



SOCIETY OF ACTUARIES

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of the respondents (compared to 49% of total SOA membership being FSAs), with only 28% being ASAs. The survey indicated the majority of TSA readers (78%) had 10 or more years' experience.

### Conclusions

The task force was gratified to learn that recent changes in the papers review and publication process are in line with membership desires expressed in this survey.

Readership is better than expected, with 72% reading at least some of the papers. However, the demographic responses indicated that readership is low among those with fewer than 10 years' experience, confirming the task force's observation that not many students or those early in their careers regularly used the *TSA*.

The general level of apathy offers the Society a clear challenge to improve the *Transactions'* image among potential authors. With the recommended changes in the papers solicitation and review process now being implemented, the Society is making progress to achieve that goal.

Frank Lemery, Director of Publications, chaired the Task Force on Papers. He is senior vice president and actuary, Kansas City Life Insurance Company.

## TSA Author's Manual mailed with this issue

To carry out one of the Task Force on Paper's recommendations, the Society of Actuaries has developed an Author's Manual to help potential authors of *Transactions* papers understand the papers process. This new manual is included in this month's *Actuary* mailing. The Author's Manual also will appear in the 1993 *Society of Actuaries' Yearbook*.

## In memoriam

A. Edward Archibald FSA 1931,  
MAAA 1965, ACAS 1930  
Robert J. Bohn FSA 1971, MAAA  
1966, EA 1976  
William T. Bryan FSA 1978, MAAA  
1978

# Minority recruiting seeks support

by Edward John Mullen

The Joint Committee on Minority Recruiting needs support in funding scholarships. Started in 1977, this committee now is administered jointly by the Society of Actuaries and the Casualty Actuarial Society to encourage qualified minority students (African Americans, Hispanics, Asian Americans, and Native North Americans) to pursue an actuarial career. The committee believes it is important to continue its efforts.

In June, the Joint Committee on Minority Recruiting met to award scholarships. This year, the committee awarded \$35,000 in student scholarships. Out of 70 applicants, 42 students received undergraduate scholarships, with four more students receiving waivers for one exam fee. Awards usually were for \$500 or \$1,000, with a few individuals receiving \$1,500. The criteria for awarding a scholarship was scholastic ability, math aptitude, potential for and interest in an actuarial career, and financial need.

Scholarship recipients were assigned committee members as advisors. Select applicants who did not receive an award but who were encouraged to reapply also were assigned advisors. These committee members take personal interest in their assigned students, fielding questions on the profession and acting as liaisons with the committee. Occasionally, these students seek help in finding summer actuarial intern jobs, hoping to be hired full-time after graduation. In addition, any Society

member interested in serving as a mentor for a local minority actuarial student should contact Peggy Grillot at the Society of Actuaries, 708-706-3563.

In addition to the scholarship awards, Florida A&M received \$20,000 to support its summer actuarial program, and Howard University received \$31,200 for a similar program. Outstanding minority students with high mathematics scores on standardized tests are invited to these three-week intensive programs. Students are encouraged to pursue actuarial careers through exposure to visiting actuaries and to a variety of courses, such as computer literacy and math application.

While the committee wants to encourage all well-qualified minority applicants, it is limited to the funds that are available. Contributions for 1992 were down 18% from the previous year. Unless future contribution levels increase, scholarship awards and funding for summer programs will need to be reduced.

To make a donation, please make checks payable to "CAS/SOA Minority Recruiting Program" and mail them to the Society of Actuaries/Casualty Actuarial Society, P.O. Box 95668, Chicago, IL 60694. Contributions are deductible for U.S. federal income tax. If an employer has a "matching contribution" program for contributions to a 501(c)(3) organization, an individual contribution is maximized by an employer match.

Edward John Mullen, Chairperson of the Joint Committee on Minority Recruiting, is a principal with Ernst & Young.

## Seminar Calendar

### Critical Issues in Underwriting

November 16-17

Hyatt, San Antonio

### Teleconference: Amended 401(a) (4) Regulations

(4 hours of Core EA Credit)

November 19

Various U.S. cities

### Roundtable Discussions

"Current Trends in Pension Demographics,"

"Recent Rulings and Regulations Update," or

"Government Pension Guarantees"

(2 hours of Core EA Credit)

December

Locations TBA

For more information, call the SOA Continuing Education Department, at 708-706-3545.