

*Report of the 2003 CAS Membership Survey
Task Force*

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TASK FORCE**



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EXECUTIVE SUMMARY

The 2003 CAS Membership Survey provided a good deal of positive news for the Casualty Actuarial Society (CAS). First of all, the commitment of CAS members was evidenced by the high response rate to the survey and the high number of members who took the time to respond to write-in questions. 1,934 members completed the survey, for a response rate of 52%.

The 2003 CAS Membership Survey asked respondents to rate their overall satisfaction with the CAS. Most notably, over 80% of the respondents indicated that they were very satisfied or satisfied. In addition to asking about overall satisfaction, the survey asked about satisfaction with five specific aspects of the CAS. CAS Staff garnered the highest satisfaction ratings, followed by Communications and Publications, and Meetings and Professional Education. Ratings for the leadership and committee chairs were somewhat lower, although still very high. Satisfaction levels were consistent across all demographic groups and sub-groups. Consistent with the CAS Core Values, education and the CAS "community" were noted as the strongest parts of the Society. There seemed to be a positive correlation between the level of involvement in the CAS and satisfaction.

Almost 40% of the respondents indicated they serve the actuarial profession in some way. Almost 75% of the respondents indicated that time is the major obstacle preventing them from increasing their participation in CAS committees and task forces. Retirees represent a potential future source of volunteers. However, the limited numbers of retirees that responded to the survey indicated that lack of interest was a reason for not increasing their participation in the CAS. Finding a way to engage this growing segment of our membership may become a critical issue in the future, given the large number of respondents that indicated that they expect to retire in the coming decades and the CAS goal of having at least half of its members volunteer. Respondents also indicated that the CAS could make better use of academics in promoting the profession, research, literature, education, examinations, and continuing education.

Another positive observation from the survey is the fact that the CAS leadership has already begun to address some of the issues that are important to the membership. The respondents reacted favorably to the changes that were made for the 2002 election process. Furthermore, the CAS Board has formed two task forces to address the voting and other rights of Associates, which was an area that generated a lot of comments from respondents. The CAS has also formed a Task Force on Publications, which submitted several questions to the 2003 survey. The responses to the survey indicated that the CAS should strive to maintain some form of refereed journal and should concentrate on improving the overall organization of CAS papers and the quality of non-refereed papers. Respondents also reacted favorably to the concept of "Working Parties" as a research vehicle. Recent initiatives to hire a CAS Librarian and develop a research taxonomy should enable members to take better advantage of CAS research. In the International arena, the initiatives that the CAS has launched in the past two years are consistent with what respondents felt the CAS should be doing.

Some survey responses indicated areas where the CAS should increase communications. For example, although all CAS Fellows are members of the IAA by virtue of the CAS paying

Fellows' IAA dues, only 3% of the respondents reported being members of the IAA, while 68% of the respondents were Fellows.

Another potential area for increased communications involves educating members on what research is currently available. While a large number of the respondents felt that CAS research was useful and valuable, less than 20% felt that they were aware of the research that was performed or sponsored by the CAS. In a related area, a number of respondents suggested improvements to the search engine on the CAS Web Site. Other respondents suggested improvements that were already part of the Web Site, which indicated the need for ongoing education of members about the features of the Web Site.

The Membership Survey Task Force noted a couple of trends that may raise potential concerns to the CAS as it strives to achieve its Centennial Goal. The Task Force was surprised by an increase in the proportion of respondents involved in the traditional actuarial activities of ratemaking and reserving. At the same time, the Task Force was concerned about a decline in involvement in executive management, strategic and financial planning, marketing, and underwriting. There was also a marked decline in the membership in international actuarial associations, particularly ASTIN and AFIR. The Task Force was unable to ascertain if sample bias between surveys accounted for these differences. Because these trends may have negative implications on the achievement of the CAS Centennial Goal, the Task Force recommends that the CAS investigate these trends further.

The 2003 Membership Survey Task Force offers the following recommendations based on the results of the survey. The recommendations are listed in the order that they appear in the report.

1. The CAS may wish to further explore the apparent trend away from executive management and non-traditional activities and its potential implications for the CAS Centennial Goal.
2. The CAS should consider improving communication of IAA membership to CAS Fellows, given that the CAS pays Fellows' IAA dues. The CAS should examine the reasons behind the decreasing trend in the number of CAS members who are also members of the AAA.
3. The CAS may want to consider requiring all members to take the Course on Professionalism. The CAS may also want to determine if there are other forms of professionalism/ethics education that may be more appropriate for members that have not attended the current course.
4. The CAS needs to better publicize the availability and organization of its research.
5. The CAS may want to consider expanding current continuing education requirements to apply to all members performing actuarial work.
6. The Committee on General Business Skills should consider offering sessions on Strategic Thinking and/or Negotiation Skills at future CAS meetings. The CAS should consider including the cost of the sessions in the registration fee in order to increase participation in these sessions.

7. The individual Regional Affiliates, in conjunction with the Regional Affiliates Committee, may want to survey candidates and CAS members in their geographic region for further input on the value of Regional Affiliate meetings.
8. The CAS should continue to explore ways to make use of the unique talents found in the academic community to improve its education and examination process.
9. The CAS should stay the course it has already embarked on to make the CAS Syllabus and research accessible and useful to actuaries practicing outside of the United States.
10. The CAS should regularly educate members on the current capabilities of the CAS Web Site.
11. The CAS should evaluate the feasibility of improving the Web Site search engine. The CAS should increase its promotion of web casts of the Spring and Annual Meetings to encourage more members to take advantage of them.
12. The CAS should strive to maintain some form of refereed journal and should concentrate on improving the overall organization of CAS papers and the quality of non-refereed papers.

The 2003 Membership Survey Task Force would like to thank the CAS leadership for their input into the survey and the CAS members that took the time to respond to the survey. The Task Force hopes that the members and leadership of the CAS find the information in 2003 Membership Survey Report useful. The Task Force notes that this report does not attempt to provide comprehensive results, which would have numbered hundreds of pages. There is a great deal of additional detail contained in the survey results and the Task Force would welcome the opportunity to work with CAS Committee and Task Force members to explore the findings in more detail.

Finally, we would like to express our sincerest appreciation to Todd Rogers, Mike Boa and the CAS office staff for their extensive help throughout the entire survey process, from the selection of the vendor and administration of the online survey through the editing of the final report. Having had the pleasure of working with these very dedicated professionals, it was easy to see why the CAS Staff earned the extremely high satisfaction ratings and praise from the survey respondents.

INTRODUCTION

Every five years, the CAS conducts a major survey of its members. The results of these membership surveys provide the CAS leadership with valuable input that helps to shape the short and long-term direction of the Society. A Membership Survey Task Force (MSTF) was formed in 2002 to coordinate the 2003 Membership Survey. The MSTF was chaired by Joanne S. Spalla and included Roger M. Hayne, Douglas W. Oliver, Stephen W. Philbrick, Alessandra C. Quane, and James B. Rowland. CAS office liaisons Todd P. Rogers and J. Michael Boa provided staff support to the Task Force. Association Research Inc. (ARI) was hired to administer the 2003 Membership Survey and advise the Task Force.

To develop questions for the 2003 Survey, the MSTF requested input from the CAS Board, Executive Council, and all Committee Chairs. The MSTF also elected to include a number of questions from prior surveys to enable it to observe trends in CAS members' demographics and attitudes.

In order to maximize the number of questions in the survey without making its length excessive, the Task Force elected to implement a recommendation by ARI to issue two different survey forms. ARI advised that, given the size of the CAS membership and historical response rates, the sample size for each survey form would be adequate. Accordingly, two versions of the 2003 Membership Survey were prepared with 55 questions each. 34 of the questions, including the 13 demographic items, were included in both versions of the survey. The remaining questions were different.

The 2003 Membership Survey was conducted online for the first time during the month of July 2003. Paper copies were provided only to members with no e-mail address on file, or upon request. Only 32 members submitted paper surveys.

1,934 members completed the survey, for a response rate of over 52%. For comparison purposes, the response rates were 32% in 1998, 41% in 1993, and 62% in 1988. The demographic profiles of respondents to the two survey forms were virtually identical and were representative of the entire CAS membership.

The survey was peer-reviewed by members of the CAS Membership Advisory Panel Committee.

1. DEMOGRAPHICS

1.1 Gender

	2003	1998
Male	72%	78%
Female	26%	22%
No Response	2%	N/A

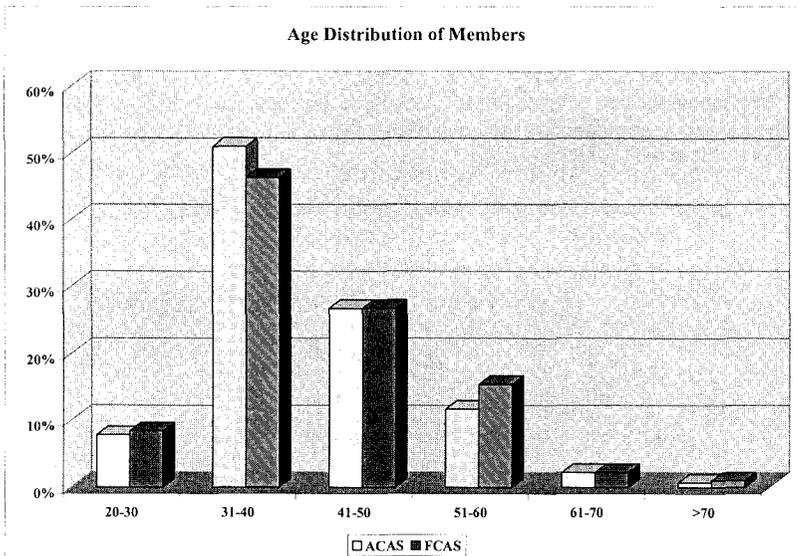
1.2 Designation

	2003	1998
Fellows	68%	64%
Associates	31%	36%
Affiliates	1%	N/A

The average Associate who responded has been an ACAS for 8.3 years. The average Fellow who responded has been an FCAS for 9.4 years.

1.3 Age

The average age of the responding Associates is 40.1 years, while the average age of the responding Fellows is 40.9 years.



1.4 Business Affiliation

	2003	1998	1993
Insurance Company	55%	57%	58%
Reinsurance Company	14%	13%	9%
Consulting Actuary	16%	18%	21%
Service Organization	2%	4%	6%
Regulatory Organization	3%	2%	N/A
Broker	2%	2%	N/A
Retired	3%	2%	N/A
Academic	0.3%	0%	N/A
Other	5%	2%	6%

The majority of insurance company actuaries are 31-35 years old while the majority of Reinsurance, Consulting, Service and Regulatory actuaries are 36-40 years old.

1.5 Geographic Area of Primary Business Responsibility

	2003	1998	1993
United States	83%	84%	80%
Canada	10%	10%	14%
Worldwide	7%	7%	6%
Europe	7%	5%	7%
Bermuda	5%	N/A	N/A
Asia	4%	5%	4%
Central & South America	3%	2%	2%
Australia & New Zealand	1%	Incl. in Asia	Incl. in Asia
Africa	0.4%	Incl. in Asia	Incl. in Asia

Note that respondents were able to indicate multiple areas of primary business responsibility.

Respondents were asked whether they would be likely to accept a job opportunity outside of their primary place of work. About one-fourth (24%) of the respondents would be likely to accept a relocation lasting at least one year if they were presented with a job opportunity within the next five years. Interestingly, there did not appear to be any significant difference in the willingness to relocate between genders, actuarial designations, or ages.

1.6 Primary Place of Work (United States)

Of the 86% of the respondents who indicated that their primary place of work was located in the United States, 10 states comprise approximately 72% of the respondents:

State	2003	1998
Illinois	13%	12%
Connecticut	11%	9%
New York	10%	12%
New Jersey	9%	6%
California	8%	10%
Pennsylvania	7%	7%
Wisconsin	4%	3%
Texas	4%	4%
Ohio	3%	4%
Minnesota	3%	3%

Region	2003
Northeast	44%
South	15%
North Central	30%
West	12%

1.7 Other Actuarial Organizations

There was an across the board decrease in membership in other professional organizations, particularly ASTIN and AFIR. The decline in CAS membership in these two international organizations is potentially a concern, given the international aspects of the CAS Centennial Goal.

	2003	1998
American Academy of Actuaries	80%	82%
Canadian Institute of Actuaries	7%	8%
IAA	3%	4%
ASTIN	5%	13%
AFIR	2%	8%
Society of Actuaries	4%	5%

It is interesting to note that although all CAS Fellows are members of the IAA by virtue of the CAS paying Fellows' IAA dues, only 3% of the respondents reported being members of the IAA, while 68% of the respondents were Fellows.

The New Fellows Committee examined membership in the AAA by years since designation and found that both new Fellows and new Associates (<10 years since designation) are far less likely to be AAA members than their more senior peers. The New Fellows Committee has prepared a separate report on this trend for the CAS and AAA leadership's review.

Recommendation: *The CAS should consider improving communication of IAA membership to CAS Fellows, given that the CAS pays Fellows' IAA dues. The CAS should examine the reasons behind the decreasing trend in the number of CAS members who are also members of the AAA.*

1.8 Professional Designations

The 2003 survey tracked (for the first time) other professional designations held by respondents. Approximately 10% of the respondents held designations by other professional organizations such as Chartered Property & Casualty Underwriter (CPCU) (4%), Associate in Reinsurance (ARe) (2%), Associate in Risk Management (ARM) (2%) and Chartered Financial Analyst (CFA) (1%).

1.9 Education

While a large majority of the respondents had a four year BA or BS degree (74%), advanced degrees held by respondents included MA/MS (18%), MBA (4%), and PhD (3%).

1.10 Areas of Practice

The figures shown below represent the percentage of time the respondents spent over the past two years on each category:

	2003	1998	1993	1987
Ratemaking	29%	23%	24%	21%
Reserving	21%	19%	23%	20%
Subtotal Ratemaking and Reserving	50%	42%	47%	41%
Management of an Actuarial Unit	11%	13%	12%	12%
Executive Management	5%	7%	9%	
Planning – Strategic & Financial	5%	7%	4%	7%
Risk & Capital Management (e.g. DFA)	3%	3%		
Marketing/Underwriting	5%	7%	4%	4%
Data Management	3%	6%	4%	
Programming – Software Development	3%	4%	3%	
Teaching – Research	2%	4%	3%	
Investments	1%	1%		6%
Valuation	1%	1%	2%	
Other	11%	6%	13%	26%

The most frequent write-ins for the “other” category included reinsurance, pricing and retirement. One surprising observation was the fact that the proportion of time spent in the traditional actuarial activities of ratemaking and reserving has actually increased from 41% in 1987 to 50% in 2003. At the same time, involvement in executive management, strategic and financial planning and marketing and underwriting has declined. This

movement puzzled the Task Force. While these activities were likely to be performed by more seasoned actuaries, there was no change in the distribution of responses by age or tenure from the previous survey that would explain this trend. The Task Force was unable to determine if other forms of sample bias between surveys accounted for the differences. The Task Force was concerned that this trend may have negative implications on the CAS Centennial Goal.

Recommendation: *The CAS may wish to further explore the apparent trend away from executive management and non-traditional activities and its potential implications for the CAS Centennial Goal.*

Other observations drawn from these responses include:

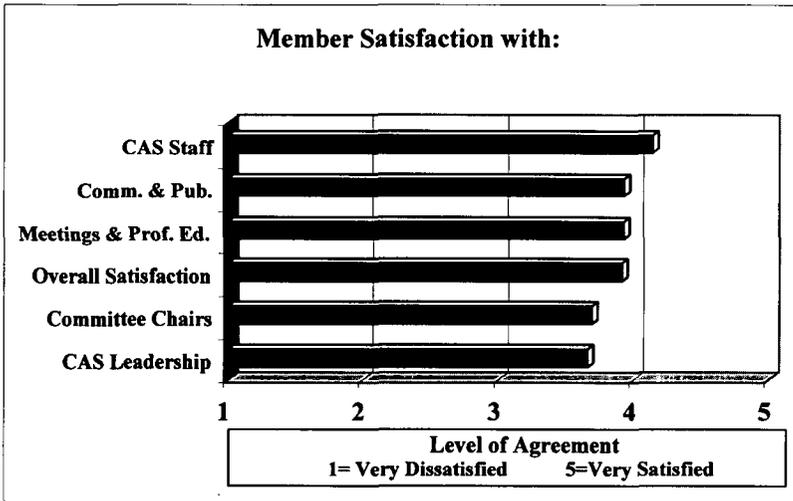
- Nearly two thirds of the respondents have, at one point in their career, been the Manager of an Actuarial Unit.
- Almost 90% have been involved with Ratemaking at some point, but only 80% have spent time in Reserving.
- More than 20% of the respondents have taught or done research at some point in their careers.

1.11 CAS Service

Forty percent of the respondents are active in the actuarial profession: 30% serve as a CAS committee member, 5% are in a CAS leadership role (Board or Executive Council member or CAS committee chair) and 9% play a role in another actuarial organization.

2. MEMBER SATISFACTION

The 2003 Membership Survey, for the first time, asked members to rate their level of satisfaction with five aspects of the CAS, as well as their overall satisfaction with the CAS.



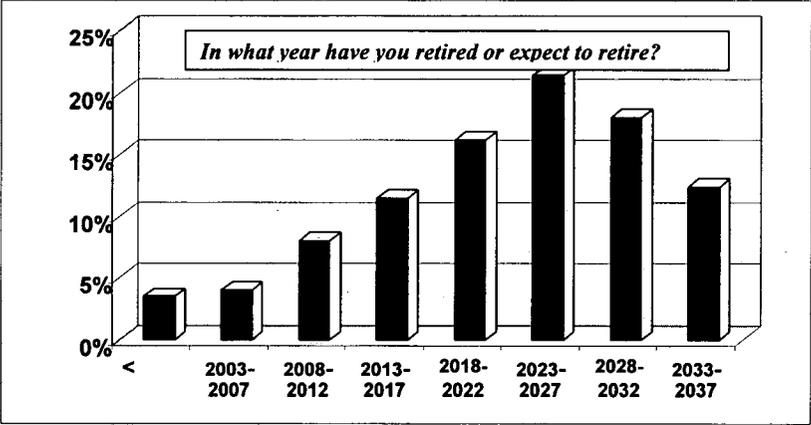
Overall, satisfaction rates are tremendous, with over 80% of the respondents satisfied or very satisfied. CAS Staff garnered the highest satisfaction ratings, followed by Communications and Publications, and Meetings and Professional Education. Ratings for the leadership and committee chairs were somewhat lower, although still very high.

No demographic groups showed particularly high levels of dissatisfaction. There was a positive correlation between the level of involvement in the CAS and satisfaction.

Members were asked to write-in their opinions about the strongest and weakest parts of the CAS. Almost 700 members took the time to write in their thoughts about CAS strengths and over 600 wrote in about CAS weaknesses. They cited the members themselves and the volunteer culture as the strongest parts of the CAS. As expected, exams and admissions generated a large number of responses—as both a strength and weakness of the CAS. Negative comments about exams outweighed positive by more than two to one. About 40 comments about the weaknesses cited issues with the Board and CAS leadership. In addition, there were about a dozen comments that mentioned arrogance and elitism as the biggest weaknesses of the CAS.

3. RETIREMENT

Shown below is a histogram of the expected retirement year of those who completed the survey:



The individual year with the largest percentage of expected retirees is 2030, with 10% of the respondents expecting to retire.

4. VOLUNTEERISM

4.1 *CAS Committee and Task Force Involvement*

Members were asked if there was anything preventing them from increasing their participation on CAS committees and task forces. Over 73% of the respondents indicated that a lack of time is the major reason. Nearly 23% of respondents mentioned lack of interest as a major issue. Only 5% indicated that nothing is preventing them from increasing their participation levels. There were no significant deviations when the responses were examined by demographic group.

Retirees were a rather small sample of respondents (N=60); however, their input may become more important in future years if the CAS wishes to rely on this group's volunteer participation. Fifty-two percent of retirees indicated a lack of interest, while 28% and 13% responded that cost and time respectively were issues.

4.2 *Impact of Travel Costs on Volunteer Activities*

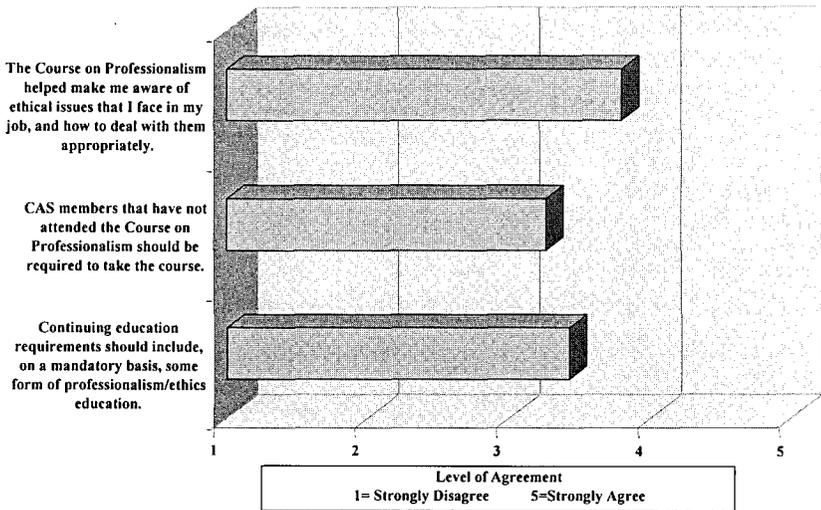
Subsidization of travel costs does not appear to be a major issue in increasing volunteer efforts. Only 27% of the respondents indicated that subsidization of travel costs would help them increase their volunteer efforts. Respondent groups where subsidization would appear to have a greater impact on volunteer efforts include regulators (47%) and west coast actuaries (40%). Although very few respondents were from the academic community, 50% of those respondents indicated that subsidized costs would help their volunteer efforts. The response for retirees was similar to respondents that are currently employed.

5. PROFESSIONALISM

Only 20% of respondents indicated that they sign prescribed statements of actuarial opinion in the course of their practice. However, approximately 35% of respondents who practice outside of the United States indicate that they sign these statements, with 45% of those who practice in Bermuda topping the list. Nearly 72% of respondents indicated they meet the general qualification standards for prescribed statements of actuarial opinion. However, this figure drops to 50% when asked if they meet the specific qualification standards for NAIC Statements of Opinion. Regarding the specific standards, nearly 13% of respondents indicated that they do not know if they meet the standards. For both the general and specific qualification standards, those who practice outside the United States tend to meet the qualification standards more frequently. Only 14% of respondents indicated that they serve as the appointed actuary for one or more U.S. domiciled P&C insurance companies.

Over two-thirds of the respondents have attended the CAS Course on Professionalism. However, only 20% of Fellows with greater than 10 years of tenure have attended the course, compared to 90% of those with tenure of less than 10 years. This may be a concern because 34% of the respondents that indicated that they sign prescribed statements of actuarial opinion achieved their designation more than ten years ago.

The following graph reflects the respondents' level of agreement with three statements about the Course on Professionalism:



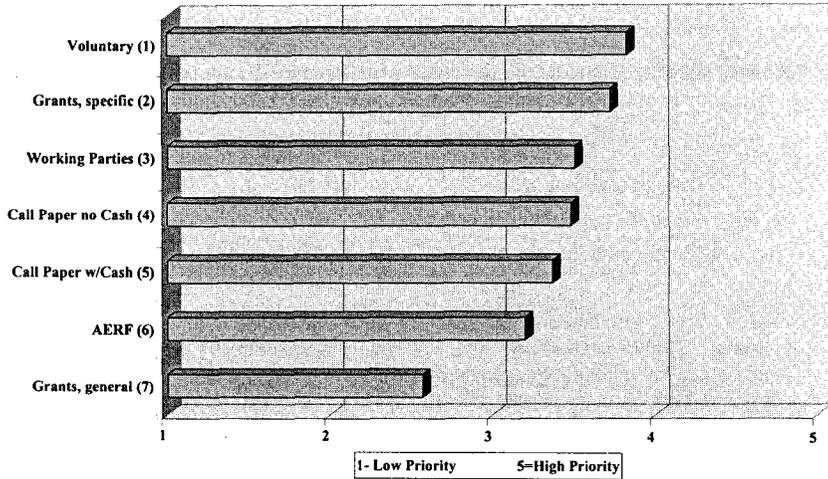
Recommendations: *There was not a clear consensus on whether all CAS members should attend the Course on Professionalism. The CAS may want to discuss the value of making this a requirement. The CAS may also want to determine if there are other forms of professionalism/ethics education that may be more appropriate for members that have not attended the current course.*

6. RESEARCH

6.1 Prioritization of research "channels"

CAS members were asked to prioritize seven specific "channels" for conducting research. Respondents were provided the opportunity to write in alternatives.

Research Channels



1. Voluntary research and submission of papers
2. Funded research grants for specific topics
3. Working parties (papers written by a group of researchers)
4. Call paper programs without cash awards
5. Call paper programs with cash awards
6. Funded research through Actuarial Education Research Fund (AERF)
7. Funded research grants allowing proposers to choose subject

These results reflect the strong volunteer culture of the membership, with voluntary research at the top of the list of the types of research on which the CAS should focus. There is strong support for the new "channel," working parties. Call paper programs continue to get support, but the existence of a cash award appears to be unimportant. Funded research gets strong support, but this support is much stronger when the CAS has complete control (specific topics), drops when there is moderate control (through AERF), and fairly low when the researcher gets to choose the topic. The relatively low priority to the "other" category may be interpreted as a determination that the channels listed are largely sufficient.

The write-in responses for this question can be grouped into four categories:

1. Alternative channels for research, such as joint studies with a larger academic community, funded research through The Actuarial Foundation, and requiring new fellows to submit original research.
2. General areas for study, such as better syllabus material/papers, and research in applied actuarial science.
3. Specific research topics, such as derivation of loss and LAE reserve ranges, high profile P&C industry topics (e.g., medical malpractice), realistic loss trend analyses, salary studies, and studies on the use of credit in rating.
4. Alternative format for the delivery of results, such as software and/or spreadsheets.

6.2 Techniques

Members were asked to describe the techniques they are using for the majority of their work by assigning them to one of three categories.

Technique	Percentage
Basic, traditional	32%
Some advanced, some traditional	62%
Cutting edge, advanced	6%

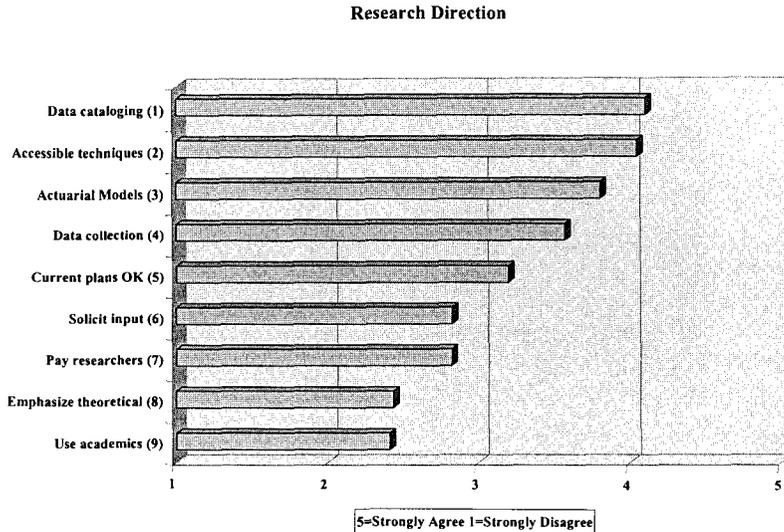
Roughly similar distributions prevailed for most demographic groups, with one notable exception. Respondents whose Area of Primary Responsibility was **other** than U.S. or Canada identified double digit percentages for cutting edge or advanced techniques, which is twice as high as the U.S. and Canada. (These results must be interpreted with some caution, as the number of respondents is not large for some categories.)

The percentages by geographic area of primary responsibility were:

Area of Primary Responsibility	Number of respondents	Percentage assigned to Cutting Edge, Advanced
Worldwide	75	13%
Africa/Asia	26	12%
Australia/New Zealand	12	17%
Bermuda	36	11%
Canada	81	5%
Latin America	16	19%
Europe	45	13%
US	786	5%

6.3 Research Direction

One question had nine parts, identifying a number of activities that could be undertaken with respect to research, and asking respondents to indicate their strength of agreement with undertaking the activity.

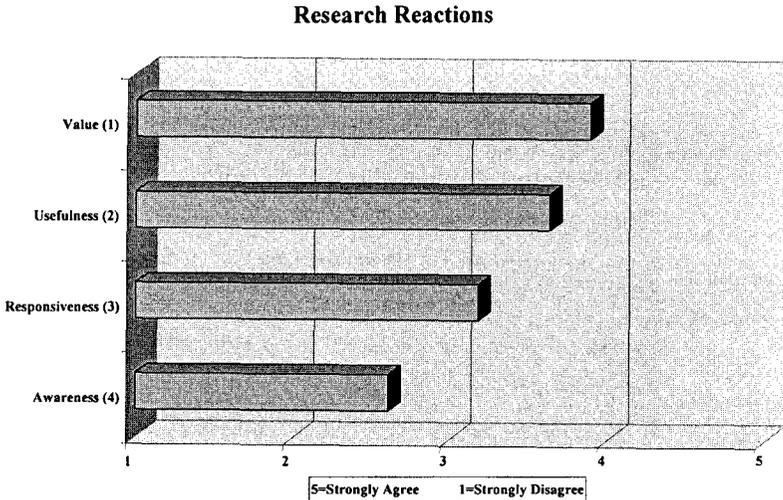


The labels on the bars are short descriptions of the actual options, as follows:

1. The CAS should identify and catalog sources of data that could be useful to actuaries.
2. The CAS should sponsor research to make advanced techniques more accessible to, and more widely used by, the CAS membership.
3. The CAS should conduct research that involves the development of actuarial models.
4. The CAS should conduct research studies that involve the collection, combination and analysis of data.
5. The CAS is acting aggressively enough to provide research and education to its members on the subject of enterprise risk management.
6. I would like the opportunity to provide input about areas in need of CAS research.
7. The CAS should pay researchers to conduct projects and rely less on volunteers and prize/awards for research papers.
8. CAS research should be primarily theoretical. Individual practitioners and companies should develop their own practical applications.
9. The CAS should primarily use academics for paid research projects.

6.4 Research Reactions

One set of questions asked for reactions to the usefulness and awareness of CAS research.



1. I view CAS research as a valuable resource when I have specific problems to address.
2. I have used research in my work that was completed by or sponsored by the CAS.
3. CAS sponsored research is generally responsive to my needs as a practicing actuary.
4. I am well aware of most of the research done by and sponsored by the CAS.

When research exists, respondents use it and find it valuable. The breadth of research is more of a question. Given the responses to the first two questions, a reasonable interpretation of the less positive responses to the third question is "What I can find is fine, but I can't always find what I want." The relatively low response to the final question suggests we need better communication of the work that has been done.

Recommendation: *The CAS needs to better publicize the availability and organization of its research. Recent efforts to develop a research taxonomy should support this objective.*

6.6 Access to Research

Respondents were asked to identify places they would like to access research, with an option to write-in alternatives. Not surprisingly, the CAS Web Site led the list of options. Only two groups gave this option low marks, retired members, and, not surprisingly, members who never accessed the Web Site. Traditional paper formats, call papers, *Proceedings*, and the *Forum* came next, with comparable weight to face-to-face options such as meetings and seminars. Online biographies came in lower, along with the Actuarial Review. A quarterly research newsletter received the fewest votes of the listed options, but this should be tempered by the fact that it does not yet exist, so this vote may reflect lack of familiarity. Only a fraction of one per cent wrote in alternatives, including options such as: interactive web site, searchable CD-ROM, and e-mail notification.

7. PROFESSIONAL EDUCATION

7.1 Continuing Education

Respondents indicated they spent an average of 42 hours of organized continuing education activities and 110 hours via other continuing education activities during the three years prior to the survey, which is in excess of the Qualification Standards for Prescribed Statements of Actuarial Opinion requirement of 24 hours every two years.

Members were asked for their opinions about continuing education requirements and how changes should be applied:

What form of continuing education requirement should exist for CAS members?	None	5%
	Required only for those signing actuarial opinions	4%
	Required only for those signing public statements	13%
	Required only for all actuaries doing actuarial work	51%
	Required only for those currently employed	25%
	Required for all CAS members, even if retired	2%
If changes are made to continuing education requirements, to whom should they apply?	Only to new members	6%
	All currently practicing members	79%
	All currently listed members	15%

Over 75% of respondents believe that continuing education requirements should be required for either all members doing actuarial work or for all actuaries currently employed. Nearly 80% believe that if changes are made to the continuing education requirements, they should apply to all currently practicing actuaries.

The majority of respondents believe that the current ASB continuing education requirement of 24 hours every two years is appropriate:

Assuming that the CAS has a continuing education requirement, what should be the extent of the requirement?	More than current ASB standard	9%
	Less than current ASB standard	7%
	Same as the current ASB standard	58%
	It should vary based on category (new, practicing, or listed member)	11%
	There should be no requirement	4%
	No opinion	11%

7.2 General Business Skills

The most popular venue to receive education on general business skills appears to be in the actuary's own company or via a suggested reading list:

Where would you prefer to receive education on General Business Skills? (check all that apply)	In my own company	23%
	Suggested reading list	23%
	CAS meetings	18%
	CAS seminars	17%
	Desktop application learning tools	17%
	Regional Affiliate meetings	12%
	Limited Attendance seminars	11%
	Not interested	4%
	Other	1%

Interest levels vary widely based on the type of general business skills education offered. Strategic thinking and negotiation skills appear to hold the greatest interest level.

Would you be interested in attending a workshop on the following topics if offered at future CAS meetings?			
	No	Yes, if included in meeting registration fee	Yes, even if it requires additional fee
Strategic Thinking	26%	56%	18%
Negotiation	34%	49%	17%
Project Management	36%	49%	15%
Marketing/Networking	41%	46%	13%
Working with Others	60%	35%	5%
Writing Skills	66%	27%	7%
Survey Writing Skills	79%	19%	2%
Other	67%	15%	18%

Recommendation: The Committee on General Business Skills should consider offering sessions on Strategic Thinking and/or Negotiation Skills at future CAS meetings. The CAS should consider including the cost of the sessions in the registration fee in order to increase participation in these sessions.

8. REGIONAL AFFILIATES

Two questions regarding Regional Affiliates may prove to be informative for the leadership of the various organizations, as well as the Regional Affiliates Committee of the CAS.

If you are not an active member/participant of a CAS Regional Affiliate, why not?	Time and travel costs	36%
	Low relevance of subject matter	19%
	I prefer meetings with more activities or in more interesting locations	13%
	My company doesn't encourage or sponsor my attendance	10%
	Other	9%
	RA meetings perceived as "student's CAS meeting" with limited value to members	6%
	Networking opportunity limited	4%
	I don't get timely notification of meetings	3%

Considering the difference in time and travel costs, how do Regional Affiliate (RA) meetings compare to other CAS meeting/seminar opportunities?	RA meetings have significantly less value	22%
	RA meetings have somewhat less value	39%
	Both provide about the same value	25%
	RA meetings have somewhat more value	11%
	RA meetings have significantly more value	3%

61% of respondents indicated that Regional Affiliate meetings provide less value when compared to other CAS meetings and seminars. Caution must be used in interpreting this finding, since CAS candidates, who make up a large portion of the audience at Regional Affiliate Meeting, were not part of this survey audience,

Recommendation: *The individual Regional Affiliates, in conjunction with the Regional Affiliates Committee, may want to survey candidates and CAS members in their geographic region for further input on the value of Regional Affiliate meetings.*

9. INTERNATIONAL

9.1 *Need for Recognition from Another Actuarial Organization*

While only 5% of the respondents have ever had a need for recognition from another actuarial organization, over 20% of the CAS respondents living outside of the United States and Canada have had a need in the past.

9.2 *International Travel*

Over half the respondents never travel internationally for work purposes. The vast majority of respondents who travel internationally for work are located outside of the United States and Canada. 93% of our members living abroad travel internationally at least once a year and 63% of them take more than four international business trips per year.

9.3 *CAS Support for Actuarial Profession in Developing Countries*

There is an overwhelming consensus to provide support through literature, education and sharing of techniques to aid in the development of the actuarial profession outside the United States. The majority of respondents, however, are not in favor of using CAS funds to directly support this development.

The table below shows the percentage of respondents who rated each area as important or very important and the percentage that rated the area as not important or not important at all.

The CAS has launched initiatives to address the issues below and currently provides material via the Web Site, has regional teams within the International Issues Committee which act as a liaison with local organizations, sends representatives to meetings, and is active within the IAA. The CAS appears to be doing what the membership in general believes is necessary.

Recognizing that financial and human resources are required, in which areas should the CAS be actively working to support the development of the actuarial profession in countries where the profession is in the development stages?

	Agree	Disagree
Provide crucial casualty actuarial literature through the CAS Web Site and links to other web sites	70%	3%
Send CAS leaders to participate in key meetings	62%	7%
Send CAS members to speak at general insurance/actuarial seminars	61%	8%
Make exam sites available to interested candidates for CAS exams, wherever they are located in world	54%	12%
Send study materials to universities	53%	12%
Send CAS members to teach specific subjects, including exam-oriented subjects, at local seminars	50%	13%

Work with local regulators, policymakers, and actuarial bodies to gain official recognition of the CAS credential in various jurisdictions	50%	9%
Establish ambassadors or liaisons to cooperate with other international actuarial societies on matters involving casualty areas outside of North America	47%	11%
Create an international referral service whereby foreign actuaries could ask specific questions and be referred to CAS volunteers for comment on North American approaches to similar issues	45%	12%
Assist local organizations in developing the casualty content for their own exams	44%	15%
Organize CAS seminars	43%	15%
Proactively develop CAS regional affiliates in other countries or regions	42%	15%
Actively participate in the International Actuarial Association (IAA)	42%	10%
Organize a program for CAS members in the U.S. to donate their personal libraries of CAS publications to university or similar libraries	36%	18%
Encourage (including monetary subsidies) local practitioners and academics to become Affiliates of the CAS and/or to take the CAS exams to Fellowship	29%	26%
Subsidize the registration and travel cost for actuaries and academics from these countries to speak at CAS meetings and seminars (i.e., in North America)	29%	28%
Use CAS funds to help finance the efforts of organizations such as the International Actuarial Association to support the development of the actuarial profession in these countries	29%	24%
Offer discounted CAS dues	18%	41%
Subsidize the registration and travel cost for actuaries and academics from these countries to attend CAS meetings and seminars	11%	48%

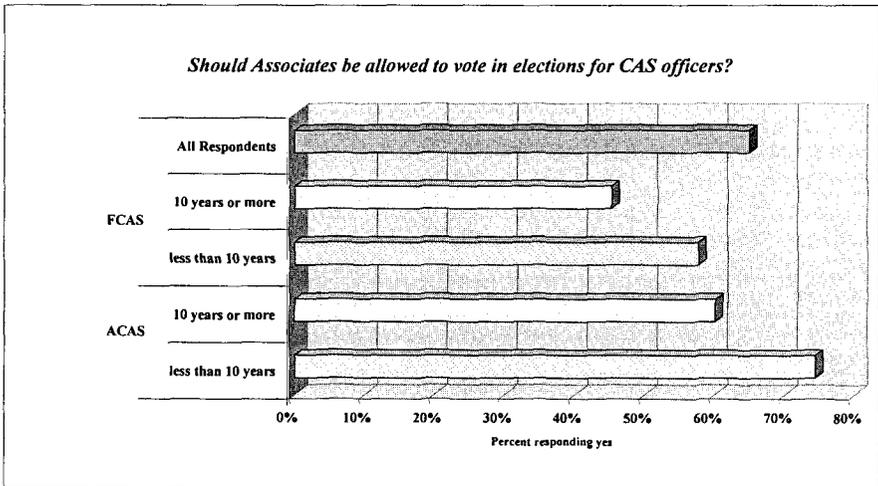
10. GOVERNANCE/ELECTIONS

10.1 Election Process

65% of the respondents voted in the 2002 CAS election. Of those that did not vote, the main reason given was insufficient knowledge of the candidates. "Meet the Candidates" material was introduced on the CAS Web Site for the 2002 election. 65% of the respondents read the material and 56% found it helpful. Less than 7% of the respondents were not aware that the material was published on the Web Site. Over 50% of respondents believe the changes made to the election process in 2002 will improve the governance of the CAS. Only 7% believe the changes will have no impact.

10.2 Voting Rights for Associates

The majority of the respondents (65%) agree that Associates should have voting rights within the CAS. Associates were more likely to favor these voting rights than Fellows (69% versus 52%). In addition, both Fellows and Associates that achieved their designations less than ten years ago were more likely to favor granting voting rights to Associates.



While there is general consensus about granting voting rights to Associates, there is disagreement over when those rights should begin. Approximately half believe they should begin upon achievement of the ACAS designation, while the other half think a waiting period after achieving the designation is appropriate. It is interesting to note that in the 1993 survey only 34% of respondents thought that voting rights should be extended to ACAS members. Based on the written comments received, there is a consensus among those that believe that ACAS should have the right to vote, that this right should not be extended to exam-related issues or volunteering on exam committees. The CAS Board has commissioned two Task Forces to address the rights of Associates. The Task Forces have been provided with the feedback from this survey.

11. ADMISSIONS

Five of the survey questions dealt with admissions, education, and syllabus issues. Not surprisingly, the CAS does not speak with one voice, but there are some apparent trends.

11.1 Alternate Means for Meeting Educational Requirements

Respondents were asked to indicate how actuaries practicing in casualty insurance outside the United States should be able to satisfy educational requirements for CAS membership. Despite the significant majority of Fellows voting in favor of mutual recognition, more than half the respondents indicated that actuaries should have to satisfy the current requirements for U.S. candidates (pass seven exams) before being admitted as CAS members. Of the remainder, about 75% indicated that being credentialed in the actuary's home country and one or two CAS exams was sufficient. Only approximately 7% indicated that mutual recognition should be automatic and about 4% said "Not at All."

Affiliates were more inclined to allow relaxed requirements than Fellows, with Associates even less inclined than Fellows. Also, those practicing outside the United States seem to be more willing to accept less rigorous requirements than those practicing inside the United States

11.2 Supply of Candidates

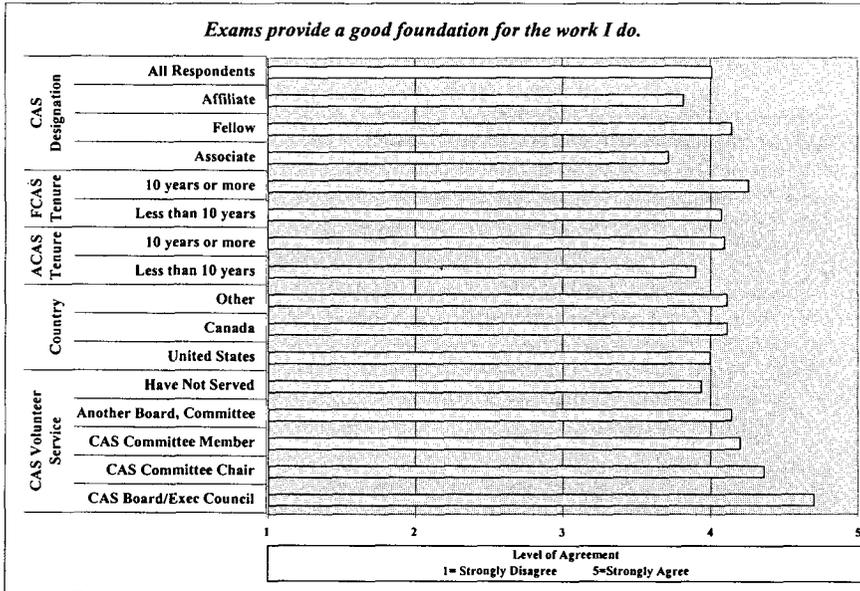
Respondents did not believe that there was an oversupply of casualty actuaries, with only 6% indicating that there are too many coming into the profession. The vast majority (65%) reported that there was a sufficient supply. Only 29% said there were not enough, including 4% saying there are far too few.

11.3 Exams and Career Preparation

The survey included a question asking the respondent to indicate the degree of agreement with three statements about exams and career preparation on a five-point scale.

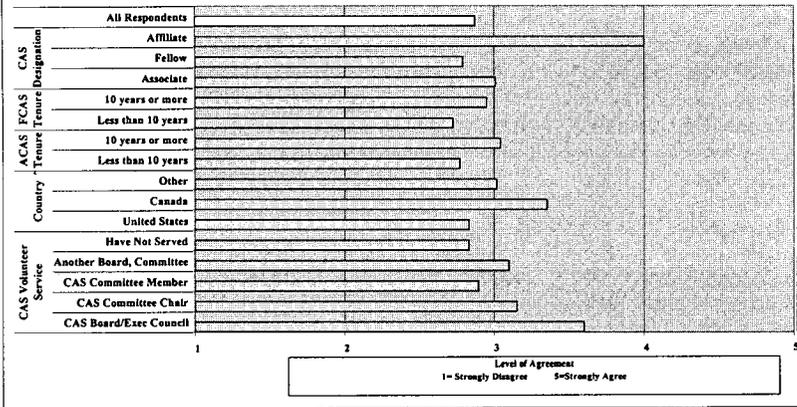
More than 80% of the respondents either agreed or strongly agreed that the exams are a good foundation for the work they do. More respondents indicated that the exams were an impediment (46%) than felt that they were not (38%).

Digging deeper into the demographics sheds some light on these responses. When asked if the exams provide a good foundation for actuarial work, the Fellows were much more likely to agree (88% either Agree or Strongly Agree) than Associates and Affiliates (69% and 73%, respectively).



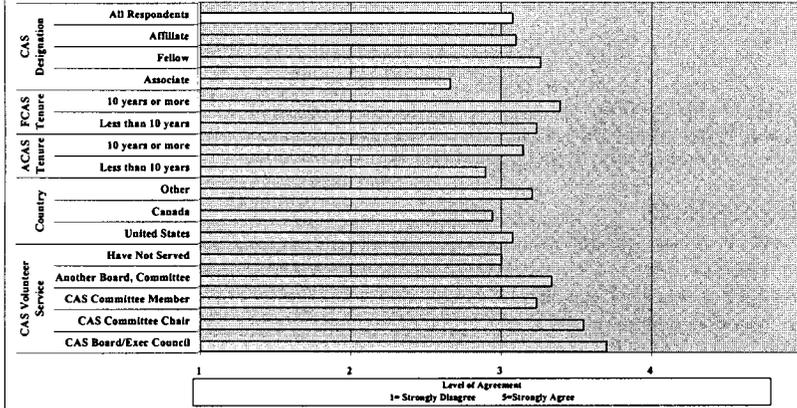
Members were then asked whether some of the CAS educational requirements should be satisfied through college credit. College credit was strongly favored by Affiliates, but not nearly as much by Fellows or Associates. Those with more than 10 years tenure seemed more in favor than newer members. Those practicing outside the United States, where a college degree is a more common path to qualification, favored college credit more than those practicing in the United States. Moreover, Board members and committee chairs were more likely to agree with the statement than those not in CAS leadership positions.

Some of the CAS educational requirements should be satisfied through university credit.



Associates and Affiliates were less likely than Fellows to agree with the statement that exams are not an impediment to an actuarial career. As might be expected, tenure is positively correlated. Respondents outside the United States seem to be more likely to agree with this statement than those in the United States although the difference is small. There was also a marked difference between the responses of the CAS leadership.

Exams are not an impediment to an actuarial career.



11.4 Value of CAS Designation

Only about 25% of the respondents practice outside of the United States. Of these, 58% feel the CAS designations have equal or greater value than designations in other countries and 33% thought they had some value, leaving only 9% with little value or uncertain. In short, respondents perceive the status as having great value outside of the U.S. The perceived value generally increases with designation with 50% of the Associates practicing outside of the United States saying the designation has great value, 62% of the Fellows, and only 17% of the Affiliates.

11.5 Participation of the Academic Community

The respondents indicate that we can make better use of the academic community, virtually across the board. In all areas excluding continuing education more than half the respondents favored greater academic involvement. One write-in comment said, we “want their help, but must keep it practical.”

	Yes	No	No Opinion
Promoting the profession	69.3%	14.0%	16.7%
Research	63.3%	15.2%	21.5%
Literature (esp. examination readings)	62.1%	17.5%	20.5%
Training / examination preparation sessions	55.5%	23.2%	21.4%
Examination structure and design	52.1%	30.8%	17.1%
Continuing education	46.2%	32.3%	21.4%

Answers were fairly consistent across nearly all demographic strata, with the exception of the desire for more help from academics on the exam structure. Here Associates favored academic participation a bit more than Fellows.

Recommendations:

- *The CAS should continue to explore ways to make use of the unique talents found in the academic community to improve its education and examination process.*
- *The CAS should stay the course it has already embarked on to make the CAS Syllabus and research accessible and useful to actuaries practicing outside of the United States.*

12. ADMINISTRATION

12.1 Electronic Services

CAS members are well connected electronically. At work, virtually all respondents have some form of Internet access with 93% having broadband. 52% have broadband access at home. Moreover, only 5% of the respondents have no Internet access at home. As Internet access has been growing for CAS members, access to the CAS Web Site has been increasing. 20% of the respondents report that they access the Web Site more than once a week, compared to only 12% in 1998. Similarly, 71% of respondents now access the Web Site at least once a month, compared to 52% in 1998. Only 1% of respondents have never accessed the Web Site, compared to 24% in 1998.

Over 100 members responded to the write-in opportunity to suggest changes they would like to see in the CAS Web Site. Forty of these responses indicated satisfaction with the site and recommended no changes; many highly praised the site and CAS Web Site staff. These comments were further supported by the high quality rating that the CAS Web Site received in the publication questions on the survey (section 13 below). The most frequent recommendation, suggested by 19 respondents, was improving the search engine capability. Other suggestions included adding more research material and improving user-friendliness. Interestingly, a number of the suggested improvements are already part of the Web Site, which may indicate that there is a need for more member education on the capabilities of the Web Site.

The CAS currently sends out e-mails in text format only. More than half of the respondents expressed no preference about the format; the members that expressed a preference were equally split between text and HTML.

The CAS piloted webcasts of the business sessions of the CAS meetings in 2002. Five percent of the respondents have seen live webcasts and another 8% of respondents have viewed webcasts afterward. Of the remaining respondents, 16% did not know that the web cast was available and 8% did not have the proper technology to view it. 64% of the members chose not to view the webcast. Despite the small number of respondents that actually viewed a webcast, 65% of respondents said that they would view a future webcast if it were free. Only 10% of respondents would pay to see a webcast. 25% of the respondents did not think they would view a webcast in the future. Only 31% would substitute viewing the webcast for attending a CAS meeting in person.

Recommendations:

- *Regularly educate members on the current capabilities of the CAS Web Site.*
- *Evaluate the feasibility of improving the Web Site search engine. The CAS should increase its promotion of web casts of the Spring and Annual Meetings to encourage more members to take advantage of them.*

12.2 Dues and Meeting Fees

87% of the respondents do not pay dues out of their own pockets. This percentage is down only slightly from the prior survey. Eleven percent of the respondents pay for all of their dues personally and 7% pay for all of their meeting fees. The remainder pays for a portion of these fees personally. Actuaries employed by reinsurance companies and service companies have the highest proportion of fully reimbursed fees (98% and 99%, respectively), followed by actuaries employed by insurance companies (92%). Consulting actuaries and actuaries working for regulatory organizations have much lower reimbursement rates at 77% and 63%, respectively. Of course, retirees and full-time parents had the lowest reimbursement rates. The reimbursement patterns for meeting fees were very similar to dues.

Members were asked if they would pay for dues and meeting fees out of their own pockets. 77% of respondents indicated that they would be willing to pay for dues themselves. Respondents over 45 years of age, respondents with tenure of more than ten years, and CAS leaders were much more likely than other groups to be willing to pay for dues out of their own pockets. When it came to paying for meeting fees out of their own pockets, only 36% of respondents expressed a willingness to pay the fees themselves.

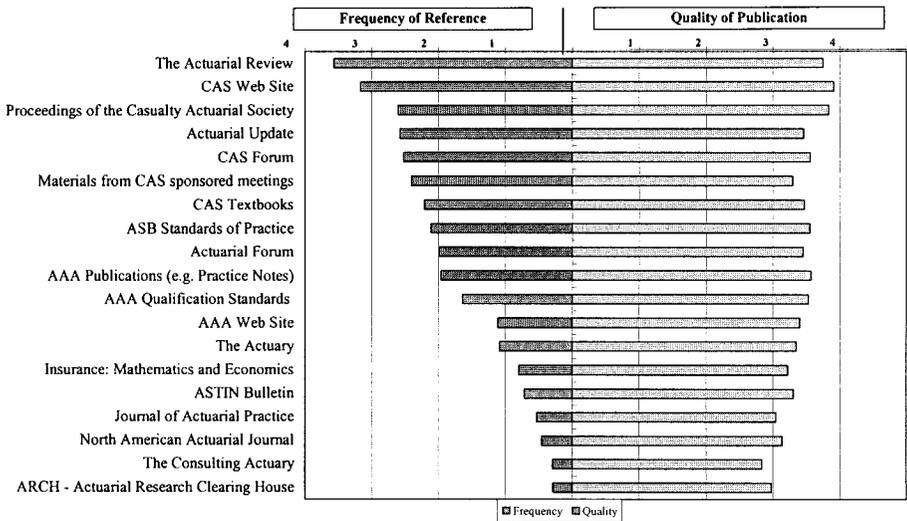
12.3 Reimbursement for Volunteer Activities

Members were asked whether they paid for all, some or none of their volunteer activities. 11% percent paid for all of their volunteer activities and another 13% paid for a portion out of pocket; these percentages were about twice as high as the proportion of members paying for dues out of pocket. The pattern of relative reimbursement by employer was similar to dues and meeting fees. Only one third of the total respondents indicated that they would pay for volunteer activities out of their own pocket. However, two thirds of CAS Board and Executive Council members and half of the CAS committee chairs would pay for their volunteer activities.

13. PUBLICATIONS

The CAS launched a Task Force on Publications, which was charged with examining the entire CAS publication structure. As part of their research, the Task Force on Publications submitted several questions for the 2003 Membership Survey and five were included in the final survey.

CAS members were asked about how frequently they read eighteen different actuarial publications and were asked to rate the quality of the publications. The frequency was evaluated on a five-point scale plus a choice of “Never Read,” and quality was rated on a five-point scale. Frequency and quality measures were calculated by taking a weighted average of the responses, which were converted to show five as the highest rating. The results are summarized in the following chart.

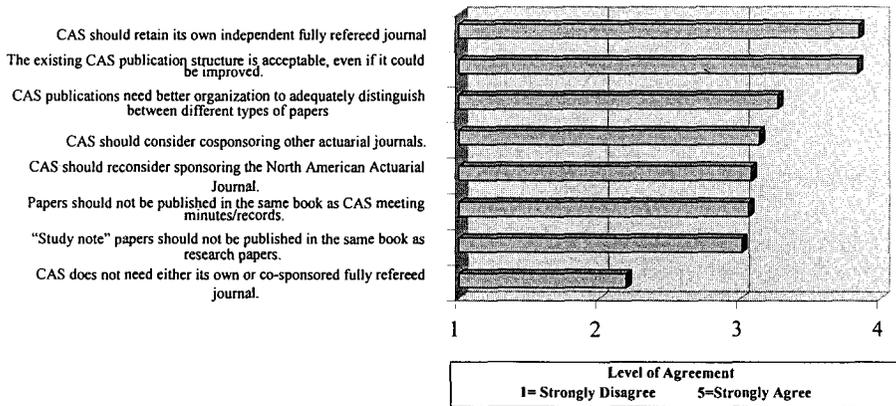


Respondents most frequently read documents published by the CAS. Publications of the American Academy of Actuaries followed the CAS publications in popularity. Members were given the opportunity to write in the names of other publications that they read. The AAA Contingencies magazine was the most popular write-in item, cited by 23 respondents. Not surprisingly, respondents rated the most-read publications as the highest in quality.

Members were asked to rank six general publication sources according to the relative importance they place on them in their own actuarial research and continuing education efforts. Once again, CAS publications topped the list by a wide margin with fully 80% of the respondents rating them as important or very important. The next most important group

was other economic, scientific or mathematical publications, which were rated as important or very important by 23% of the respondents. The remaining categories were rated as unimportant by between 40% and 50% of the respondents. Even though they rated CAS publications as the most important, respondents that have primary business responsibility outside of the United States placed somewhat more importance on the SOA and IAA publications than their U.S. counterparts.

Members were also asked to rate their level of agreement with eight statements about CAS publications. The results are summarized in the graph below:



Almost 75% of the respondents indicated "the existing CAS publication structure is acceptable, even if it could be improved." Less than 5% disagreed with this statement and the remainder was neutral. More than 60% of the respondents felt that the CAS should retain its own independent fully refereed journal. Approximately the same proportion disagreed with the statement that CAS does not need either its own or co-sponsored fully refereed journal. 37% felt that "CAS publications need better organization to adequately distinguish between different types of papers."

Respondents were less opinionated about whether papers should be published in the same book as CAS meeting minutes/records and whether "study note" papers should be published in the same book as research papers. When asked about cosponsoring other actuarial journals and reconsidering sponsorship of the North American Actuarial Journal, almost two-thirds of the respondents had no opinion. Those that expressed an opinion were more inclined to be in favor of co-sponsorship.

Members were given the opportunity to respond with written comments regarding how they view the structure and organization of existing CAS publications. Respondents had a clear

diversity of opinion on this topic with some respondents recommending no change and others calling for a complete overhaul. The most common criticisms of the publications were the confusing organization structure and the poor editorial review of Forum and Call Papers. Several respondents felt that the CAS needs to maintain an independent set of publications. As one respondent wrote, “a strong independent set of publications is an important element of the identity of the CAS — and partly what keeps the CAS focus very sharp and not diluted by any other priorities.”

Respondents were asked to describe their interest in writing papers for CAS publications. Only 6% of those responding indicated that they have written papers in the past and a similar proportion indicated that they would be interested in submitting papers for CAS publications in the future. Only 3% said they would prefer to publish papers in the *Proceedings* because it is fully refereed and 3% said they would prefer to avoid the burden of review by the Committee on Review of Papers and submit papers only to Call Paper programs or the *Forum* directly. 15% indicated that they have less interest in writing papers than in other CAS activities and the same proportion said they had no interest in writing papers for future CAS publication. 10% said they were unsure whether they were qualified to write papers sufficient for CAS publication.

It is interesting to note that a much larger proportion (over one fourth) of the CAS leadership (Board and Executive Council members and Committee Chairs) have written papers for CAS publications. At the same time, the leadership was more likely to express their opinion about the CAS publication structure and was more in favor of making changes to it.

Recommendation: *The Task Force on Publications has already received the feedback from the Membership Survey and is planning to follow up by conducting focus groups to gather further input from the Member Advisory Panel. Based on the feedback from the Membership Survey, CAS should strive to maintain some form of refereed journal and should concentrate on improving the overall organization of CAS papers and the quality of non-refereed papers.*

CONCLUSION

This report has summarized the key findings from the responses to the 2003 CAS Membership Survey. There is a great deal of additional detail contained in the survey results and cross-tabulations by demographic group that various CAS Committee and Task Force members may find relevant and interesting. The 2003 Membership Survey Task Force would welcome the opportunity to work with Committee and Task Force members to explore these findings in more detail.

Casualty Actuarial Society

2003 MEMBERSHIP SURVEY QUESTIONNAIRE

Every five years, the CAS conducts a survey of its membership to determine the needs of the actuarial profession and how those needs can be better met. We appreciate the time and effort you are spending in completing the 2003 survey. All responses to the survey, and the identity of respondents, will be kept in strictest confidence. A full report on the results of the survey will be published in Fall 2003.

We encourage you to complete the survey online by going to the following web site:

www.ari-surveys.com/run/CASMemberA

However, you may also fill it out and fax it back to CAS at (703) 276-3108, or send it by mail to:

CASUALTY ACTUARIAL SOCIETY

1100 N. Glebe Road

Suite 600

Arlington, VA 22201

Please complete this survey by **July 31, 2003**. Thank you for your participation.

Demographics

- Are you (check only one):
 Associate Fellow Affiliate
- What were the year(s) you attained your CAS designation(s) or affiliate membership?
ACAS _____ FCAS _____ Affiliate _____
- I am:
 Male Female
- Age Range (check one):
 <20
 20 to 25
 26 to 30
 31 to 35
 36 to 40
 41 to 45
 46 to 50
 51 to 55
 56 to 60
 61 to 65
 66 to 70
 71 to 75
 >75

5. What is your business affiliation? (check one)
- | | |
|---|---|
| a. <input type="checkbox"/> Insurance company | f. <input type="checkbox"/> Reinsurance company |
| b. <input type="checkbox"/> Consulting actuary | g. <input type="checkbox"/> Insurance broker |
| c. <input type="checkbox"/> Service company | h. <input type="checkbox"/> University or college |
| d. <input type="checkbox"/> Regulatory organization | i. <input type="checkbox"/> Full-time parent |
| e. <input type="checkbox"/> Retired | j. <input type="checkbox"/> Other |
6. Where is your primary place of work?
 State/Province: _____
 Country: _____
7. Geographic area of your primary business responsibility: (check all that apply)
- | | |
|---|---|
| a. <input type="checkbox"/> Worldwide | i. <input type="checkbox"/> Bermuda |
| b. <input type="checkbox"/> Africa | j. <input type="checkbox"/> Canada |
| Asia (c-g) | k. <input type="checkbox"/> Central America |
| c. <input type="checkbox"/> Central (e.g., India, Pakistan) | Europe (l-m) |
| d. <input type="checkbox"/> Southeast (e.g. Singapore, Hong Kong) | l. <input type="checkbox"/> Eastern Europe |
| e. <input type="checkbox"/> China | m. <input type="checkbox"/> Western Europe |
| f. <input type="checkbox"/> Japan | n. <input type="checkbox"/> Middle East |
| g. <input type="checkbox"/> Other parts of Asia | o. <input type="checkbox"/> South America |
| h. <input type="checkbox"/> Australia / New Zealand | p. <input type="checkbox"/> United States |
8. If you were presented with a job opportunity (i.e., a relocation lasting at least 1 year) outside of your primary place of work (as specified in question # 6) within the next 5 years, what is the likelihood that you would accept it?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <u>Very Likely</u> | <u>Somewhat Likely</u> | <u>Undecided</u> | <u>Somewhat Unlikely</u> | <u>Very Unlikely</u> |
| a <input type="checkbox"/> | b <input type="checkbox"/> | c <input type="checkbox"/> | d <input type="checkbox"/> | e <input type="checkbox"/> |
9. I am a member of the following actuarial organizations: (check all that apply)
- a American Academy of Actuaries
 - b American Society of Pension Actuaries
 - c Conference of Consulting Actuaries
 - d Canadian Institute of Actuaries
 - e Faculty of Actuaries
 - f Institute of Actuaries
 - g Institute of Actuaries of Australia
 - h International Actuarial Association
 - i International Actuarial Association – ASTIN
 - j International Actuarial Association – AFIR
 - k International Association of Consulting Actuaries
 - l Society of Actuaries
 - m Other _____

10. Highest level of academic education completed:
- a HS/GED
 - b AA/AS (two-year degree)
 - c BA/BS
 - d MA/MS
 - e MBA
 - f JD
 - g PhD
 - h MD/DDS/Other Medical
 - i Other (specify) _____

11. Non-actuarial professional designations (check all that apply):
- a ARe
 - b ARM
 - c AIMR
 - d CFA
 - e CPA
 - f CPCU
 - g Other (specify) _____

12. A. Please indicate what percentage of your time over the past two years you have spent in each of the following areas (total should be 100%). B. Please also indicate which of the following roles you've played in your career by checking the box to the right.

<u>Function</u>	(A) Time In/During Past 2 Years <u>Percentage</u>	(B) Over Your <u>Career</u>
A Data Management / Systems Administrator	_____	<input type="checkbox"/>
B Risk & Capital Management (e.g., DFA)	_____	<input type="checkbox"/>
C Management Advisor	_____	<input type="checkbox"/>
D Management of Actuarial Unit	_____	<input type="checkbox"/>
E Executive Management	_____	<input type="checkbox"/>
F Expert Witness	_____	<input type="checkbox"/>
G Investments / Financial Decision Maker	_____	<input type="checkbox"/>
H Marketing / Underwriting	_____	<input type="checkbox"/>
I Planning - Strategic and Financial	_____	<input type="checkbox"/>
J Programming / Software Development	_____	<input type="checkbox"/>
K Ratemaking	_____	<input type="checkbox"/>
L Reserving	_____	<input type="checkbox"/>
M Regulator	_____	<input type="checkbox"/>
N Teaching / Researching	_____	<input type="checkbox"/>
O Valuation	_____	<input type="checkbox"/>
P Reinsurance Pricing	_____	<input type="checkbox"/>
Q Other (please write in) _____	_____	<input type="checkbox"/>
Total	100%	

13. In the last three years, have you served: (check all that apply)
- a On the CAS Board or Executive Council?
 - b As Chair of a CAS Committee?
 - c As a member of a CAS Committee?
 - d On another actuarial organization's Board, Executive Council or Committee?
 - e None of the above

Administration - Electronic Services and Finance

14. How do you access to the Internet?

	Dial-up	Broadband	Do Not Have Access
Home	a <input type="checkbox"/>	b <input type="checkbox"/>	c <input type="checkbox"/>
Work	a <input type="checkbox"/>	b <input type="checkbox"/>	c <input type="checkbox"/>

15. How often do you access the CAS Web Site?

- a Daily
 b More than once per week
 c Once per week
 d Once per month
 e Less than once per month
 f Never accessed it

16. What changes would you like to see on the CAS Web Site?

--

17. What portion of the following do you pay for personally?

	<u>All</u>	<u>Some</u>	<u>None</u>
A. Dues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Meeting fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Volunteer activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you were asked to pay for the following yourself, would you pay for?

	<u>Yes</u>	<u>No</u>
A. Dues	<input type="checkbox"/>	<input type="checkbox"/>
B. Meeting fees	<input type="checkbox"/>	<input type="checkbox"/>
C. Volunteer activities	<input type="checkbox"/>	<input type="checkbox"/>

Research and Development

18. On which types of research should the CAS focus?

	<u>High</u>					<u>Low</u>	<u>No</u>
	<u>Priority</u>	<u>Priority</u>	<u>Priority</u>	<u>Priority</u>	<u>Priority</u>	<u>Opinion</u>	
Call paper programs with cash awards	1	2	3	4	5		<input type="checkbox"/>
Call paper programs without cash awards	1	2	3	4	5		<input type="checkbox"/>
Funded research grants for specific topics	1	2	3	4	5		<input type="checkbox"/>
Funded research grants allowing proposers to choose subject	1	2	3	4	5		<input type="checkbox"/>
Voluntary research and submission of papers	1	2	3	4	5		<input type="checkbox"/>
Funded research through Actuarial Education Research Fund (AERF)	1	2	3	4	5		<input type="checkbox"/>
Experience studies	1	2	3	4	5		<input type="checkbox"/>
Working parties (papers written by a group of researchers)	1	2	3	4	5		<input type="checkbox"/>
Other (please write in) _____	1	2	3	4	5		<input type="checkbox"/>

19. What best describes the techniques you are using today for the majority of your work?
- a Basic, traditional
 - b Some advanced, some traditional
 - c Cutting edge, advanced

20. Please indicate your level of agreement with the statements below.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A. The CAS should sponsor research to make advanced techniques more accessible to, and more widely used by, the CAS membership.	1	2	3	4	5
B. The CAS should conduct research that involves the development of actuarial models.	1	2	3	4	5
C. The CAS should conduct research studies that involve the collection, combination and analysis of data.	1	2	3	4	5
D. The CAS should pay researchers to conduct projects and rely less on volunteers and prize/awards for research papers.	1	2	3	4	5
E. The CAS should primarily use academics for paid research projects.	1	2	3	4	5
F. CAS research should be primarily theoretical. Individual practitioners and companies should develop their own practical applications.	1	2	3	4	5
G. I would like the opportunity to provide input about areas in need of CAS research.	1	2	3	4	5
H. The CAS should identify and catalog sources of data that could be useful to actuaries.	1	2	3	4	5
I. The CAS is acting aggressively enough to provide research and education to its members on the subject of enterprise risk management.	1	2	3	4	5

International

21. Have you ever had the need for recognition from an actuarial society other than one in which you were already a member?
- Yes No

If yes, what was the reason recognition was necessary? _____
 In what country(ies)? _____

22. How often do you travel internationally?

	More than 4 time per year	1-4 times per year	Less than once a year	Never
For business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For pleasure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. Recognizing that financial and human resources are required, in which areas should the CAS be actively working to support the development of the actuarial profession in countries where the profession is in the development stages? Rate each of the following using a scale from 1–5 with 1 being very important and 5 being not important at all. If you have no opinion, please indicate so by selecting #6.

	Very Important					Not Important At All	No Opinion
	1	2	3	4	5	6	
A. Send CAS members to speak at general insurance/actuarial seminars.	1	2	3	4	5	6	
B. Send CAS members to teach specific subjects, including exam-oriented subjects, at local seminars.	1	2	3	4	5	6	
C. Send CAS leaders to participate in key meetings.	1	2	3	4	5	6	
D. Organize CAS seminars.	1	2	3	4	5	6	
E. Make exam sites available to interested candidates for CAS exams, wherever they are located in the world.	1	2	3	4	5	6	
F. Send study materials to universities.	1	2	3	4	5	6	
G. Assist local organizations in developing the casualty content for their own exams.	1	2	3	4	5	6	
H. Organize a program for CAS members in the US to donate their personal libraries of CAS publications to university or similar libraries.	1	2	3	4	5	6	
I. Encourage (including monetary subsidies) local practitioners and academics to become Affiliates of the CAS and/or to take the CAS exams to Fellowship.	1	2	3	4	5	6	
J. Proactively develop CAS regional affiliates in other countries or regions.	1	2	3	4	5	6	
K. Other _____	1	2	3	4	5	6	
_____	1	2	3	4	5	6	
_____	1	2	3	4	5	6	

Volunteerism

24. Is there anything that is preventing you from increasing your participation on CAS committees/task forces (Check all that apply)?
- a No limitation
 - b Cost
 - c Time
 - d Lack of interest at this time
 - e Not supported by my employer
 - f Other (Please describe) _____
25. Would you volunteer more if your travel costs were subsidized?
- Yes No

Governance – Elections

Questions 26-29 are to be answered by Fellows only

26. Did you vote in the last CAS election?
- a Yes, I cast votes for all offices.
 - b Yes, I cast votes for some, but not all of the offices.
 - c No
 - d I can't remember.
27. If the answer to the above question was either b or c, what was the reason for not voting for all offices? (check all that apply)
- a I did not agree with the positions of the candidates.
 - b I did not have sufficient knowledge of the candidates.
 - c Other _____
28. Did you read the "Meet the Candidates" material on the CAS Web Site for the last election?
- a Yes, I found the material helpful in making my choices.
 - b Yes, but the material was not helpful.
 - c No
 - d I was unaware that this material was on the CAS Web Site.
29. The CAS made several changes to the election process in 2002, including the process for nominating candidates. Do you feel that these changes will improve the governance of the Casualty Actuarial Society?
- a The changes will significantly improve the governance of the CAS
 - b The changes will somewhat improve the governance of the CAS
 - c The changes will have no impact on the governance of the CAS
 - d Uncertain
 - e I was not aware of any changes.

30. Should Associates be allowed to vote in elections for CAS officers?
- a No
 - b Yes, immediately upon achieving ACAS.
 - c Yes, after a period of 1-3 years
 - d Yes, after a period of 4-5 years
 - e Yes, after a period of 6-9 years
 - f Yes, after a period of 10 or more years

Please share any comments you may have relative to ACAS voting rights.

The Actuarial Profession

31. During your actuarial career, How many...
- Distinct jobs have you held? _____
- Employers have you worked for (including self)? _____
32. Important emerging areas of actuarial practice include the following. Please indicate and rank the three that you believe are creating the greatest new demand for actuaries (1 being the highest demand, 2 being the second highest demand, and 3 being the third highest demand):

- | <u>Emerging Areas of Practice</u> | |
|-----------------------------------|--|
| a | International insurance |
| b | Finance |
| c | Catastrophe modeling and securitization |
| d | Risk management and self insurance |
| e | Managed care |
| f | Capital allocation and corporate structure |
| g | Other #1 (please write in) _____ |
| h | Other #2 (please write in) _____ |
| i | Other #3 (please write in) _____ |

- A) From the list above, write in the letter of the area creating the highest demand for actuaries
- B) Using the same list, write in the letter of the area creating the second highest demand for actuaries:
- C) Using the same list, write in the letter of the area creating the third highest demand for actuaries:
-

33. The CAS is always looking for new areas where we can expand actuarial practice. Please list any suggestions for areas to expand practice.

If you do not practice in the United States, please skip questions 34-37.

34. In the course of your practice, do you sign prescribed statements of actuarial opinion?
- Yes
 - No
35. Do you meet the **general** qualifications standards for prescribed statements of actuarial opinion? (a statement of actuarial opinion issued for purposes of compliance with law or regulation or compliance with Actuarial Standards of Practices as promulgated by the Actuarial Standards Board or an Accounting Standards Board)
- Yes
 - No
 - Don't Know
36. Do you function as the appointed actuary for one or more US-domiciled property & casualty insurance companies?
- Yes
 - No
37. Do you meet the **specific** qualification standard for statements of opinion, NAIC Property & Casualty Annual Statement?
- Yes
 - No
 - Don't Know

Professionalism Issues

38. Have you attended the CAS Course on Professionalism? Yes No
Please indicate your level of agreement with the statements below.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
A. The Course on Professionalism helped make me aware of ethical issues that I face in my job, and how to deal with them appropriately.	1	2	3	4	5	6
B. CAS members that have not attended the Course on Professionalism should be required to take the course.	1	2	3	4	5	6
C. Continuing education requirements should include, on a mandatory basis, some form of professionalism/ethics education.	1	2	3	4	5	6

Professional Education

39. How many hours of continuing education have you completed in the last three years?
 _____ Organized Activities (e.g., attendance at meetings or seminars)
 _____ Other Activities (e.g., reading research articles)
40. What form of continuing education requirement should exist for CAS members? (check only one)
- a None
 - b Required only for those signing actuarial opinions.
 - c Required only for those signing public statements (e.g., actuarial opinions, rate filing certifications) as a credentialed actuary.
 - d Required for all actuaries doing actuarial work.
 - e Required for all actuaries currently employed, even if currently in a non-actuarial profession.
 - f Required for all CAS members, even if retired.
41. If changes are made to continuing education requirements, to whom should they apply? (check only one)
- a Only to new members
 - b All currently practicing members
 - c All currently listed members

42. Assuming that the CAS has a continuing education requirement, what should be the extent of the requirement? (check only one)
- A More than the current Actuarial Standards Board (ASB) standard for actuarial opinion signers (24 hours for each 2 year period). Enter the recommended # of hours _____
 - B Less than the current ASB standard (24 hours for each 2 year period). Enter the recommended # of hours _____
 - C The same as the current ASB standard (24 hours for each 2 year period)
 - D It should vary based on the categories from question 41 above.
 - E There should be no requirement
 - F No opinion

Retirement Issues

43. In what year did you retire or do you expect to retire?

44. Have you participated in the following CAS activities since retiring or do you plan to participate in the following CAS activities upon retirement? (check all that apply)
- a Committees
 - b Meetings/Seminars
 - c Other (please write in) _____
 - d Don't know

Overall Member Satisfaction

45. As a CAS member, how satisfied are you with the following?

	Very Satisfied			Very Dissatisfied	
a) CAS leadership (elected officers)	1	2	3	4	5
b) Committee chairs	1	2	3	4	5
c) CAS staff	1	2	3	4	5
d) Communications/Publications	1	2	3	4	5
e) Meetings/Professional education	1	2	3	4	5
f) Overall satisfaction with CAS	1	2	3	4	5

46. What is the strongest part of the CAS?

What is the weakest?

47. How can the CAS add more value for its members? What else can the CAS do?

Regional Affiliates

48. Indicate the Regional Affiliate(s) and Special Interest Section(s) in which you are active: (check all that apply)

- a Casualty Actuaries of the Bay Area (CABA)
- b Casualty Actuaries of Bermuda (CABER)
- c Casualty Actuaries of Europe (CAE)
- d Casualty Actuaries of the Far East (CAFE)
- e Casualty Actuaries of Desert States (CADS)
- f Casualty Actuaries of Greater New York (CAGNY)
- g Casualty Actuaries of the Mid-Atlantic Region (CAMAR)
- h Casualty Actuaries of New England (CANE)
- i Casualty Actuaries of the Northwest (CANW)
- j Casualty Actuaries of the Southeast (CASE)
- k Central States Actuarial Forum (CSAF)
- l Midwestern Actuarial Forum (MAF)
- m Ontario Conference of Casualty Actuaries (OCCA)
- n Southern California Casualty Actuarial Club (SCCAC)
- o Southwest Actuarial Forum (SWAF)
- p Casualty Actuaries in Regulation (AIR)
- q Casualty Actuaries in Reinsurance (CARE)
- r Not currently active in any regional affiliate or special interest section.

49. If you are NOT an active member/participant of a CAS Regional Affiliate, why not? (check all that apply)

- a I am an active participant.
- b Low relevance of subject matter.
- c Networking opportunity limited due to small number/practice area of attendees.
- d Perceive Regional Affiliate meetings as a "*student's CAS meeting*" with limited value for members.
- e Prefer to go to meetings with more activities and more interesting locations.
- f Don't get timely information regarding the dates and locations of the meetings.
- g Company doesn't encourage or sponsor my attendance.
- h Time and Travel Costs
- i Other (specify) _____

50. Considering the difference in time and travel costs, how do Regional Affiliate meetings compare to the other CAS meeting/seminar opportunities? (check one):
- a Regional Affiliate meetings provide significantly less value
 - b Regional Affiliate meetings provide somewhat less value
 - c Both provide about the same value
 - d Regional Affiliate meetings provide somewhat more value
 - e Regional Affiliate meetings provide significantly more value
51. Special Interest Sections (currently Casualty Actuaries in Reinsurance (CARE) and Actuaries in Regulation (AIR)) serve the needs of actuaries in particular practice areas. Are there other practice areas in which you feel the CAS should consider forming a Section?
- a Yes, please specify _____
 - b No
 - c No Opinion
52. If a new special interest section were formed in an area of interest to you, and it had regular meetings requiring travel and time commitment, would you: (check only one)
- a Volunteer to be on the organizing committee for the section and perhaps serve on its Board
 - b Definitely go
 - c Consider going often
 - d Maybe go once in a while
 - e Read about it but probably not attend

Admissions - Education - Examinations and Syllabus

53. Please indicate your level of agreement with the statements below.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A. Passing CAS exams provides a good foundation for the work that I do.	1	2	3	4	5
B. Some of the CAS educational requirements should be able to be satisfied through college or university credit.	1	2	3	4	5
C. Exams are not an impediment to an actuarial career.	1	2	3	4	5

54. If you practice outside of the United States, what do you perceive as the value of CAS examinations or admission: (check only one)
- a I do not practice outside of the United States.
 - b CAS status has no value.
 - c CAS status has little value.
 - d Uncertain.
 - e CAS status has some value.
 - f CAS status has a great deal of value (almost equal to or greater than the country's own credentialing).

55. Should the CAS seek greater participation with the academic community with respect to:

	<u>Yes</u>	<u>No</u>	<u>No Opinion</u>
A Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B Literature (esp. examination readings)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C Training / examination preparation sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D Examination structure and design	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E Continuing education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F Promoting the profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G Other _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Casualty Actuarial Society

2003 MEMBERSHIP SURVEY QUESTIONNAIRE

Every five years, the CAS conducts a survey of its membership to determine the needs of the actuarial profession and how those needs can be better met. We appreciate the time and effort you are spending in completing the 2003 survey. All responses to the survey, and the identity of respondents, will be kept in strictest confidence. A full report on the results of the survey will be published in Fall 2003.

We encourage you to complete the survey online by going to the following web site:
www.ari-surveys.com/run/CASMemberB

However, you may also fill it out and fax it back to CAS at (703) 276-3108, or send it by mail to:

CASUALTY ACTUARIAL SOCIETY
1100 N. Glebe Road
Suite 600
Arlington, VA 22201

Please complete this survey by **July 31, 2003**. Thank you for your participation.

Demographics

- Are you (check only one):
 Associate Fellow Affiliate
- What were the year(s) you attained your CAS designation(s) or affiliate membership?
ACAS _____ FCAS _____ Affiliate _____
- I am:
 Male Female
- Age Range (check one):
 <20
 20 to 25
 26 to 30
 31 to 35
 36 to 40
 41 to 45
 46 to 50
 51 to 55
 56 to 60
 61 to 65
 66 to 70
 71 to 75
 >75

5. What is your business affiliation? (check one)
- | | |
|---|---|
| a. <input type="checkbox"/> Insurance company | f. <input type="checkbox"/> Reinsurance company |
| b. <input type="checkbox"/> Consulting actuary | g. <input type="checkbox"/> Insurance broker |
| c. <input type="checkbox"/> Service company | h. <input type="checkbox"/> University or college |
| d. <input type="checkbox"/> Regulatory organization | i. <input type="checkbox"/> Full-time parent |
| e. <input type="checkbox"/> Retired | j. <input type="checkbox"/> Other |
6. Where is your primary place of work?
 State/Province: _____
 Country: _____
7. Geographic area of your primary business responsibility: (check all that apply)
- | | |
|---|---|
| a. <input type="checkbox"/> Worldwide | i. <input type="checkbox"/> Bermuda |
| b. <input type="checkbox"/> Africa | j. <input type="checkbox"/> Canada |
| Asia (c-g) | k. <input type="checkbox"/> Central America |
| c. <input type="checkbox"/> Central (e.g., India, Pakistan) | Europe (l-m) |
| d. <input type="checkbox"/> Southeast (e.g. Singapore, Hong Kong) | l. <input type="checkbox"/> Eastern Europe |
| e. <input type="checkbox"/> China | m. <input type="checkbox"/> Western Europe |
| f. <input type="checkbox"/> Japan | n. <input type="checkbox"/> Middle East |
| g. <input type="checkbox"/> Other parts of Asia | o. <input type="checkbox"/> South America |
| h. <input type="checkbox"/> Australia / New Zealand | p. <input type="checkbox"/> United States |
8. If you were presented with a job opportunity (i.e., a relocation lasting at least 1 year) outside of your primary place of work (as specified in question # 6) within the next 5 years, what is the likelihood that you would accept it?
- | | | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| <u>Very Likely</u> | <u>Somewhat Likely</u> | <u>Undecided</u> | <u>Somewhat Unlikely</u> | <u>Very Unlikely</u> |
| a <input type="checkbox"/> | b <input type="checkbox"/> | c <input type="checkbox"/> | d <input type="checkbox"/> | e <input type="checkbox"/> |
9. I am a member of the following actuarial organizations: (check all that apply)
- a American Academy of Actuaries
 - b American Society of Pension Actuaries
 - c Conference of Consulting Actuaries
 - d Canadian Institute of Actuaries
 - e Faculty of Actuaries
 - f Institute of Actuaries
 - g Institute of Actuaries of Australia
 - h International Actuarial Association
 - i International Actuarial Association – ASTIN
 - j International Actuarial Association – AFIR
 - k International Association of Consulting Actuaries
 - l Society of Actuaries
 - m Other _____

10. Highest level of academic education completed:
- a HS/GED
 - b AA/AS (two-year degree)
 - c BA/BS
 - d MA/MS
 - e MBA
 - f JD
 - g PhD
 - h MD/DDS/Other Medical
 - i Other (specify) _____

11. Non-actuarial professional designations (check all that apply):
- a ARE
 - b ARM
 - c AIMR
 - d CFA
 - e CPA
 - f CPCU
 - g Other (specify) _____

12. A. Please indicate what percentage of your time over the past two years you have spent in each of the following areas (total should be 100%). B. Please also indicate which of the following roles you've played in your career by checking the box to the right.

<u>Function</u>	(A) Time In/During Past 2 Years <u>Percentage</u>	(B) Over Your <u>Career</u>
A Data Management / Systems Administrator	_____	<input type="checkbox"/>
B Risk & Capital Management (e.g., DFA)	_____	<input type="checkbox"/>
C Management Advisor	_____	<input type="checkbox"/>
D Management of Actuarial Unit	_____	<input type="checkbox"/>
E Executive Management	_____	<input type="checkbox"/>
F Expert Witness	_____	<input type="checkbox"/>
G Investments / Financial Decision Maker	_____	<input type="checkbox"/>
H Marketing / Underwriting	_____	<input type="checkbox"/>
I Planning - Strategic and Financial	_____	<input type="checkbox"/>
J Programming / Software Development	_____	<input type="checkbox"/>
K Reinsurance Pricing	_____	<input type="checkbox"/>
L Reserving	_____	<input type="checkbox"/>
M Regulator	_____	<input type="checkbox"/>
N Teaching / Researching	_____	<input type="checkbox"/>
O Valuation	_____	<input type="checkbox"/>
P Reinsurance Pricing	_____	<input type="checkbox"/>
Q Other (please write in) _____	_____	<input type="checkbox"/>
Total	100%	

13. In the last three years, have you served: (check all that apply)
- a On the CAS Board or Executive Council?
 - b As Chair of a CAS Committee?
 - c As a member of a CAS Committee?
 - d On another actuarial organization's Board, Executive Council or Committee?
 - e None of the above.

Administration - Electronic Services and Finance

14. How do you access to the Internet?

	Dial-up	Broadband	Do Not Have Access
Home	a <input type="checkbox"/>	b <input type="checkbox"/>	c <input type="checkbox"/>
Work	a <input type="checkbox"/>	b <input type="checkbox"/>	c <input type="checkbox"/>

15. How often do you access the CAS Web Site?

- a Daily
- b More than once per week
- c Once per week
- d Once per month
- e Less than once per month
- f Never accessed it

16. Within the past 12 months, the CAS has offered a live and archived webcast of a portion of the CAS Annual and Spring Meetings.

a. Did you view either of the webcasts live or after? (check only one)

- 1 Yes, I viewed it live.
- 2 Yes, I viewed it afterward.
- 3 No, I chose not to view it.
- 4 No, I did not have the proper technology.
- 5 No, I did not know it was available.

b. Would you view future webcasts of CAS meetings and seminars? (check only one)

- 1 Yes, only if it were free.
- 2 Yes, even if there were a cost involved.
- 3 No.

c. Would you substitute viewing webcasts of meeting/seminar sessions for in-person attendance at meetings/seminars?

- Yes. No.

17. Currently, the CAS sends out membership e-mails in text format only. In what format would you prefer to receive e-mails from the CAS? (check only one)

- a Text only.
- b HTML (Note: HTML formatted e-mails are more attractive and easier to read, but may be more difficult to receive on some e-mail systems.)
- c No preference.

18. What changes would you like to see on the CAS Web Site?

--

19. What portion of the following do you pay for personally?

	All	Some	None
A. Dues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Meeting fees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Volunteer activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you were asked to pay for the following yourself, would you?

	Yes	No
A. Dues	<input type="checkbox"/>	<input type="checkbox"/>
B. Meeting fees	<input type="checkbox"/>	<input type="checkbox"/>
C. Volunteer activities	<input type="checkbox"/>	<input type="checkbox"/>

Administration - Publications

20. Please indicate the frequency that you read or reference the following actuarial materials using a scale of 1-5 with 1 being very frequently and 5 being not at all.

For those that you read or reference, rate the quality of each on a scale of 1-5, with 1 being the highest rating.

Periodical	Frequency	Never Read	Quality
a. AAA Publications (e.g., Practice Notes)	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
b. AAA Qualification Standards	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
c. AAA Web Site	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
d. Actuarial Forum	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
e. ARCH - Actuarial Research Clearing House	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
f. The Actuarial Review	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
g. Actuarial Update	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
h. ASB Standards of Practice	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
i. ASTIN Bulletin	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
j. CAS Forum	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
k. CAS Textbooks	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
l. CAS Web Site	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
m. Insurance: Mathematics and Economics	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
n. Journal of Actuarial Practice	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
o. Materials from CAS sponsored meetings	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
p. North American Actuarial Journal	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
q. Proceedings of the Casualty Actuarial Society	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
r. The Actuary	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
s. The Consulting Actuary	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
t. Other #1 (please write in) _____	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
u. Other #2 (please write in) _____	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5
v. Other #3 (please write in) _____	1 2 3 4 5	<input type="checkbox"/>	1 2 3 4 5

21. In which format would you prefer to receive the following:

Publication	Hard Copy	Web Copy	Both
	Only	Only	
a The Actuarial Review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Forum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c Discussion Papers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d Continuing Education Catalog / Calendars	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e Proceedings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Meeting Notices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g Syllabus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h Membership Directory section of Yearbook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i Other sections (than Membership Directory) of Yearbook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j Other _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. In your own actuarial research/continuing education efforts, what relative importance do you place on the following general publication sources? Please rank the following in order of importance to you:

	Very Important	Important	Neutral	Somewhat Important	Not Important
A. Casualty Actuarial Society Publications: <i>Proceedings, Forum, etc.</i>	1	2	3	4	5
B. Society of Actuaries Publications: <i>North American Actuarial Journal, etc.</i>	1	2	3	4	5
C. <i>Journal of Actuarial Practice</i>	1	2	3	4	5
D. International Actuarial Association Publications: <i>ASTIN Bulletin, etc.</i>	1	2	3	4	5
E. Insurance: Mathematics and Economics	1	2	3	4	5
F. Other economic, scientific or mathematical publications (<i>Journal of Finance, Journal of Risk and Insurance, etc.</i>)	1	2	3	4	5
G. Other _____ _____ _____	1	2	3	4	5

23. How do you view the structure and organization of existing CAS publications?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A. The existing CAS publication structure is acceptable, even if it could be improved.	1	2	3	4	5
B. CAS publications need better organization to adequately distinguish between different types of papers (i.e., educational/study notes, pure research, practical applications, short notes, long exhaustive 'thesis', etc.).	1	2	3	4	5
C. Papers should not be published in the same book as CAS meeting minutes/records.	1	2	3	4	5
D. "Study note" papers should not be published in the same book as research papers.	1	2	3	4	5
E. CAS should reconsider sponsoring the <i>North American Actuarial Journal</i> .	1	2	3	4	5
F. CAS should consider cosponsoring other actuarial journals.	1	2	3	4	5
G. CAS should retain its own independent fully refereed (each paper is subject to thorough peer reviews) journal.	1	2	3	4	5
H. CAS does not need either its own or co-sponsored fully refereed journal.	1	2	3	4	5

Comments: _____

24. Please describe your interest in writing and submitting papers for CAS publication: (Check all that apply).

- a I have written papers for CAS publications in the past.
- b I am interested and plan to submit papers for CAS publication in the future.
- c I (would) prefer to publish papers in the *Proceedings* because it is fully refereed.
- d I (would) prefer to avoid the burden of review by the Committee on Review of Papers and submit papers only to call paper programs or the *Forum* directly.
- e I have less interest in writing papers than in other CAS activities.
- f I'm unsure whether I'm qualified to write papers sufficient for CAS publication.
- g I have no interest in writing papers for future CAS publication.

Comments: _____

Research and Development

25. Please indicate your level of agreement with the statements below:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
A. I have used research in my work that was completed by or sponsored by the CAS.	1	2	3	4	5
B. I view CAS research as a valuable resource when I have specific problems to address.	1	2	3	4	5
C. I seek out CAS research information only in response to specific job assignments.	1	2	3	4	5
D. I am well aware of most of the research done by and sponsored by the CAS.	1	2	3	4	5
E. CAS sponsored research is generally responsive to my needs as a practicing actuary.	1	2	3	4	5

26. To what extent do the following prevent you from employing the results of recent CAS research in your work:

	Strongly Agree	2	3	4	Strongly Disagree
a. Too many assumptions need to be made	1	2	3	4	5
b. They are too difficult to explain to non-technical audiences	1	2	3	4	5
c. The required data is usually not available	1	2	3	4	5
d. They are too expensive to use in practice	1	2	3	4	5
e. I am not aware of recent research in my area of practice	1	2	3	4	5
f. The techniques are not practical enough to use in practice	1	2	3	4	5
g. I'm not sure they produce better results	1	2	3	4	5
h. Auditor, regulators, etc. may not accept these approaches	1	2	3	4	5
i. My management, or my clients, like the way it's done now	1	2	3	4	5
j. I like my current methods	1	2	3	4	5
k. I do use the latest techniques	1	2	3	4	5

27. How would you like to access the results or products of CAS research?
 (Check all that apply):

- a. CAS Web Site
- b. CAS *Forum* and call paper publications
- c. CAS Meetings and Seminars (including Regional Affiliates)
- d. Online bibliographies
- e. CAS *Proceedings*
- f. Regular section of the *Actuarial Review*
- g. Online searchable database of abstracts, with links to full texts of papers.
- h. Quarterly research newsletter
- i. Other (please describe) _____

International

28. Have you ever had the need for recognition from an actuarial society other than one in which you were already a member?
 Yes No

If yes, what was the reason recognition was necessary? _____
 In what country(ies)? _____

29. How often do you travel internationally?

	More than 4 time per year	1-4 times per year	Less than once a year	Never
For business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For pleasure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. Recognizing that financial and human resources are required, in which areas should the CAS be actively working to support the development of the actuarial profession in countries where the profession is in the development stages? Rate each of the following using a scale from 1–5 with 1 being very important and 5 being not important at all. If you have no opinion, please indicate so by selecting #6.

	Very Important					Not Important At All	No Opinion
	1	2	3	4	5	6	
A. Subsidize the registration and travel cost for actuaries and academics from these countries to attend CAS meetings and seminars (i.e., in North America).	1	2	3	4	5	6	
B. Subsidize the registration and travel cost for actuaries and academics from these countries to speak at CAS meetings and seminars (i.e., in North America).	1	2	3	4	5	6	
C. Offer discounted CAS dues.	1	2	3	4	5	6	
D. Work with local regulators, policymakers, and actuarial bodies to gain official recognition of the CAS credential in various jurisdictions.	1	2	3	4	5	6	
E. Use CAS funds to help finance the efforts of organizations such as the International Actuarial Association to support the development of the actuarial profession in these countries.	1	2	3	4	5	6	
F. Provide crucial casualty actuarial literature through the CAS Web Site and links to other Web sites.	1	2	3	4	5	6	
G. Create an international referral service whereby foreign actuaries could ask specific questions and be referred to CAS volunteers for comment on North American approaches to similar issues.	1	2	3	4	5	6	
H. Establish ambassadors or liaisons to cooperate with other international actuarial societies on matters involving casualty areas outside of North America.	1	2	3	4	5	6	
I. Actively participate in the International Actuarial Association (IAA).	1	2	3	4	5	6	
J. Other _____ _____ _____	1	2	3	4	5	6	

Volunteerism

31. Is there anything that is preventing you from increasing your participation on CAS committees/task forces (Check all that apply)?
- a No limitation
 - b Cost
 - c Time
 - d Lack of interest at this time
 - e Not supported by my employer
 - f Other (Please describe) _____
32. Would you volunteer more if your travel costs were subsidized?
- Yes No

Governance – Elections

Questions 31-34 are to be answered by Fellows only

33. Did you vote in the last CAS election?
- a Yes, I cast votes for all offices.
 - b Yes, I cast votes for some, but not all of the offices.
 - c No
 - d I can't remember
34. If the answer to the above question was either b or c, what was the reason for not voting for all offices? (check all that apply)
- a I did not agree with the positions of the candidates.
 - b I did not have sufficient knowledge of the candidates.
 - c Other _____
35. Did you read the "Meet the Candidates" material on the CAS Web Site for the last election?
- a Yes, I found the material helpful in making my choices.
 - b Yes, but the material was not helpful.
 - c No
 - d I was unaware that this material was on the CAS Web Site.
36. The CAS made several changes to the election process in 2002, including the process for nominating candidates. Do you feel that these changes will improve the governance of the Casualty Actuarial Society?
- a The changes will significantly improve the governance of the CAS
 - b The changes will somewhat improve the governance of the CAS
 - c The changes will have no impact on the governance of the CAS
 - d Uncertain
 - e I was not aware of any changes.

37. Should Associates be allowed to vote in elections for CAS officers?
- a No
 - b Yes, immediately upon achieving ACAS.
 - c Yes, after a period of 1-3 years
 - d Yes, after a period of 4-5 years
 - e Yes, after a period of 6-9 years
 - f Yes, after a period of 10 or more years

Please share any comments you may have relative to ACAS voting rights.

The Actuarial Profession

38. During your actuarial career, How many...
 Distinct jobs have you held? _____
 Employers have you worked for (including self)? _____
39. Which of the following do you consider to be important to the long-term job security (or demand) for property-casualty actuaries? Please check all that apply:
- a. Expansion of P&C actuarial experience outside of the insurance industry
 - b. Knowledge of global issues
 - c. Better communication and business skills
 - d. Application of actuarial skills to other types of risk such as operational and strategic risk.
 - e. All of the above.
40. Employment opportunities for CAS members are (choose only one)
- a. Increasing faster than CAS membership
 - b. Increasing at about the same rate as CAS membership
 - c. Increasing more slowly than CAS membership
 - d. Don't know
41. The CAS is always looking for new areas where we can expand actuarial practice. Please list any suggestions for areas to expand practice.

If you do not practice in the United States, please skip questions 40-43.
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42. In the course of your practice, do you sign prescribed statements of actuarial opinion?
- Yes
 No
43. Do you meet the **general** qualifications standards for prescribed statements of actuarial opinion? (a statement of actuarial opinion issued for purposes of compliance with law or regulation or compliance with Actuarial Standards of Practices as promulgated by the Actuarial Standards Board or an Accounting Standards Board.)
- Yes
 No
 Don't Know
44. Do you function as the appointed actuary for one or more US-domiciled property & casualty insurance companies?
- Yes
 No
45. Do you meet the **specific** qualification standard for statements of opinion, NAIC Property & Casualty Annual Statement?
- Yes
 No
 Don't know

Retirement Issues

46. In what year did you retire or do you expect to retire? _____
47. Have you participated in the following CAS activities since retiring or do you plan to participate in the following CAS activities upon retirement? (check all that apply)
- a Committees
b Meetings/Seminars
c Other (please write in) _____
d Don't know

Overall Member Satisfaction

48. How satisfied are you with the following as a CAS member?

	Very Satisfied		Very Dissatisfied		
a) CAS leadership (elected officers)	1	2	3	4	5
b) Committee chairs	1	2	3	4	5
c) CAS staff	1	2	3	4	5
d) Communications/Publications	1	2	3	4	5
e) Meetings/Professional education	1	2	3	4	5
f) Overall satisfaction with CAS	1	2	3	4	5

49. What is the strongest part of the CAS?

What is the weakest?

50. How can the CAS add more value for its members? What else can the CAS do?

Admissions - Education - Examinations and Syllabus

51. Actuaries practicing in casualty (general, non-life) insurance outside of the United States should be able to satisfy educational requirements for CAS membership by: (choose one)

- a Not at all.
- b Satisfying current requirements for US candidates (first seven examinations).
- c Being credentialed in the actuary's home country and passing one or two CAS specific examinations.
- d Being credentialed in the actuary's home country.
- e Automatically.

52. How would you assess the current supply of qualified candidates entering the actuarial profession? (check only one)

- a Far too few
- b Not enough
- c A sufficient supply exists
- d Too many

Professional Education

53. How many hours of continuing education have you completed in the last three years?

_____ Organized Activities (e.g., attendance at meetings or seminars)
_____ Other Activities (e.g., reading research articles)

54. Where would you prefer to receive education on General Business Skills? (check all that apply)

- a CAS Meetings
- b CAS Seminars
- c Regional Affiliate Meetings
- d Limited Attendance Seminars
- e In my own Company
- f Suggested reading list (books, articles, etc.)
- g Desktop application learning tools (Web-based or CD-ROM based)
- h Not interested in education in General Business Skills
- i Other (Please Specify) _____

55. What General Business Skills topics would you be interested in attending if offered at future CAS meetings? (check all that apply)

	Not interested	Yes, if included in meeting registration fee	Yes, even if it requires an additional fee
a. Writing Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Negotiation Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Project Management Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Strategic Thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Marketing/Networking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Survey Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. "Working with Others"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other (Please Specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
