



SOCIETY OF ACTUARIES

Article from:

The Actuary

June 1994 – Volume 28, No. 6

Baby Busters

TURN-ONS

Recognition
 Praise
 Time with you (manager)
 Learning how what they're doing right now is making them more marketable
 Opportunity to learn new things
 Fun at work (structured play, harmless practical jokes, cartoons, light competition, surprises)
 Small, unexpected rewards for jobs well done

TURN-OFFS

Hearing about the past (yours)
 Inflexibility about time
 Workaholism
 Being watched and scrutinized
 Feeling disrespected
 Feeling pressure to "convert" to traditionalist behavior
 Disparaging comments about their generation's tastes and styles

Source: *Twentysomething: Managing & Motivating Today's New Work Force*, Master Media Ltd.

Vote early and vote often

by Donald R. Sondergeld

The old adage, "Vote early and vote often," is a good one when you apply it to Board elections for the Society of Actuaries. Vote early — in the very first election after you become a Fellow — and vote often — at every opportunity possible. It takes just a few minutes to review the ballot information and make an informed decision.

It's surprising to me that fewer Fellows are exercising their hard-earned right to choose their leaders. Just 14 years ago in 1980, more than 50% returned their second ballots. In the past few years, it has been a struggle to keep second-ballot percentages above 40%. The first ballot for 1994 hit an all-time low at 27%, down from 31% on first-ballot voting rates in 1993.

Underrepresentation of certain areas of practice and geographical locations on the Board is a difficult problem to resolve. The Committee on Elections has tried to deal with this by reserving three seats among the six Board positions for the top vote-getter in the investment practice area, in the pension practice area, and from Canada, if each of these is not represented in the top six overall. In addition, the president

has the right to elevate two Board members to positions on the Executive Committee for better representation. Please take this into account when you vote. If you want your country of residence or your specialty area represented on the Board, make sure you vote accordingly.

Your vote is more important than ever. Why? This is a very exciting time for actuaries. Steps have begun to retool, revitalize, and expand the actuarial profession and its role in society. The Society of Actuaries' new Foundation is being established to invest in the future of actuarial science through research and creative education. Studies on how to move into nontraditional areas, such as capital projects, are underway. A new finance track to prepare more actuaries to move into investment and financial areas is in place. Efforts made in the last year for actuaries to become key players in the health care reform discussions have paid off with increased media attention. Ahead are public policy debates on emerging issues, such as the future of Social Security and private pension plans and of Public

Financial Guarantee Programs.

That's why you have a responsibility to see that the Society's elected officers and Board members are those with the vision and leadership to maintain this forward momentum. That's why your vote counts so much. When you receive the second ballot in July, please exercise your right to vote for the leaders of your profession.

Donald R. Sondergeld is the penultimate past president of the Society of Actuaries and chairperson of the Committee on Elections.



Mail alert

Second ballots for the Society's 1994 elections will be mailed to all Fellows on July 19. If you are a Fellow and do not receive the second ballot by July 29, please call Marilyn Meier at the Society office, 708/706-3500. Ballots must be returned to the Society office by August 19.