents about 2% of the entire Academy budget. Thus financial concerns should be of minimal consequence.

Ajthough I support the concept, I have some concerns and thus noted "no" so that the powers-that-be recognize that the global statements are not sufficient when asking for input. Clearly, you went thru due process to arrive at the conclusion. And clearly, younger people are not volunteering as .ugh AND don't join groups as much. Perhaps this latter problem needs to be looked at with the thoroughness as this issue was looked at.

1. How does reducing the BOD and new "HOD" (can't remember what it's called) increase diversity? Particularly with the "anti-diversity" tenor in the USA today.

2. What percent of the 17,019 responders were members?

3. Has the historic statistics of members & students responding to Delegates changed? It has been poor for at least 40 years.

I do support moving to more voice for the different DPGs & MIGs as well as more diversity in all areas of diversity not just race (but do not support specific representatives for each diverse group since all members of designated diversity groups don't think/act in the same way.)

Please be sure to announce results in the Journal and other communication methods. Preferably stating the new bylaw.

Thanks for "listening."

members need input into these decisions

The board of directors is not as representative of the diversity of the country wide or practice differences. They are more likely to view changes in administrative ways for the organization. If the organization becomes less responsive to members then you are likely to lose more dietitians.

Limits member options for bringing forth issues and DEBATING those issues. Appointment of any BoD member based on race, skin color, religion, etc. is called reverse discrimination. Why not charge the nominating committee to place persons of all ethnicities on the ballot? That way the membership still will have a voice and there would not be an issue occur that could be construed as motivated by anything other than member concern.

This would take away some involvement of the states and more individuals and it would make leadership of the academy smaller. AND already has a lot of controversial decisions to make and this would ostracise more dietitians.

I am not comfortable with there being no check and balance.

It's important to have checks and balances and to represent all geographic regions and groups

The changes would take away representation and the broad voice from members. Currently the House of Delegates represents all states, international members, specialty groups such as DPG, and MIGs to increase diversity. The proposed HOD replacement with a 15-member council can in no way represent the geographic and local needs of members in our state. Eliminating the HOD means the Academy's members will be governed only by the board of directors. There will be no check and balance. The small governing body can lead to a "self-selection" of friends for the BOD and council, while locals don't have a chance to vote for a representative they know or that knows their local and specialty concerns. Membership may very well decline. Eliminating the HOD will decrease activity/recruitment at the local/state level.

This is a member funded organization. The voice of the members should be at the table.

The delegates represent the membership; in this way, we can have input to the bylaws. It doesn't seem like an appropriate action to have only the Board of Directors involved.

more local representation and diversity

Broader representation should have input into changes to bylaws

I do not agree with the consolidation of power as it is proposed.

I do not like the changes presented

This change would take away our representation of the diverse population of dietetic professionals in Utah. Our current HOD provides excellent representation and ensures that the small voices are heard.

Also, taking away the HOD would place too much power and control in the hands of few. I forsee this causing multiple issues, including a disconnect from those you are over and losing the voice and perspective of those that you are supposed to be advocates for.

The proposed HOD replacement with a 15-member council can in no way represent the geographic and local needs of members in our state.
It is ILLEGAL!!!!!! I'm taking with the AG of IL about it.
Need more information
Dislike the change
Lack of transparency in making this change. And decrease input and influence from local/state level.
The same group that drafts the proposed changes shouldn't vote on them, it should be the larger group.
Not as representative
Because an organization this large needs checks & balance in order to represent the concerns of the members
It's true that equity and diversity are important. At the same time I strongly disagree with these changes. Our delegate is a great resource, brings us timely information and helps "interpret" complicated topics. This has been true of every delegate in my 30+ years of practice in my state. The new structure removes a vital link and puts more distance between the member and the organization. Please go back to the drawing board and create a better, more integrated solution.
Want more representation for change
Need full representation of HOD
I feel it does not appropriately represent the membership in general. The HOD is true representation of the members (by state, DPG, and MIG).
I don't support concentrating decision-making to an even smaller group of people. This seems undemocratic, and leaves members with little recourse to advocate for or against particular positions before they are voted on. I like the HOD structure and disagree that a member-led organization should have a BOD deciding bylaws without member representation.
it takes away the voice of members and gives too much power to the board.
Too much power given to too few people. That is never a good thing.
i will lose representation at a more local level
Less voices will be heard
I opposed this proposal for the reasons the following reasons: 1. Lack of involvement and engagement of the House of Delegates and the state affiliates in arriving at this decision with no data, metrics and benchmarks to make this decision of change and 2. the proposed changes may allow for more inclusivity and quicker decision making, but will also concentrate more power at the top level instead of listening to the concerns of the Academy.
Should be a more member representative process
I have served as the president of two other international associations and seen that consolidating power may appear to be efficient, but reduces members' engagement in the organization. There are other nutrition organizations and the Academy runs to risk of losing members if the leadership becomes centralized.
Decreases geographical and member population diversity. It also limits the opportunity for the HOD who represent its constituents the opportunity to have a voice.
It ceases the balance of power.
I feel that all members and DPGs will not be accurately represented.
Each state academy should have representation on matters that affect our national organization
the HOD represents a wider range of individuals and can provide a checks/balance system

<p>I have read the materials on the website and elsewhere. I can NOT support these changes for the Academy.</p>
<p>I just went through this thought process with a large non-profit I work with and it was VOTED DOWN by a LARGE majority. Taking away the active input and engagement from so many stakeholders sent up HUGE red flags to the group. Those proposing the change provided info and sessions to explain their point of view, but the volunteers "did not drink the kool-aid".</p>
<p>The Academy has gotten more and more of a "big brother reputation" in the past ten years or so and this change perpetuates this perception. After all, perception is reality! I would hate to see membership in the Academy drop significantly if this passes.</p>
<p>This is not inclusive nor representative of members</p>
<p>Too much control for the Board of Directors which is a small group and may not be representative of the membership</p>
<p>The Delegates represent the members and should be voting on changes to be our voice.</p>
<p>Appears to lose some accountability and transparency</p>
<p>I do not feel that rationale and pros/cons of the proposed change -- shifting the power to amend bylaws from the HOD to the BOD -- have been discussed clearly, transparently, and sufficiently enough with members to warrant adopting this change at this time.</p>
<p>Proposed changes(inclusion, diversity, and equity, allow more volunteer opportunities, reduce volunteer commitment) could be made through the House of Delegates in collaboration with the Board, not by eliminating the House.</p>
<p>Unsure if this would have come up if it was not because of the Illinois change in law; has it been an issue before?</p>
<p>lack of individual member input at the grass roots level</p>
<p>The proposed changes have not been adequately explained or justified by Academy leadership. The proposed changes abolish the HOD without suitable replacement with a structure that would provide representation of RDNs/DTRs from every state. Furthermore, I do not favor concentration of decision-making power in the BOD at the expense of the HOD as it was proposed and explained. The proposed changes also seem to have come up furtively and abruptly, given my understanding of the timeline of HOD meeting activities and BOD email notification of the proposed changes. The explanation of the proposed changes to the bylaws and governance structure were poorly explained in writing and the brief video on the Academy's website. The graphic posted on the Academy's webpage with info about the changes that was the only information to show the new structure of groups was too small to read the text and did not enlarge when clicked on - very poor communication on an important issue, and more importantly, the Academy is coming across as untrustworthy and disorganized.</p>
<p>it will limit input from states</p>
<p>Changes to Bylaws of an organization should not be voted on just by the BOD it should include a larger representation of organization</p>
<p>What checks and balances are in place to ensure updates to the Bylaws are reflective of membership? HOD has larger representation then the Board. I understand a governance restructure is on the table but until that is resolved it seems this change is premature.</p>
<p>I'm curious why all of a sudden, a system that supposedly worked (although I have reservations about that) needs to be abolished. So no more delegates speaking for their "constituents"? Now we will have a business model controlled organization with the almighty BOD. Members need a voice. I do have some doubt that anyone listens to what we want. AND will do what it wants, what the "leaders" want. I don't remember the membership being asked about the name change, the Nutrition Care Process or the Competencies Based Learning Plans. Why don't we find a way other than an internship to get qualified students registered. Let's get progressive with that concept.</p>
<p>This is a national organization and it's set up should not be based solely on the State of Illinois law. Matters that impact the the entirety of the profession should be addressed at the house level</p>
<p>Elected representatives from each state provide a broader base of representation of AND members.</p>

The HOD was not involved in these discussions at all. Why not?
Our delegates here in Michigan have been an invaluable resource. I cannot imagine not having someone who knows our state's needs and who can personally relate to its members. That individual is present at all BOD meetings, conferences and therefore are always available to members.
Our HOD's from all groups should have a say in the bylaws amendments
There should not only be one set of decision makers representing the profession and members.
because the BOD is not in touch with the membership.
We need a balance of powers between the HOD and BOD. The HOD governs the profession and the BOD governs the organization. We need to maintain a balance of powers. If we approve the bylaws change the BOD could do anything they want and decrease the opportunity from diverse member input.
HOD provides broader representation of the membership than BOD. I do not support the change. Don't do it.
Not all states are represented on the Board of Directors therefore delegates would represent more geographic areas
Lack of diverse representation
The HOD should change its own bylaws, not the BOD.
This does not seem like a fair process to narrow it down to the BOD. Having a broader view from the HOD would better represent the AND members.
Representation
Takes away the voice of rank and file members and the RD's who are more in tune with real life worksite issues, etc.
I think that there should be a different group overseeing bylaws. I feel this gives the BOD too much power.
Because it takes away representation from smaller states and the method of choosing councilmembers has not been disclosed.
It is unclear and uncertain how the 15 member Strategic Council will be able to reflect the diverse voices of the Academy members including DPGs, MIGs, and state affiliates. On the paper it looks very organized with how it's structured, but I am afraid that these SME groups will be compartmentalized and not able to collaborate/cross pollinate with other members as well as it did on one open forum like HOD. I suggest restructuring the HOD to be more efficient rather than coming up with a new Council. From what I heard from past HOD delegates, the HOD meetings runs very effectively and it's a great opportunity to meet and collaborate with other DPGs/MIGs. HOD itself already has diverse members and captures the voices of the Academy members very well. I understand that the 3-year term for HOD can be long and daunting, there must be a better way to restructure the current HOD rather than creating another council from scratch. I only see chaos and confusion happening with this transition.
Gives the BOD an immense amount of power.
We, the members, financially support AND. it is not the sole right of the BOD's to usurp our right to have a voice in our professional organization. Just because a majority of members do not vote on a regular basis does not imply or transfer this right to the Board. Not having "closed" meetings/committees where the HOD do not have access is not a democratic process. I have been a member for almost 50 years, advocating for AND membership. This may be the proverbial "straw". Even those of us who own stock are given the right to vote as a stockholder.
This takes a voice away from the members of AND and centralizes the power in a small group of individuals. This plan was inappropriately prepared and proposed and will not serve to improve our organization.

<p>The HOD is the only check members have on the board of directors. Asking a small board of directors to make decisions for a broad and diverse membership who practices in an increasing wide variety of settings does not give adequate opportunities for consideration of how changes will affect the membership. Although I am a past affiliate president and have been a strong advocate to students and RDNs for membership in the past, my support of the Academy has been decreasing in the last few years due to some of decisions of the staff and the board of directors. Cutting out the HOD's control on amendments would further decrease my faith that the Academy is listening to its membership. I would find it very hard to actively promote the Academy should this occur and may end my many year membership and resign from my affiliate board.</p>
<p>Something doesn't feel right about it, and I'm going with my gut instinct. I feel like there should be a system of checks and balances. Would there be a way to incorporate the voice of the HOD with the change?</p>
<p>the group proposing the amendment is the same group voting. DPGs and MIGs not as well represented by BOD as they are by HOD. I think members' opinions will be better represented by HOD.</p>
<p>The HOD should be involved in bylaws changes, not just the BOD.</p>
<p>The vote by HOD provides checks and balances.</p>
<p>I want the HOD to get information first, then the entire membership.</p>
<p>The BOD is a narrow group of people. The HOD has broad and diverse representation and can reach more members for discussion and input.</p>
<p>The BOD members may not be adequately informed about all issues that come forward.</p>
<p>Because it is very unilateral decision. We all pay membership dues, we have the HOD. And it is obscure how BOD made this decision. I think they have something to hide that would benefit only a handful of people. Maybe more salary for them, more money or something else.</p>
<p>I do not feel it accurately reflects the opinions of all the members of AND.</p>
<p>Are these amendments giving the board too much power? The HOD should have equal power.</p>
<p>I can't imagine why replacing a 111 member elected HOD with 15 people gives more opportunity for leadership. It does not make any sense and I fully support the HOD and keeping the current structure as is. I am really disheartened how the Academy has handled this in keeping the HOD in the dark. If the HOD is eliminated, I will not be renewing my Academy membership and I have been a member for about 10 years starting from my Sophomore year of college. I am so sad that the Academy feels like they can just bulldoze over leaders to make their own changes to benefit a very small BOD group. Who does this benefit? The Academy and BOD more than its members. I am honestly really sad about this and feel like the Academy is pulling the rug out from under its members.</p>
<p>The current HOD model provides the Academy a diverse VOICE that effectively reflects member experiences, subject-matter expertise, geographic differences and experiences and diverse member needs. Eliminating the HOD will result in losing this tremendous asset, not to mention that the MIGs were just voted in May 2021 to join the HOD to increase diversity, equity, and inclusion. Who better to provide member input, strategy and direction, along with proper checks and balances on the bylaws, than an independent group of elected member delegates that represent members in each state, dietetic practice groups (DPGs) and member interest groups (MIGs)?</p>
<p>less representation of the members</p>
<p>The BOD does NOT represent the body of the Academy. Delegates are chosen from all groups within the Academy and represent the voice of the people</p>
<p>The same body that creates bylaws should not be the ones to approve. Another body needs to approve, if no HOD then should be a membership vote - virtually.</p>
<p>My HOD representatives are easily accessible to me. I like being able to provide input at this level. I think my voice is better heard with this larger more representative body. I don't see the advantage of changing this important decision making function to the BOD.</p>
<p>I do not support the changes as proposed because it goes against our goals of increasing diversity and inclusion. We should look at why people are not drawn to participate in volunteer activities such as HOD, not close the door. The subject matter expert model fixes nothing. The proposed solution is short sighted and does not go to fix the diversity issues we face. It also gives less formal decision making power to the members.</p>

Decision making power is concentrated in a smaller group. This may be more nibble but is concentrating power. I feel AND has been out of touch with members and feel this may worsen how far out of touch it with members.
More diverse representation with HOD so don't want it dissolved in lieu of just a BOD
I feel the HOD allows greater representation and the new amendment
<ul style="list-style-type: none">●Lack of involvement and engagement of the House of Delegates and the state affiliates in arriving at this decision.●The Academy's rationale for this decision is that the proposed changes will allow for more inclusivity and quicker decision making, but we feel it will concentrate more power in a few instead of listening to the voices of many.●Lack of data, metrics, and benchmarks for this decision.●The presentation to the HOD was unorganized, unprofessional and was completely verbal with no supporting documents.
Too much control in too few hands - like big government
I feel this reduces the amount of input from members of the Academy due to there being fewer board members than delegates.
More member opinions are needed particularly with big changes such as the newly required Masters degree.
I do not feel like the 14 board members should dictate everything. I do not feel strongly that AND has pushed the RD profession a head, I feel like the we should have required an MS back in the 90's. We need to demand more responsibility and respect from the medical profession to then get closer to the compensation we deserve.
Less representative.
It seems that if this shifts to a BOD responsibility, there is no system of checks and balances. BOD will be 14 members under the new governance proposal. Is this change necessary due to the changes under the new governance model. This isn't addressed in the rationale provided.
Because it concentrates too much power in the hands of a very few people. All members should have the opportunity to cast a vote for Bylaw changes, additions, deletions, etc.
Representation should come from representatives of each state not the select few on the board. I do not it helps to take more power away from the HOD.
Reducing number of voices
Need to maintain balance of power.
I think if No HOD THAT THE SUBUNITS SHOULD VOTE; States, DPGS AND MIGs with one vote each
The time line for members to provide input to the Board is too short. I would accept a clause that directly relates to "provision emphasizes that it is the Board that has the ultimate fiduciary responsibility for the management of the organization and profession". However, on other matters (Number of members on the board, selection process) I do not support a broad statement on any aspect the Board determine. Perhaps members would like to see the full breath of what the Board members are responsible for on behalf of "our" members. When was the last time members had an opportunity to view the Association's Budget? Let's not lose more members over lack of transparency !
The BOD has too much power already.

I understand that a smaller group can more quickly facilitate decisions but at what cost to the representation of the total membership. Eliminating of direct state representation (a minimum of 50 plus territories) will certainly result in a loss of the actual specific concerns within each state as well as the unique challenges being faced at state level. The loss of the benefits of being able to share challenges/strategies/successes may ultimately contribute to a further decline of our profession as a whole. The desire to have more inclusion/diversity/equity/access within the leadership - exactly how will that be accomplished when you greatly eliminate current positions? we also need to have representation of what is going on in the field - not what academia comes up with on a piece of paper>>may look good but practical application and implementation is a joke / a waste of time / a waste of resources (for example -we are the only professional organization with such a cumbersome CEU portfolio -that accomplishes nothing except a great expenditure of time to complete). Unfortunately, I feel this will be just a "venting" window - and will follow the same path when we changed to the CEU tracking/portfolio several credentialing cycles ago - the decision has already been made and we as the membership will have to "deal with it".

The proposed amendment is too broad. Restrictions need to be added that prevent the board voting on a bylaws amendment that does any of the following without approval of the membership or House of Delegates: voting on a change in the number of directors, the composition of the board, or the method or way in which the directors are elected or selected.

Decreasing the size of the Board to 1/10th of its current size will NOT increase diversity! More voices need to be heard. More checks and balances need to remain in place. SMEs should only be from current DPG/MIG so that those groups are represented.

You will lose constituents

I do believe that members should be notified and given 45 days for comment. I would like to see the HOD remain to provide diversity.

Our Utah delegate learned of the plan one-day before the Academy released a non-transparent link without a full description of these outcomes and asked members to vote. Our delegate is not comfortable with that and asked us to vote "No." Also, there should be a separation of power between the Academy and the BOD that controls the duties of organization. The HOD is in charge of representing the profession of dietetics and its members. The proposed changes take away member representation. Currently the House of Delegates represents all states, international members, DPGs, and MIGs to increase diversity. The proposed HOD replacement with a 15-member council will not fairly represent our state members. Eliminating the HOD means the Academy's members will be governed only by the board of directors, which is a "Dolly Parton" management style - way too top heavy. This will eliminate checks and balances. The small governing body can lead to a "self-selection" of friends for the BOD and council, eliminating votes by member. It's like taxation without representation, since we are approaching Independence Day. I'm not going to remain a member if I don't have a voice in the Academy. The HOD only represents about 2% of the entire Academy budget, but I would like a say in how that budget is spent if you want my \$. Just saying.

Do not know who is making these decisions on behalf of all members, and do not see inclusion, equity, and diversity playing a role.

I believe the members should have more of a voting voice than just a BOD governing body would give them.

Voting should be more representative, and the HOD reflects each DPG.

It is better to get a larger representation of the states views. Each state should have a voice in decisions, not a limited board.

This will concentrate power at the top down without transparency.

There is concern that this will eliminate members' ability to vote for Academy officers and give that authority to a Nominating Committee appointed by the Board of Directors.

I prefer decisions made by a wider representation of the membership

Democracy not dictatorship. BOD doesn't represent me. The profession should be run by the professionals, HOD, NOT BOD. BOD has another agenda.

HOD provide better representation for large membership.

Loss of representation of the membership and the power to choose what is in the best interests of dietitians in practice.
This would give the Board of Directors the power to amend the Bylaws without the consent of the House of Delegates.
BOD has too much authority-we NEED more member activity
I think this places too much decision making power in too few hands. This will not improve diversity, equity and inclusion. There was not enough membership input in drafting this amendment. To my knowledge, delegates were not even consulted or made aware this was planned. Very disappointing.
Not enough information to support this change
Lack of time and effort to inform all Academy members and a seeming lack of transparency. The dietetics profession has many upcoming challenges and more voices are needed in decision making, not fewer.
There would be not enough representation from the membership. The Academy has over 100,000 and put policy making in the hands of 16 members is a major responsibility. The HOD has functioned well all these years very effectively. It it's not broke don't fix it.
Seems like the membership input will be greatly diluted
Members are losing their voice and being pushed aside. We used to vote but no more. Members used to meet with Delegates but now only for "mega-issues". The current proposal ignores members and is alarming.
This is not the way to make fundamental changes in the organization.
Decreases states' power.
The voice of the members is represented through the House of Delegates and is a significant strength of our organization!
The committee size is reduced and not equivalent to the same scope of membership voice as the house of delegates.
This is a consolidation of power, which will seeming lead to more additional lack of diversity of voices than already exists.
We need the members to have a voice the House of Delegate members speak for their constituents. Moving important AND decisions to a small group of "selected" individuals on the Board of Directors is not a good approach.
Representation by the House of Delegates and state affiliates is critical to the community of registered dietitians across the country. Eliminating the HOD without a fair and inclusive process is detrimental to the nutrition community that the Academy was created to support. By concentrating power in the hands of select individuals and reducing representation by state delegates, this decision damages the Academy's credibility and raises serious concerns about the ethics of its governance and leadership. I urge you to reconsider this amendment.
This amendment could concentrate the power too much and eliminates member representation. It does not reflect well on a organization when there is not an consistent avenue for member input. I do not see the benefits of this proposed change.
It places the power in the hands of too few and doesn't take into account the needs and goals of the members, as represented by the HOD delegates. It gives members less of a say in our profession. Given the current climate and the demands for immediate anti-racist actions from The Academy, this is the wrong move.
If it takes away power from the group as a whole then I am not for it. However, I would love for the "whole" group to be more involved. Having a board would surely speed up any decision making process, but I don't think that is representative of the entire group like the election of delegates. Would states vote on board members? Would the entire group still have an option to vote on some decisions?
I am satisfied with the current system as it is.
Changes to the by-laws of any non-profit organization with a membership in the tens of thousands, should be voted on by a representative body of the organization, not just 15 or so people (even elected people). The potential for misuse or abuse is TOO great!
It devalues dietitians
If we lose our voice you will lose my membership and support!

I feel it would take away the representation of each state's appointed delegate who is voting on behalf of their state. I think having delegates vote is important as they are our voice.
Currently there is representation in the house of delegates from each affiliate and DPG giving a voice equally across all sectors of the organization. A council of 15 members would not be representative of our entire organization and would limit the knowledge and resources currently brought to the table in the house of delegates. This would be akin to eliminating the the US senate that currently has representation from each state and replacing with a group of 15 elected or appointed persons. This new council is not representative and therefore loses its capacity to fulfill the duties that it was originally intended to perform.
I think the issue needs more publicity and consideration. It appears the HOD was blindsided by this proposal and should have been involved in the discussions.
I feel small groups and states will not be adequately represented
I think that we should keep the House of Delegates. It is a larger group and more representative of the country as a whole.
This will decrease each state's voice in Academy matters. As a former Delegate, I cannot fathom why this was determined to be a good idea. The issues and lack of oversight this will bring to play are tremendously concerning. This is a great example of why we lose members and why RDNs do not trust us.
Many reasons. Board power.
Having the delegates have a say is a great experience for them. Board members only narrows the "yes" or "no" says in what's going on.
While I do not think anything change- I think it eliminates the representation of the overall membership for a very select few. We all know how "nominations" and elected officials go- and I fear that the representation will be for just a very few with an agenda.
I want the house of delegates to have the voting power
I think the House of Delegates provides a more diverse voice for members than the proposed change
At this point n our profession, member voices are essential and I fear that the change in the bylaws would significantly reduce avenues and opportunities for members to be heard.
This would minimize the voice of the states and allow a smaller group of people to have more control.
The purpose of it originally was to give those of us locally a voice. This change would wrestle that away from us and give it to just 15 people.
I believe the current structure is fine and no change is needed.
Need more diverse response from broader group.
It takes away representation and the broad voice from members. Eliminating the HOD means the Academy's members will be governed only the the board of directors. There will no check and balance. The small governing body can lead to a "self-selection" of friends for the BOD, while locals don't have a chance to vote for a representative they know.
I think that it takes too much of a voice away from the HOD.
Keep the HOD as it is a voice of our members. Giving all control to the Board in not in the best interest of members. Decisions are made by the Board without any input from members. Do not eliminate the HOD. Thank you.
Doesn't allow the state association the same amount of in put. There is a much smaller group of people making all the decisions. It appears to be less democratic.
There doesn't seem to be enough information as to why this change is being proposed.
From experience on various boards, etc., every organization needs a checks & balances system.
I don't support the elimination of the House of Delegates. The plan reduces the input of members and the participation of membership in governance by creating a self anointed elite.

In my opinion, the Board of Directors does not need more authority. I do not have a concern with the Academy Bylaws changes being managed by the HOD, so the better question is why would I support this change? Did the BOD answer this question? Thank you for asking for input!

The HOD is a larger voting body and I feel they represent the thoughts/opinions of a larger amount of Academy members compared to the few who are on the BOD.

Because it removes the member's communication and point of contact from the state level (bottom up) to a national level which may or may not have a state connection or point of contact (top down). I do not support the change. It is also reducing and limiting AND members the opportunity for leadership and professional development with only a board of 15 (or so) at the top.

Needs more review and explanation to members and HOD

This would decrease the amount of representation for the members in the governance areas quite a lot. Going from 100+ delegates to a 15-member council is the opposite of inclusivity. While there may need to be changes to the structure of the governance of the Academy, this seems very extreme and without input from the HOD it seems like the Board already decided what they want to do and is getting defensive/upset when people question it. Please reconsider.

Diversity, inclusion, and equity have been what the Academy has said we are trying to do over the last few years and into the future. This proposal does not meet a goal for inclusion and diversity and equity.

we need more people involved, not less people

The HOD has better representation than just a few members to make decisions for the whole Academy.

To small of representation for such a large group. Did not ask membership their opinion before coming up with the plan.

too few to accurately reflect the member needs

1. It removes balance of power
2. The Board does not have enough members to represent or consider all members issues or concerns

I was a Delegate and this change would completely destroy the voice of the members. I would likely drop my membership if this happens.

It sounds as if this is not in the best interest of the members.

It gives too much power to only 15 (maybe hand-picked??) individuals. As far as I know, no mega-or any other type discussion was held to determine the members' opinions. I was shocked when I read it this morning. I don't think it is ever a good idea to cram a new proposal down the throats of others who supposedly have a voice in the association as a paid member.

This does not provide checks and balances and removes the decision making powers of individual state delegates.

Process lacked transparency. By transferring the By-Laws it diminishes the system of organization checks and balances

It takes away from members the running of the organization and puts the decisions in the hands of few people.

Not enough representation, too much power to a very few people, no equity or equality, no method for reaching out to or listening to the constituents.

It seems like we are moving backwards. I prefer each state having a representative instead of a Board making decisions that effects all the members.

Few will make the decision for all if this proposal is passed.

The Board of Directors is not representative of the membership. The House of Delegates should continue voting on changes to our Bylaws.

I've just lost my voice.

I do not think governance should be taken from the House of Delegates. The HOD is more representative of the membership.

The proposed Bylaws change will give the Board of Directors the ability to make changes to the governance structure without any input from the current House of Delegates. This is not a collaborative process.
Because I think it is good for changes to be voted on
It will Take rights
It decreases member representation and allows for changes to occur without proper checks and balances.
It seems unnecessary
I don't approve of diminishing the voice of the academy members.
Too few, representing too many
Silencing the votes of many people representing many people.
Not clearly spelled out how these changes will be carried out to represent membership.
Representation is important, and the current HOD works to represent professionals from all states, groups, etc. Changing the HOD model to something smaller will not accurately represent all of the diverse professionals within the Academy.
This puts all power in a few people. It is undemocratic and allows a few people to decide what will change. It is the best reason to drop your membership.
I don't support removing the house of delegates from the organizational structure of AND
The proposal greatly reduces the representation of our diverse group of dietetic professionals. There has been no explanation of how the board would be selected or managed. What voice would be left for states and MIGs in the Academy's decision making?
We need to be better represented in decision making
I dislike the lack of information, it's not needed, and only a very small amount of representatives can make decisions for a large group.
does not represent total membership
How can 15 council members adequately represent all of the member? There is already too much power in the hands of staff and this will consolidate power not lead to more inclusivity.
The process in place makes me feel the rank and file dietitians have representation
Too much power for a small group that at this point no one knows how they will be chosen.
I feel a 137 HOD represents more of AND's members than 14 BOD and 15 member council
Lack of transparency and does not meet the goal of diversity, equity or inclusion.
The board of directors should not make those type of decisions. That is why we have delegates
Not statewide representation Pushed through without clarity Need more information
It eliminates representation; that takes us a step backwards in diversity and member input.
Will not be in the best interest of our members and I will not rejoin academy if these changes happen
The board of directors does not represent the membership. The change would effectively change the AND into a business, as opposed to the professional association it is supposed to be.
How the new committee will be formed, represented, and chosen? Why the HOD will go away? Need to see a summary of consulting report
Diversity, inclusion, and equity have been what the Academy has said we are trying to do over the last few years and into the future. This proposal does not meet a goal for inclusion and diversity and equity.
I think we need more people to represent the profession in regards to making governing decisions for the entire profession.
A 15 member council will not accurately represent the membership.

I support a "representation for" voice.

If the "representation of" model is represented by the statements as described below, I DO NOT feel that voting should occur at this meeting. The delegate should then to back to the constituents and discuss the information they were provided and welcome feedback on those topics.

1. Delegate discusses the positive, the negative and the new idea with other delegates at the meeting (This is fine)
2. Delegates then consider what they have learned in the discussion (this is also acceptable)
3. May decide to vote for the new idea because of other information shared at the meeting (this is NOT acceptable until this information is presented to the constituents. Why would voting need to occur here? This is not transparent communication)

1. It takes away representation and the broad voice from members. Currently the House of Delegates represents all state, international members, specialty groups such as DPG, and MIG to increase diversity. A 15 member council can in no way represent the local members in my state.
2. Eliminating the HOD means the Academy's members will be governed only the the board of directors. There will no check and balance. The small governing body can lead to a "self-selection" of friends for the BOD, while locals don't have a chance to vote for a representative they know.
3. Membership may very well decline. Eliminating the HOD will decrease activity/recruitment at the local/state level.
4. The HOD recently put a evolutionary design in process. Let that process play out. The design offered suggestions for ways the HOD could respond more quickly and provided avenues for specialty groups within the HOD.
5. Financial concerns should not play a role here. The HOD only represents about 2% of the entire Academy budget.

I think more people should have a say In representing all members.

this sounds like a power grab to take voice away from the general membership in order to further push agendas that are not popular among the rank and file.

need more input

Currently there is a check and balance between the BOD and HOD, this change would give all control to the BOD. Decision will be moved to a small elected board which are not represented of the thousands of members decreases representation

Our members need a voice. Shifting the power to mostly non-RD BOD would not allow individual RDs a voice in matters that affect their profession and professional organization. I am appalled this is even being suggested.

We elect our HOD so that we can be heard!

Concentrating power out of the hands of people chosen to represent the profession is unethical and not in best interest of nutrition professionals

Glad to learn there is a proposed Strategic steering committee to replace the HOD--but somehow, someway state affiliates and interest groups should be represented at the decision-making table.

There are more questions than answers. What does it mean to have a competency-based organization? Can some examples relevant to the Academy be provided?

- What are the significant changes in Illinois law regarding governance?
- What are some examples of volunteer leadership opportunities?
- What are some examples of new pathways for diverse representation in committees?
- What are some examples of how members' engagement will be increased in determining the direction of the Academy?

I prefer having representation via an individual from my geographical arena.

I believe it takes away from the ability of member voices across the nation to be heard. It seems like a step in the wrong direction if the Academy wants to move forward in in member satisfaction and involvement.

I feel that a larger majority of our organization should be voting on bylaw changes.

<p>The House of Delegates represent the membership. Shifting the responsibility of voting on Academy Bylaws to the Board of Directors would eliminate the voice of the membership as well as the collaborative governance structure that currently exists.</p>
<p>Want more capability of member input.</p>
<p>Less people having more control does not sound like a great idea plain and simple.</p>
<p>Taking away checks and balances is never a good idea. Decreasing delegate representation is not a good idea. I like that there are representatives from each DPG able to represent the individual groups.</p>
<p>Prefer inclusive approach of involvement of House of Delegates.</p>
<p>Because I feel that reducing the responsibility of input and approval for bylaws changes from the HOD to the BOD reduces the discussion and may result in certain populations being neglected or their concerns not accounted for.</p>
<p>We are a member organization, not a corporate entity. We are too diverse to allow even a small group of individuals to appoint our governing body.</p>
<p>I do not agree that this reflects "best practice." The HOD is the voice of the membership and should not be silenced. Intended or not, looks like an effort to consolidate power into the hands of a very few individuals. We have seen enough of this in the Academy.</p>
<p>Representation is important as are checks and balance- we need to stay progressive- if restructuring is necessary let's do so with the maintenance of representation in some way !</p>
<p>It is more democratic to have delegates vote on bylaws</p>
<p>Because we need the HOD to rep us!</p>
<p>The reduction in voices from 113 representatives to 15 will impact the range of opinions and problem-solving available to the Academy leadership.</p>
<p>There was a lack of communication about the changes. Unclear as to who will be elected/appointed. Seems to be taking away our voices.</p>
<p>I believe that this amendment will take away representation and diversity among the states' dietitians.</p>
<p>Continue with current structure</p>
<p>I have been a member of the Academy of Nutrition and Dietetics and the American Dietetic Association before the name change for 45 years. It has always been my understanding that we are a professional organization representing the membership. The House of Delegates (HOD) are elected members representing all of us from our individual states. Is there something wrong with how the HOD is functioning that is necessitating this change to Board of Director "rule?" What is driving this change?</p>
<p>I feel this reduces the ability of the voice of the general member to be heard & considered. 15 people cannot accurately represent 50 states & international variety as well as the many diverse roles RDs & DRTs fill. I also worry about corporate interest & 15 people are much easier to target & influence.</p>
<p>though it might be considered 'best practice' for non-profit associations, the input of members is already diluted with thoughts shared via HOD but seems this would make it even more so. Does not seem to be inclusive to the diverse membership, repretatios, etc.</p>
<p>I was a Delegate for our state for 6 years. It was an elected position at the state level. It was the best experience as a younger dietitian - I met colleagues at a national level that became my mentors and friends. Since then, I encourage all dietitians interested in leadership to volunteer for this position. Being a delegate elevated me to strive for bigger professional goals - such as running for President and acquiring my FAND credential. I would not want this opportunity taken away.</p>
<p>We need checks and balances as we have in the current system</p>
<p>I'm concerned that the decrease in delegates will not give a true representation of our members.</p>
<p>There is already too much group think at the Academy. The proposal to do away with the House and replace it with a 15 member group will result in less input by members and even greater group think.</p>

<p>Currently, the delegates represent each state members. This is handed to 15 member council and there is no input from member representatives to make changes to the bylaws. Bylaws can be changed without input from members is not optimal as each member's voice should be valued. Currently, there are 113 HOD and if this is replaced by 15 members, that is not adequate representation.</p>
<p>Right now there is a check and balance between the BOD and HOD. This change would give all control to the BOD. Decisions will be moved to a small elected board which are not representative of the thousands of Academy members.</p>
<p>I believe it will severely limit diversity in our profession. The HOD has expanded to include MIGs and we are working hard to become more diverse, I see this as a major step in the wrong direction.</p>
<p>The board already has too much power.</p>
<p>The proposition is a backward movement, it is exclusionary and puts too much power into the hands of too few people.</p>
<p>I feel that this is taking control away from the elected HOD which represents all affiliates and DPGs as well as the MIGs. Decreasing input from diverse and inclusive voices and putting it into a small group which will decrease diversity, equity and inclusion of views.</p>
<p>Removing voting rights of HOD concentrates power with the BOD which goes against our values of diversity and inclusion and dismantles an important system of checks and balances.</p>
<p>Too much authority in this organization to any one group is far too dangerous</p>
<p>I do not believe that a "council" of 15 people would be sufficient representation for our members. The BOD would also be reduced to 14, per the documents. How would 29 people effectively represent thousands of dietitians practicing across 50 states, in various practice areas? This is absurd and needs to be tossed away.</p>
<p>not enough local representation</p>
<p>"The change in bylaws would shift all voting about bylaws to the Board of Directors (BOD) only and take it away from the House of Delegates (HOD). I have some concerns with this change for the following reasons. Right now there is a check and balance between the BOD and HOD, this change would give all control to the BOD. Decision will be moved to a small elected board which are not represented of the thousands of members."</p>
<p>I have concerns about the relationship between the SME groups and the BOD. What guarantees are to be made that the BOD will follow the guidance of the SME groups. What if the SME groups have not fully considered the downstream effects of certain decisions, who gets the final say? I suppose I don't know enough to ask questions.</p>
<p>The needs to be a balance of power between the HOD and the Board of Directors. There is a distinction between governing the association and governing the profession.</p>
<p>Concentrates decisions re by laws to limited, less diverse membership. Takes away the voice of the group closer to the membership. Il make this statement as a former BOD member.</p>
<p>I feel that this responsibility should remain with the HOD and that group should not be dissolved. This is a way for all state affiliates to have a say in the Academy versus the smaller group of 15.</p>
<p>The House of Delegates represents the primary means by which individual members can have influence over the operations and priorities of the Academy. If this truly is to be an Academy that represents the interests of members, then if anything, power in the hands of the members should be increased rather than diminished.</p>
<p>The board is a limited number of members and does not represent the full membership. This is not a fair vote of membership. I do not support this motion!</p>
<p>I feel that the Academy is less than transparent and that members need to have MORE say in how this organization is conducted and not less. The whole issue of how this is being rolled out (not indicated which other organizations were used as comparison, for one) is evidence of this. There is so much dissatisfaction with membership (and so many non-members because of dissatisfaction) that I am truly worried for the future of the Academy and the profession. Maybe the BOD should conduct some town halls to hear member concerns instead of trying to get rid of the HOD.</p>

<p>this change shifts a majority of decision making to a small group of individuals. As such, it will also decrease involvement in decision making at the local level. State representatives will have limited opportunities for input from members.</p>
<p>Eliminates diversity and allows a few to vote for all</p>
<p>I do not support this change as it will negatively impact geographic, practice group, and diversity representation</p>
<p>The HOD is a more inclusive body. It better represents the diverse membership. The Board of Directors should not act without approval of the HOD.</p>
<p>The change seems extreme, and the explanation for this change seems too vague. While I do not understand all of the workings of the HOD, this change appears to be a step toward restricting the voice of the average dietitian who does not belong to an advocacy group and whose career will be affected by the decisions made by a very small number of people.</p>
<p>The Board of Directors do not provide transparency and so having this authority will keep the membership silenced and in the dark as decisions are made. In addition, silencing the voting privileges of the HOD and moving all governance to a small group of persons will NOT increase diversity and inclusion. This seems to be a slap in the face for the members of this organization who pay a great deal and deserve to have their voices heard.</p>
<p>I think this effectively ends the voice of the membership provided by the HOD.</p>
<p>I feel this severely limits the member's voice in the Academy.</p>
<p>Seems to give less voice to the member</p>
<p>There should be a robust discussion about the changes and collaboration within the Academy before changes occur.</p>
<p>We need a balance of power, with voting by our delegates from our local area</p>
<p>The BOD are not usually a Registered Dietitian actively practicing and are not fully aware of the impact of their decisions and how it impacts the practicing practitioner</p>
<p>Representation in the HOD gives the organization relevance to its members. The Academy of Nutrition and Dietetics struggles with convincing nutrition professionals that it is useful and relevant for them already.</p>
<p>I think regular members should be part of major decisions affecting the academy.</p>
<p>This would negatively affect smaller affiliates and it seems all voting power would be given to a small board which may not be as representative of the entire membership as the House of Delegates is.</p>
<p>It takes away member input through the HOD.</p>
<p>The Academy website states that "the Board is responsible for strategic policy development and fiscal management for the Academy". The BOD does not have to hold control of the bylaws to fulfill this charge. Having the HOD control the bylaws provides a balance of power within the Academy which is critical to proper functioning of the organization.</p>
<p>Because the House of Delegates is more representative of the membership, than the Board of Directors</p>
<p>I feel that a larger body will better represent the body as a whole</p>
<p>Need more time, discussion and transparency before this change is put into effect.</p>
<p>Because I think the house of delegates would provide better representation for dietitians rather than a smaller board of directors.</p>
<p>Will end HOD giving power to the board which is less number of people</p>
<p>I believe the members should have voting rights and input into decisions that are made.</p>
<p>Giving BOD too much power!</p>
<p>Lack of understanding how this is going to improve or not the current system. My personal preference is a straightforward method where decisions are voted on by the members.</p>
<p>Not enough notice or involvement in creation for the HOD and by the HOD</p>

American Medical Association, American Dental Association, and American Nursing Association all state in their Bylaws that Bylaws are amended by a 2/3 vote from their House of Delegates (Membership Assembly for ANA). I believe that our House of Delegates, which represent our membership, should continue to be responsible for Bylaw changes, which is in line with these other professional organizations.
HOD is more representative of members.
I feel it puts too much power in the hand of the Board of Directors and less say from the HOD.
The HOD, due to it's size and diversity, better ensures that those proposals which win the vote are representative of the needs and desires of Academy members. The board of directors is severely limited in this regard due to it's size.
current system provides a balance of control and power, proposed system places all control with just one group
I feel it is an unnecessary change, membership was not communicated to about this change very well at all and i don't think it's very representative
We would lack geographical representation.
I have concerns with the transfer of voting power from the HOD to the BOD. The Academy website states that "the Board is responsible for strategic policy development and fiscal management for the Academy". It does not seem that the BOD needs to hold control of the bylaws to fulfill this charge. Having the HOD control the bylaws provides a balance of power which I feel is critical to proper functioning of the organization.
The HOD is the voice of the membership. Members already feel that the Board of Directors has no clue what the members think, feel, or want from their professional association .
House of Delegates should have the voting power. Changing this to the Board of Directors would decrease diversity, something which the Academy already seriously lacks.
Having the HOD control the bylaws provides a balance of power within the Academy rather than having the BOD control everything. It is also unclear how moving all governance to a smaller group of people will increase diversity and inclusion. It feels like there will be less opportunity for Academy members to voice concerns and provide input.
It limits member participation
Having the HOD control the bylaws provides a balance of power within the Academy which is critical to proper functioning of the organization.
Tooo much Power in the hands of few
I have often felt that AND leadership is not in alignment with the needs and desires of the larger membership. I don't feel comfortable giving more control to the BOD. The HOD includes elected members who can better represent their local affiliates.
It takes power from many and gives it to the few
I do not feel I would have any input or representation if the changes were put into place. I appreciate our delegate system for its connection to membership.
We pay a nice fee to belong to the Academy - our voice should be heard!
We need to more people to take part in making decisions not fewer.
BOD needs to continue strategic/fiscal management. Bylaws need to stay with broader based HOD for balance of power
It gives a small group of people too much power and doesn't represent the entire group. What about your promise to be more inclusive?
I do not agree with it
This seems to limit representation and in turn the voice of all members.
This takes away much of the voice of the academy members.
Leads to less diversity and inclusion of member voices.

<p>Because this puts control in the hands of a small group of people vs. the RD community. From my viewpoint AND is not supporting our profession adequately and this would only make things worse. This is why I am choosing to longer be a member. My concerns have been ignored when I reach out, the fees are costly, and our profession continues to be underrecognized in the medical community. Eatright.org is a not a good resource for the community, the professional site is honestly useless as is the EAL. I seek out universities and other reputable resources when I am seeking out information as I have never been successful at finding anything at the above mentioned sites.</p>
<p>The power to govern AND should rest with elected HOD members who do a much better job at representing membership. The Board should follow members' wishes, not the other way around.</p>
<p>This places too much power in a small group of people and is more likely to limit diversity and inclusion of the larger membership in shared governance. There is more potential for "group think" in the proposed changes. This will be detrimental in the long run to the association.</p>
<p>Representation of members will be removed (especially for small states and DPGs). There would be no house of delegates, only a few member board of directors. Control and decision will be moved to a small elected board, which would not be representative of the thousands of members.</p>
<p>I don't see the reason for the change.</p>
<p>It drastically reduces the representation of ALL our members.</p>
<p>The majority of members will not click on the link to understand what this amendment means to their representation</p>
<p>Need to be discussed in HOD</p>
<p>Not enough transparency to the members. Would like Zoom presentation on the pros and cons of this amendment. Surprised members are not receiving more opportunities to have input</p>
<p>1) I am very opposed to a change that removes representation of members at large and shifts that responsibility to only a few individuals. A proposed change like this would be detrimental particularly for small states and DPGs. There is such value in the experience and perspectives of the house of delegates which would be lost if only a few people on the board of directors has voice.</p>
<p>Shifting decision making and control to a small elected board would NOT represent the thousands of members. I sincerely hope this does not pass. This is concerning.</p>
<p>The power of the Academy should not be totally in the hands of the board. They are not looking out for the best interest of the members. There was no transparency with the proposed changes, no discussion with the HOD. As a former delegate, it is clear our opinion on this did not matter by the way it was handled.</p>
<p>These ideas will not increase diversity. The leadership opportunities for members will be kept to a minimum.</p>
<p>This will only allow a small group of people to keep control of the Academy. This is only the beginning of problems with proposed changes.</p>
<p>1) Representation of members will be removed (especially for small states and DPGs) there would be no house of delegates only a few members board of directors. 2) Control and decision will be moved to a small elected board which are not represented of the thousands of members.</p>
<p>the lowly members are less represented by this proposal</p>
<p>Illinois State Academy recommendation.</p>
<p>It gets rid of the HOD, decreasing representation of members based on location, area of expertise (DPGs) and diversity (MIGs).</p>
<p>A major change in the representation of members needs to be preceded by a robust discussion within the HOD which includes soliciting input from their constituents.</p>
<p>I feel representation will be compromised. A matter this important should be discussed with members</p>

I would not feel represented if the House of Delegates did not have a voice.
Too narrow of a group to decide changes for a large professional organization
Not enough information regarding the impact of this change. Need more background information and transparency.
too limited; not enough representation
Without representation from the affiliates, DPGs and MIGs – how will we continue to address concerns around diversity, equity and inclusion?
How will 15 people replace 111 people regarding expertise, networking, recruiting the right people to fill the “subject matter expert role”?
Why would the HOD want to give the bylaws change power to a group of such a small number of people? Typically, bylaws must be approved by a larger body of an organization.
Why aren't we considering restructuring the current HOD into subject matter experts instead of eliminating the HOD
Why was this major change not even brought up to the HOD representatives when we met this year especially as we were voting to expand membership to the MIGs? At a time that we are trying to expand voices, why would we shrink representation of the general membership?
I acknowledge that the size of the board makes it difficult to turn around deliverables quickly, but I believe restructuring the current HOD into functional PODs with subject matter specialization would address this and allow for more efficient completion of tasks.
As a 20+ yr member, I absolutely do NOT support restricting the voices of members in professional associations. I believe 1000% that professional associations should be governed by its members - not an elite few people who are cherry-picked to be on a board! I've served on plenty of NFP boards where board members were chosen because they will always go along with executive leadership and not question, those items - for which it is their duty. The AND already has enough problems from a public relations perspective and many RDNs and DTRs choose NOT to be members because of these very reasons. If the issue is one of the legislation in the state where the HQ is located, then MOVE THE HQ. It's my understanding that Indiana has had better laws for that anyway.
The BOD is a small group and may not reflect the wishes of the larger body. Worried it will not represent all RDNs, cultures, and ideas (for example, the DIFM DPG group)
Why would the "power" go to one branch of the Academy governance?
I feel that if the changes are made not all members of the academy will be properly represented.
No representation from individual states and under representation for members.
The decision making power will be taken away from the elected HOD delegates that truly represent each DPG, and given to the Board of Directors and other committees that are appointed. There has been no transparency as to how Academy committees are appointed. There is no guarantee that all members will be represented without bias.
too much power in too few people, especially as AND has been losing membership with younger RDNs
Limits major decisions to a few rather than the membership as a whole.
The House of Delegates should retain the power of representing every member of every state and that power should not be concentrated in the hands of a few, select people.
I would like the representation from the HOD to stay
This amendment makes it so small states including Utah may be underrepresented in the future. This doesn't seem like a change I could support.

<p>This appears to remove any checks and balances on the BOD. I am also opposed to eliminating the HOD and approving this proposal will be the first step in the elimination of this part of the Academy governance.</p>
<p>I do not think a small group of Directors should run the organization. We need a diverse group of representatives from all the states and DPGs.</p>
<p>It eliminates the representation we now have</p>
<p>The Academy is a membership organization. The bylaws should stay with the HOD to ensure a balance of power between the board and membership representation (HOD).</p>
<p>this would take away the power and voices of the members and give it to the leaders. The leaders are not always listening to the members. The decisions seem to be made in advance and then the question is given afterwards. I think it is important to keep the voice of the members and to take this away is taking away the my voice.</p>
<p>Negative impact on states with low numbers of RDNs</p>
<p>Decisions should be made by more diverse representation.</p>
<p>ABSOLUTELY NOT! THIS LIMITS PARTICIPATION FROM THE STATES AND DPGS. Terrible idea! It limits the number of members who have a say in the organization. As a 40+ year member this potential change makes me angry --- we should be opening up our decision-making to the membership AND members of diverse backgrounds. Just poor thinking and judgement in today's world. All members need a voice within this organization. EXPAND participation---don't limit it !!</p>
<p>Reduces representation from too many Academy members.</p>
<p>I feel like there should be more representation from across the country. Especially, for those smaller states like the one I live in.</p>
<p>I believe in a balance of "power." Most organizations have an executive branch (BOD) and a member (Affiliate/DPG/MIG) branch (HOD). The BOD could disband the HOD if they control the bylaws which is what they desire to do. The current method of amending the bylaws is These bylaws may be amended by a two-thirds (2/3) vote of the membership of the House of Delegates. If the BOD control the bylaws they could be changed by a very small number which is not outlined in the proposal. I also think there should have been a link to the bylaws for all members could easily review them.</p>
<p>I think it is important for members to have representation through the house of delegates and communication to the affiliates.</p>
<p>This would limit my voice and representation. I have been licensed in smaller states that would be most affected such as WV, UT, and IN.</p>
<p>HOD should remain to govern the profession. Dissolving it will be doing a great disservice to our profession and members.</p>
<p>Dissolving the house of delegates will reduce representation of members, especially for smaller states. I would prefer that the decisions made on behalf of the Academy continue to be representative of the needs of all members.</p>
<p>The proposed amendment puts too much power in the hands of too few people. Board members have no clear line of connection to the Academy members, and do not always represent the members opinions. The Board may have to have ultimate control according to Illinois law, but there must be a specific requirement to have input from the House of Delegates. Delegates do have clear lines of connection to the portion of the membership they represent.</p>
<p>There is not adequate information provided as to why this change is necessary.</p>
<p>The House of Delegates, with representatives from every state, DPG, and MIG is a better body to represent the full membership of the Academy. The Board alone is much smaller, and limited in how well it can vote on behalf of full Academy membership.</p>
<p>I have gradually seen the HOD lose any function in the organization. I think representation from a broader base of membership is important in amending the Bylaws.</p>
<p>Not supported by my NJAND HOD Representative</p>

I do not think that the board will have a wide representation of the views, opinions, and ideas from its members. Therefore allowing a wider representation of views is better for all who are members and future members to come.
Less representation
It doesn't make sense to me why we are switching each state representation to different areas of practice representation. I get that 111 people is a lot but cutting down to 15 will not be a good way to include diversity and inclusivity to our field. Maybe alter the way the 111 people meet if that is the issue, like have them meet by region but I don't think cutting to 15 people who will mostly be white women is a good idea for our field to keep our checks and balances in place.
I would think hearing more voices would line up with the values of the Academy. Giving all of the power to a few voices does not seem like progress.
Replacing 111 people with 15 would greatly reduce representation. Everyone deserves a voice and an opinion and the only way to ensure that is to have adequate representation. 15 people is not adequate representation.
No representation
I think anytime power is concentrated it becomes corrupted. Let the delegates advise on the changes first, before the board votes on the changes.
Need state representation as well as DPG and MIG
The practice groups and specialty groups would no longer be assured of being represented.
I am concerned that this change would represent fewer members of the larger Academy
1) Representation of members will be removed (especially for small states and DPGs) there would be no house of delegates only a few members on a board of directors. 2) Control and decision will be moved to a small elected board which are not representative of the thousands of members across the US.
The new structure would negate adequate representation of the diversity that is AND.
No local representation for decisions being made
There is no check and balance. Group think can and does occur in small leadership groups. The HOD provides a valuable second set of eyes and can provide the necessary check and balance. BUT we need a better process for considering bylaws changes that includes really providing the necessary background information so intelligent decisions can be made. Not just rubber stamp what comes from the BOD as a recommendation.
Do not believe a limited strategic council of 10-15 can adequately represent the individual needs of each state and profession withing dietetics.
The proposed amendment significantly reduces members' voice in the Academy.
It does not give an equal voice to those from smaller states
Prefer HOD to BOD - feel this is more representative of the body of practitioners.
I feel fewer Academy member participation will mean less representation of Registered Dietitians within the U.S.
it diminishes the voice of dpg's, mig's and state delegations
Too few members to represent all members.
The BOD already has fiduciary responsibility. We need a balance of power in the Academy! Giving the BOD control of the Bylaws is like giving the fox the key to the hen house! I do NOT support this bylaws change nor do I support the ridiculous idea for reorganization of the HOD!
it decreases representation and limits decisions to only a handful of members
Limits view points. Allows selective control in a time we need more diverse input.
I am concerned that representation and diversity of members will be diminished by removing the HOD and replacing with a significantly smaller council - this is a major concern to our ongoing efforts regarding diversity and inclusion. Additionally, there are concerns regarding how subject matter experts be recruited.
Leadership should come from delegates
It would be very helpful to see a more fully developed plan for what is to replace the House of Delegates before agreeing or voting to dissolve it.

Delegates are more accountable and accessible to members and should be the decision makers for changes to ByLaws
I think the delegate should continue to have a voice.
Why give power to a few?
Smaller states rely on representation from HOD
Board members are often appointed vs stepping up to run /serve as delegate.
I think it is a bad idea to replace the 111 member HOD with a 15 person council. You are losing touch with the membership, and going to alienate members for one, other concerns as well, too many to voice here.
This would take away representation from the members and put decisions in control of a few elected members.
Because smaller states like Utah would have zero representation. That sounds pretty awful to me.
The Academy needs to hear from all members. The HOD helps members from smaller groups make their voices heard. We need broader representation, not more centralized decision-making.
This should be a member driven organization.
The house of delegates provides a unified voice for members at the national level. I believe their presence and their conscientious vote is integral to the value of our organization. I don't believe a smaller board of directors has the breadth of understanding and input to make decisions. State delegates are more effective at gathering state member input than general emails from the Academy about important subjects, policies, and organizational direction.
Centralization of power and lack of representation, particularly from smaller states/groups disenfranchises too many members and their viewpoints.
It puts too much control in a small group of people that may not be representative of dietitians across the US.
I value the representation of the HOD as the voice of the members.
house of delegates has more diverse representation than a handful of board members
I favor including DPG and state representatives in voting decisions.
Representation of members will be removed (especially for small states like mine and DPGs). This will affect thousands of members across the US. The House of Delegates already has a representative from each state, each DPG, and each MIG. I don't think we need to change this.
1) Representation of members will be removed (especially for small states and DPGs) there would be no house of delegates only a few members on a board of directors. 2) Control and decision will be moved to a small elected board which are not representative of the thousands of members across the US. The House currently has a representative from each state, each DPG, and each MIG.
There should be wide representation in making such changes.
It doesn't offer good representation of all of your dietitians. Just a select few.
The HOD is representation of the entire Academy membership. This proposal means the BOD, which is a much smaller representation of membership, limits the voice of membership. Or is that what the purpose of the proposal is? Why the Academy would want to limit input to a few elected members versus the many diverse voices the HOD brings to the table is in conflict with the equity and diversity initiatives they are espousing. Such contradictions are shameful.
This move takes away representation from its' members, which are spread across the country and beyond, and gives more power to a select group of individuals--doesn't seem to be in the best interest of AND members.
I like that with the HOD there is better representation of all states. This seems to take that away.
I would appreciate a much more in depth explanation of the pros and cons of doing so prior to it being proposed. I want everyone to be represented and do not feel that would happen by shifting the voting to the Board of Directors, which is much smaller and less diverse than the House of Delegates.
Want to maintain representation by Board of Directors.
The House of Delegates is more representative of membership than the limited number of people on the BOD.
It limits members voice.

There is inadequate justification for the amendment to the bylaws. The proposed amendment lacks transparency and consolidates power in the hands of the BOD. This amendment eliminates collaborative governance and eliminates any potential "checks and balances".

I have read the statute cited in the amendment summary. I do not interpret it as a clear directive that the bylaws must be controlled by the BOD. Furthermore, a quick google search turns up multiple similar organizations in which HODs have responsibility for amending bylaws (AMA, ADA, ABA, AVMA, APTA, etc.). What organizations were included in the benchmarking done by the Academy? I'd like to hear more explanation as to WHY the BOD needs to control the bylaws, including the legal justification cited.

It is hard for me not to conclude that the BOD and HOD do not have a collaborative working relationship. Why is that? What can be done to improve the relationship?

If AND moves forward with this amendment it will be a huge step back from the Diversity Equity and Inclusion work that AND is doing. This is a member lead organization and by AND replacing a full house of delegates with diverse voices with a small 15 person group you will inevitably reduce the diversity of the leadership. This is a critical time for AND and we need to be responsive to the need to be more inclusive, and this bylaw amendemnt will be the opposite of that.

I have concerns about the voices of members being represented. I am open minded but this feels like a big change with limited information supporting the change

Decisions regarding changes will become more removed from the membership.

Delegates speak for the members

The amendment shifts all of the power to the BOD. Who is going to keep the BOD in check? The voting process should consider both the HOD and BOD. 2/3 vote of both in order to pass.

Need a strong diversified HOD with wide geographical inclusion and balance of power between BOD and HOD. Members voices must be heard by the Academy-the more the better, to help keep a pulse on what is important to the membership of this organization

This will limit member representation and will put too many large decisions in a small, concentrated group of individuals who may not equally represent the whole of the AND.

1) Representation of members will be removed (especially for small states and DPGs) there would be no house of delegates only a few member board of directors. 2) Control and decision will be moved to a small elected board which are not represented of the thousands of members.

I feel that the voice of members at large will not be represented to the same degree.

This would drastically reduce/eliminate the voice of the Academy's membership.

The Academy needs to bodies balance what we do and where we are going. Shift all power to the BOD is not in the best interest of our future

I get that it may not follow Illinois law or be different than other professional association Boards. However, I see no mechanism to make sure that the Board is a diverse group reflective of the HOD or the general membership. It is not a good look to concentrate power in the hands of a few, especially when we spent a lot of time getting the MIGs into the HOD.

Having served two terms as a state affiliate president and numerous other state board positions I feel STRONGLY that healthy governance of our organization requires the active participation of its members - those who are working in various dietetics positions throughout the country and are connected to the pulse of our mission of helping ensure the nutritional wellbeing of the population. The HOD needs its voting powers back. Sadly it appears our organization is working against itself. No voice or very limited voice of the members seems to me to be a step toward losing our scope of practice to other disciplines.

Because I don't want to see power concentrated in a very small group of people instead of a representative group that is the voice of the members!

This change eliminates any "checks and balances" in the system. All organizations need "checks and balances" system to optimize viability of the organization and assure diverse opinions are heard and considered.

<p>It gives power to just a few people and is not representative of the full membership through affiliate and DPG delegates. It takes away member representation.</p>
<p>This concentrates the power too a select few. There is a lack of transparency in this decision.</p>
<p>That gives too much power to the BOD and No power to the members.</p>
<p>Want more membership influence.</p>
<p>Removing member input is dangerous and is not in alignment with the Academy's supposed goal of diversity and inclusion. This is akin to our country's Executive office declaring that the Senate and the House of Representatives will have no say in governance, but that it is now in the hand of the President, Vice President, and the Cabinet. The ruse about the IL law is laughable...of course the BOD has always had the governance of the "corporation" when it comes to financial issues. This sudden reorganization plan also seems to violate the Academy's supposed "Commitment to Transparency"... Also, similar organizations, such as the American Occupational Therapy Association, do NOT put all governance into the hands of their BOD as implied in the rationale for this change by the Academy. AOTA has a representative assembly that functions much like the Academy's current HOD. The American Physical Therapy Association has its HOD and the power is not in the sole hands of the BOD. I will be requesting a refund of my membership dues!</p>
<p>Retain input of the membership over this piece of governance, retain balance of power with BOD</p>
<p>This move would give all the "power" to the academy BOD, diminish the role of the delegate, and reduce the representation of Academy members.</p>
<p>The House of Delegates is the representative group of Academy members. The House of Delegates is an important part of the governance structure and they should be involved in major decisions including by-law changes.</p>
<p>Because it puts all the "power" with one body. We are a membership organization and their needs to be some separation of power. The HOD is integral to hearing the voice of the members. The BOD will become an oligarchy!!!</p>
<p>More representation with the HOD than executive board</p>
<p>The board of directors has a smaller number of members and less diversity than the representation in the House of Delegates.</p>
<p>I feel that this takes away the checks and balances that currently exists. Furthermore, I feel that it reduces diversity and inclusion...current practice requires the HOD (which has representatives from each state, DPG, and now MIG) to approve changes. This places all of the power in the hands of a very small BOD. I think there are many great ways to streamline and use SMEs for workgroups, but I don't think those and a 15-member council adequately replace the HOD.</p>
<p>I agree that there is a need to clarify roles. However, I feel that the HOD provides a needed balance in AND governance to ensure that concerns of the different DPGs and MIGs are heard and appropriately considered. The proposed change is not necessary to comply with Illinois law. ByLaws are the equivalent of the operating rules that the BOD must follow. If you give the BOD the exclusive right to amend the ByLaws, then what is the point of the ByLaws? I feel a good check and balance is retaining the HOD's right to amend the ByLaws as necessary.</p>
<p>HOD represents membership. Not as much re BOD.</p>
<p>This places the decision on fewer individuals.</p>
<p>We need a wider and more diverse representation to vote in these guiding documents</p>
<p>I believe bylaws should be approved by a body that is representative of the field and the HOD meets that better than the Board</p>
<p>HOD delegates are elected by members and are the voice of the membership. Much broader representation than the BOD</p>

Allowing an elite few to make possible major changes to a huge membership academy is reckless. If the academy exists for the members, the members should be represented in a vote for change. If the academy does not exist for the members, then communicate more clearly why they exist.
The Board of Directors has too much power already. As a member, I feel our voices are not heard.
More eyes to examine; delegates can obtain feedback from Members since any change to bylaws ultimately affect us.
As a former state affiliate delegate for 3 different affiliates, I do not believe taking voting power away from delegates is ever a good idea. Delegates represent members!
I don't know enough about this. It was released to me a few days ago and I don't trust that this decision was done with thoroughness and transparency. I don't know the problem here we are trying to solve.
The Delegates is a better representation of all academy members across the regions and DPG/MIGs. Board of directors is only a select few people and doesn't fully represent the diversity of the membership
The House of delegates seems to be able to represent more of the membership.
This is a membership organization- the bylaws should be voted on by the delegates, who are in much closer touch w/ their affiliates and members. and an employee (the CEO) voting on the bylaws seems like a pretty big conflict of interest to me,
I don't believe this supports the goal of diversity, I believe it reduces the voice of individual member and the diversity of membership voice in the governance.
The potential for having any voices of the 'rank and file' members of the Academy heard is through the House of Delegates. Voting on changes to the Bylaws should come through the House of Delegates. Some of us still remember the then Kraft cheese food slices debacle that was courtesy of the Board of Directors...the BOD does not need any increase in what they can do.
As representatives of the members, HOD delegates are the appropriate ones to be making these changes. The BOD are a advisory board who can offer opinion but should not determine direction of the Academy.
In theory it makes sense but in practical terms I wish for more members to be involved in decision making via HOD.
It should include the delegates voice of their members
Too much power in a very small (and, sometimes in the past, lacking in being open to diverse opinions) group . Strongly oppose this change.
It does not allow for any checks and balances in our governance. A small group of appointed people will have complete control.
Because it will then not be representative of all states and all nutrition groups. I'm not sure why AND insists on a VERY small number of people to make all decisions for a membership organization and this does the OPPOSITE of promoting diversity, equity and inclusion.
The HOD history and representation is important. This move is like an oligarch coup to take over the power. It is the HOD who drive the member policy. A 15 member council does not represent this professional diverse group throughout the huge country. The field of dietetics has many components not just nutrition-- we are about getting the food and nutrition into the body and managing how that is done. So many facets of this profession. I honestly wonder if the Academy can even define dietitian any more. There is so much missing in the agenda and profession at this point. There is a better way to tweak the organization to make it function better, but this is not it. The HOD is essential and historical to this organization. Adding DPGs and MIGs was something that was needed. I recommend adding a Chief Scientist (RDN PhD) one year term with max of five that could quickly check off any needed expert responses from internal peer reviewed DPGs and MIGs. We don't need a destruction of the organization. If this Chief Scientist component was added then we could have the current experts in DPGs and MIGs give responses to issues in short time with check off review from the Chief Scientist. I would like to present a new proposal. The staff should have a check and balance too with finance. Staff works for us. So far I have had a staff member basically put down my response on the reorganization plan. That is not staff's role. I would like to see job descriptions for the staff members.

Transitioning all by-laws authority to the BOD concentrates too much power with a figure head entity this is already controlled by staff, not by what members want and need. We must find more ways to engage members, especially younger members, not work to diminish the voice of members and reduce member engagement.

I feel it reduces ownership and sense of inclusion to members.

Power goes to a select few. The few are "clique"/popular group and are not inclusive to other people, hardly a diverse representation of the Academy.

The HOD is the voice of the Academy members. There is little information that comes from the BOD to the members, who, afterall, IS THE ACADEMY according to the sound bites.

The HOD plays a very important role within the profession.

AND is not being transparent with this decision. Your rationale doesn't align with good governance. The document posted on the Academy website asks the question: was the HOD involved while no comments regarding eliminating the HOD were discussed.

I do not give the BOD exclusive power by surrendering our authority over the bylaws.